

Proceedings and Index of the 66th Annual Convention - 2004

Anaheim Convention Center Anaheim, California August 30-31, 2004

MONDAY MORNING SESSION August 30, 2004

The Opening Session of the 66th Annual Convention of the Communications Workers of America, AFL-CIO, meeting at the Anaheim Convention Center, Anaheim, California, August 30-31, 2004, convened at 8:30 a.m., Temporary Chair Phil Hanneman, Council Chair, CWA Local 9511, presiding.

... Prior to the official opening of the convention, a video was shown welcoming the delegates to the convention and to Anaheim, California, as "We Are Family" played in the background ...

TEMPORARY CHAIR HANNEMAN: Good morning. Will the delegates please be seated. Will all the delegates please be seated.

The official clock of the Southern California Council indicates that it is now 8:30 a.m. I would ask that everyone please be seated as I call the 66th Annual Convention of the Communications Workers of America to order.

We have a busy schedule this morning and a very full two-day schedule, so would everyone please be seated so we can begin.

I am Phil Hanneman, chairperson of the Southern California Council and an Executive Board Member of Local 9511 located in Escondido, California. I have the distinct honor and pleasure of being your Temporary Chair today.

Delegates, Alternates, Officers, Staff and Guests: On behalf of the officers and members of District 9, I welcome you to the 66th Annual Convention of the Communications Workers of America and to Anaheim, California, home of Disneyland, the California Adventure, the Anaheim Angels baseball team, and the Mighty Ducks hockey team, and some of the most beautiful weather in the United States, as you have seen displayed in the last couple of days.

As is our custom, we will open the convention with an invocation. Would everyone please rise while I call upon Rabbi Lawrence J. Goldmark, Temple Beth Ohr, La Mirada, for the invocation. After the invocation, please remain standing for the presentation of Colors and the singing of the National Anthems of the United States, Canada, and Puerto Rico.

Please give Rabbi Goldmark a warm welcome. (Applause)

RABBI LAWRENCE J. GOLDMARK: Thank you. If you will all please bow your heads.

I would like to thank each and every one of you for inviting me to come back to your convention. It was wonderful being here four years ago.

A wise rabbi nearly 2,000 years ago said, "According to the labor is the reward." Many of us might dispute this learned man, for all of us know of people who have gained fame and wealth and even glory without having put in the labor that we think is necessary for such rewards. We say that they are lucky or fortunate or have even cheated in order to get to the

position that they are today.

But if we think about it for a moment, they are the exception. Most people have to put in the necessary hours and days and weeks and years to achieve the rewards of their labors. All of us know people who use shortcuts and schemes and devices to get them to their goals faster. But in the long run, the hard-working, conscientious man or woman who goes by the rules of society will achieve his or her goals sooner and in a happier state.

Helen Keller once said, "I long to accomplish a great and noble task, but it is my chief duty to accomplish small tasks as if they were great and noble."

This coming Monday, we salute each other on Labor Day. We take a day off from our work to reflect on our lives and the goals which we have set, and the purpose of all our toil and efforts. Let us rejoice with our fellow Americans that collectively we are building a great and mighty nation composed mainly of decent, hard-working people. For this we have all labored, and this is our reward. So I conclude with a few words from the book of Deuteronomy:

... Rabbi Goldmark delivered a Hebrew prayer ...

May the Lord, dear God, bless you in all your work and in all that you put your hands to do, and all the people said Amen.

TEMPORARY CHAIR HANNEMAN: Thank you, Rabbi Goldmark.

Our Colors this morning will be presented by the Orange High School Marine Corps Junior ROTC, after which Debbie Thomas, Director of Human Rights in the TNG-CWA sector, will sing the National Anthems of the United States, Canada and Puerto Rico. I wish to remind the delegates to please remain standing until the Color Guard has left the hall.

I will now introduce Cadet Corporal Lindsee Pace, please.

CADET CORPORAL LINDSEE PACE (Narrator, Orange High School's Marine Corps Junior Reserve Officer Training Corps Color Guard): Good morning, ladies and gentlemen, and welcome to Anaheim Convention Center for the 66th Annual Communications Workers of America Convention. The Orange High School Marine Corps Junior Reserve Officer Training Corps Color Guard is proud to present the United States, Canadian, Puerto Rican, and Marine Corps Colors.

The Color Guard Commander is Cadet 1st Lieutenant Victor Esquivel.

Cadet 1st Lieutenant Benjamin Wooden is the Puerto Rican Color Bearer.

Cadet 1st Lieutenant Joseph Wooden is the Canadian Color Bearer.

Cadet Gunnery Sergeant Diego DeLeon is the Marine Color Bearer.

Cadet Corporal Andres Madrigal is the Right Rifle Bearer.

Cadet Lance Corporal Gabriela Lepe is the Left Rifle Bearer.

Cadet Corporal Lindsee Pace is your Narrator. (Applause)

... The delegates arose as the Orange High School Marine Corps Junior Reserve Officer Training Corps Color Guard presented the Colors, and Debbie Thomas, Director of Human Rights in the TNG-CWA sector, sang the National Anthems of the United States, Canada and Puerto Rico ... (Applause and cheers)

TEMPORARY CHAIR HANNEMAN: Thank you for that good work, Lindsee Pace. I want to thank the Orange High School Marine Corps Junior ROTC for the presentation of Colors and Debbie Thomas for her rendition of the National Anthems. Please give them another round of applause. (Applause)

Again, I want to welcome you to the 66th Annual Convention of the Communications Workers of America here in Anaheim.

I would like to turn your attention to the gift bags that you received when you registered. On the back of the gift you will find the three Councils that co-sponsor this host gift. Those three Councils are: the Northern California Nevada Council and their respective Locals, Gregg Ball, President; Coastal Valley Council and their respective Locals, Nadine Cox, President; and the Southern California Council and their respective Locals, Phil Hanneman, Chair. I would also like to thank all of the individual Locals that contributed additional gifts.

The Convention Host Committee has put an enormous amount of time into the planning and execution of this convention. Please join me in thanking them for their efforts to make this convention exciting and memorable.

The Host Committee members are: Irene Baltazar, Local 9586, Felicia Benkosky, Local 9509; Earlene Boyd, Local 9416; Sandi Franco, Local 9404; Vickie Garcia, Local 9588; Phil Hanneman, Local 9511; Bill Herzog, Local 9509; Kristy Pham, Local 9510; Jack Metzger, Local 9400; Judy Rapue, Local 9586; Kathy Requejo, Local 9505; Lisa Shafer, Local 9575; Bob Smith, Local 9505; Pam Suniga, Local 9416; Robyn Waters, Local 9505; Rose Whitney, Local 9400; Sylvia Zavala, Local 9588; Ed Venegas, District 9 Staff.

Let us all applaud and thank the Host Committee. (Applause)

I would especially like to thank Nita Moreno, president of Local 9510, the Host Local here in Anaheim, for her continued support of the California Council and her contribution to this event. Nita has allowed the Council to use the facilities at her local to hold our Council Executive Board meetings, the Convention Host Committee meetings, and store the items that have been put in the gift bags. Thank you very much, Nita. (Applause)

Our first speaker today is Art Pulaski, executive secretary-treasurer of the California Labor Federation. Art has just recently been re-elected at the state AFL-CIO convention in July.

Under Art's stewardship in 2003, the California Labor Federation teamed up with the California Medical Association and Senate leader John Burton to pass SB-2, the Health Insurance Act in California. This landmark legislation is the most important health reform in a generation. It is now on the November ballot as Proposition 72.

Also under Art's stewardship, we intend to win this state for John Kerry and John Edwards. (Applause) We are going to re-elect Barbara Boxer to the Senate, and we are going to elect all labor's endorsed candidates on November 2. Let's all show our gratitude to Art for many victories to come in California as we welcome Art Pulaski. (Applause)

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

Morty, Barbara, Larry, our own Tony Bixler, Brothers and Sisters, Officers: Welcome to California on behalf of our own brothers and sisters in CWA from District 9, and also great leaders of local unions around the state of California. It is also such an honor to see a union now part of CWA that I have long admired and worked with, the AFA, the Association of Flight Attendants. Great to see you as part of this great union. (Applause)

We want to welcome you, especially our brothers and sisters from Canada and Puerto Rico, and you will probably have to bear through a lot of George Bush stuff this week. We ask you for your indulgence. It's so important to the future of America and, in fact, to the world. My job is to welcome you to this great state of California; and as some others say, the state where Arnold Schwarzenegger is the governor. Let me tell you, Arnold Schwarzenegger took over as a very wealthy man. He said recently, "Well, you know what? I am not going to take the \$150,000 as governor of the state. I will do it for free."

Well, I am here to announce to you, brothers and sisters, that Arnold Schwarzenegger is worth every cent of that. (Laughter and applause)

Now, it's a remarkable thing that this convention is convening simultaneously with a convention happening on the opposite coast, a convention that convenes with the primary purpose of looking at how they can do more to offshore American jobs, to downsize American businesses and jobs in this country, to cut back and to take away from workers, all for the purpose of making more money for the few so the few who gather this week in New York can make more money for themselves and their corporations.

That's where Arnold Schwarzenegger is today, and I bet that's where the CEOs of most of the corporations that we deal with and that we fight against are, as opposed to this great convention here, a convention of the working people, average Americans and Canadians and Puerto Ricans who are fighting to protect our jobs, to improve our wages, to keep our health care and protect our pensions, to make life better for every working family.

This is the heart of America and North America, and this is the convention of the future and we honor you and this great union for the work that you do, that you have done, and that you will do to make life better for every working family. (Applause)

Now, I want to say something about this great state that you are visiting today. You know, in the U.S. we have a new family leave law. It says you can take unpaid family leave. I want to say in California, now you are in a state...the first state of this nation that has paid family

leave as of seven weeks ago. (Applause)

And this advancement is due in great part to the great work of leaders and members of CWA District 9, who have joined together with other members of unions from around this state, 2.5 million of them, to fight for a better life and better conditions for their people.

Also, we have right-to-organize legislation that says businesses that do business with the state can't use state money to fight against a union organizing effort. We have new bills that we are sending to the governor as of last Friday, the end of our legislative session; bills that say you can't fund businesses outside this state. You cannot offshore our jobs to other areas. (Applause)

We have a new bill which we are sending to the governor that says you cannot offshore medical records work past the shores of this country. You cannot offshore private financial data to be work done in other countries. You cannot offshore homeland security information protection off the shores of this state. These are new bills that we are sending to our governor here in this state, and this will tell the difference about what kind of governor we have here.

We hope that you, too, are passing bills in your states that challenge the governor of your state to see what side they are on, so that we can organize union members to show who the good guys are and who the bad guys are in this November election.

I want to tell you about another bill which Phil just mentioned to us, something we are so proud of. It is something, in fact, that Tony Bixler, from District 9, said to us a couple of years ago. He said, "We ought to have a law in this state that says that every employer ought to provide health care to their workers."

For the last two years, we worked on that bill called SB-2. Last year, we passed that law and it was signed as the last act by Governor Gray Davis before he was removed from office. This new law, in fact, says that any employer with more than 50 workers now, beginning January of 2006, must provide health care to their workers, and larger employers must provide health care to the families and dependents of their employees. (Applause)

It is the first law of its kind in the 48 states, in the contiguous states in the United States. Hawaii has a similar law. We are proud of that. But I want to tell you, big business fights back every second, and they collected millions of dollars, and they collected signatures to put it on the ballot. And it is on the ballot in November.

Now we are going to have to fight again to protect this. It is called Proposition 72. Proposition 72 is the proposition we have to vote on across this state to save our new law that says employers must provide health care. It is the way that we level the playing field so that we no longer need to subsidize those nonunion employers who know that their people are being subsidized by us, by our premiums, to cover the health insurance of workers of nonunion companies.

Brothers and sisters, those are the kinds of advancements we have made here in CWA, in California. I want to acknowledge and thank the great leadership and the great work of the CWA, this great union, under Morty Bahr, this great union of our locals in California.

We are so proud of the work you have done in this union. We are proud of this union that continues to expand and grow and build as a model for all of labor in America, in Canada, and in the rest of the world. We love you and acknowledge your leadership. And we must go onward, because this November is so crucial to our future.

While that convention in New York now is the convention of take-aways and wealth, this convention is the convention for America's future and the world's future.

I want to challenge you, as you begin this convention, with the words of that great American poet, Bruce Springsteen, who said, "Talk about a dream and work to make it real." That is what this convention is about. Let's make that dream real. Let's kick some butt together now and in November and make life better for everybody for the future.

Thank you very much. (Applause and cheers)

TEMPORARY CHAIR HANNEMAN: Thank you, Brother Pulaski.

I am now pleased to welcome Al Ybarra, executive secretary-treasurer of the Central Labor Council of the Orange County AFL-CIO.

There was a time when Californians used to refer to the ultra-conservative nature of this part of the state as "The Orange Curtain." But this area has changed dramatically,

and helping to bring about this change is the Orange County CLC. So please welcome a union brother, Al Ybarra. (Applause)

AL YBARRA (Executive Secretary-Treasurer, Orange County CLC): Thank you, Phil. Good morning, brothers and sisters.

... The delegates responded with "Good morning" ...

BROTHER YBARRA: Oh, God, you haven't awakened yet. I know we have jet lag, but please wake up. Good morning, brothers and sisters.

... The delegates responded louder "Good morning" ...

BROTHER YBARRA: Good to have you in Orange County. Thanks for bringing your convention here.

President Bahr, Officers of the Board, Brothers and Sisters and Honored Guests: On behalf of the Orange County Central Labor Council, I want to welcome you here on behalf of the 125,000 working families that we proudly represent. I bring you greetings from our elected officials from this area, that is Congresswoman Loretta Sanchez, Senator Joe Dunn, and Assemblyman Lou Correa.

Let me just tell you, a few years ago I would not be able to say that, but Orange County is changing. And we should be proud that it's changing. The reason it's changing is because of the working families that have done the job that they have done here in this country. And not only because of those three, but the speaker who is following me was formerly a vice president of the Orange County Central Labor Council and he will be addressing you as soon as I shut up.

Also, a big thank you for using our hotels and our facilities here. Today you are being served by UNITEHERE! Local 681, IATSE Local 504, and the Operating Engineers, Allied Painters, IBEW 441, Teamsters, and all this mess will be cleaned up at the end with SEIU janitors. So thank you very much for coming here and using our facilities. (Applause)

Let me just say that we are also proud to serve with the thousands of CWA members who have helped us shape this country into making this change that we have made, and that is Locals 9510, 9400, 14904, and 9590, all from your great union. We certainly do appreciate it and your involvement, Sister Easterling. Thank you very much.

Your union has done a tremendous job in working with us, not only in the political arena but also in organizing. You had a short strike here recently, and all of our Orange County affiliates joined with you. It only lasted four days, but it was very effective. Local 9510 was out here in Orange County for four days. We were able to resolve that issue to your satisfaction. I am very proud of that. Thank you very much. (Applause)

Politically speaking – and I would be remiss if I sat down without maybe giving a little plug here and there – we have a big job ahead of us, and I'm certain that today and all of this week you are going to hear from various speakers as to why we need to change this administration in the White House. And as I travel from local to local here in this county – and I must share with you that 40 percent of our membership are registered Republicans; they are conservatives, and there may be some of you out there today. But just let me say here in Orange County we have 420,000 registered Democrats today here in the county, which is up big time. (Applause)

As I travel from local to local, I like to mention that it doesn't matter to me what your affiliation is, your registration, whether you are a Democrat or Republican or refuse to state. The important thing on this election is that we all sit down and look at the issues that are facing us as working men and women in this country. And if we sit down and look at those issues, and share them with the membership that works close to us every day, and talk it up, we have a lot that we can talk about to our members.

Let's talk about overtime. What is the White House trying to do to us on this overtime rule? There is a law coming out, but we haven't got all the definite rules.

This administration has refused to extend unemployment benefits. We are facing massive layoffs because of plant closings. And think about job exports. This President in the White House thinks that exporting our jobs overseas is a great thing for America.

He issued an order to allow uninspected Mexican trucks to come across the border and operate in the U.S.

He signed a Medicare drug bill that is hurting most of our seniors.

He has pushed policies that underfund schools. And this is not all. The list goes on and on. Privatizing Social Security would be a big detriment to our children and our grandchildren, and I think we should all be concerned about that.

Before I sit down, just one last message. We are union. We are family. We are proud. And we need to win back the Senate, the Congress, and send George Bush back to Crawford, Texas. Bush Must Go! Thank you. (Applause and cheers)

TEMPORARY CHAIR HANNEMAN: Thank you, Brother Ybarra.

I am now pleased to introduce the Mayor Pro Tem, Richard Chavez, of the city of Anaheim. He began his term as Mayor Pro Tem on January 13, 2004. He worked as a firefighter for 29 years. He also served for seven years as president of the Anaheim Fire Fighters Association, IAFF Local 2899. Please give a warm welcome to a union brother, Mayor Pro Tem Richard Chavez. (Applause)

HON. RICHARD CHAVEZ (Mayor Pro Tem, City of Anaheim): Thank you very much. Welcome to Anaheim.

You know, my city staff, when I go to present welcoming speeches, prepare notes for me, and it's usually flowery stuff about how great Anaheim is. That's not what I want to talk about this morning. Anaheim is a wonderful, beautiful city and I am thankful you are here. But what I want to talk about is you and reclaiming America.

I think the theme that you have chosen is absolutely perfect. We are at a crucial place in our history, and in the history of organized labor. I am going to give you an example of what we can do. And it's an example that I live.

I was president of the Fire Fighter Local here in Anaheim for quite some time. I decided to run for City Council. During that campaign, I raised a total of \$30,000. The person I was running against had raised over \$250,000. He was a Conservative, and I was union. He had been on the Council once before. He had great name recognition. He out-raised me moneywise by almost 10 to 1.

So how did we do it? It was you. It was organized labor that got out there. Al helped all the unions he talked about earlier and many, many more, 87 unions affiliated with the separate labor unions here in Orange County. We walked and knocked, door to door. We raised \$30,000, and I got elected to the City Council. That kind of energy is going to turn this country around. (Applause)

Now, I want to thank a few people that have been mentors to me that are with your union, with CWA; a woman by the name of Judy Perez with the Orange County Central Labor Council. Where is Judy? (Applause)

Alex Drucker. Where is Al? There we go. (Applause)

And a very good friend of mine from Local 9510, Mike Milligan, who I've been able to appoint to one of our boards. (Applause)

When you go back to the cities that you come from or towns or general areas, consider running for local office. I'll tell you, you can make a huge difference. Even if it's just one labor vote on your council, you can bring fairness that our members need.

There are people in this room – as a matter of fact, all of you – who have the talent, passion and capability to get elected as a local elected official. Hopefully, some day we'll end up in the White House. But you have to start someplace. So start in your own community. That's how we are going to change it and reclaim America – one city at a time. So I encourage you to do that.

Lastly, I want to thank you. I have a personal vested interest in the CWA. My son, who is 14 years old, has good healthcare benefits. His mother will retire with a good retirement system. She's a CWA member and has been for 26 years. (Applause)

Now, I am not married to her anymore, and I ended up with a beautiful son and a lot of white hair for it. But she's actually a wonderful person. And I thank you for all the hard work you have done during the years to make sure your members are treated fairly and end up with good benefits.

We have a lot of work to do. I am aware of what is going on with CWA. I took part on a picket line a few months ago when you had that short strike. I also took part with the UFCW and got myself arrested a few months ago in their strike. So I'm paying very close attention in Anaheim and close attention to labor. We are making a major difference in Southern

California and speaking for organized labor.

Have a wonderful convention. Congratulations for being here. Thank you so much for being here. Have a good time and God bless you all. (Applause)

TEMPORARY CHAIR HANNEMAN: Thank you, Mayor Pro Tem Chavez.

At this time, I now have the honor and pleasure of introducing our next speaker. He became active in the Communications Workers of America in 1964, was elected as an officer in his local in 1968. In June of 1996, he was first elected as vice president of District 9 in Detroit, Michigan. He was re-elected again in 1999 and again in 2002.

In the eight years that Tony has been the vice president of District 9, he has led them in several successful contract negotiations with Verizon and SBC. Just recently, Tony led District 9 in successful bargaining efforts with SBC West. He lives and breathes the "CWA Triangle" of Political Action, Organizing and Representation.

Tony believes organizing is the lifeblood of the union and that education and representation are our day in and day out responsibilities.

Tony continues to demonstrate his abilities to be a visionary in solving the problems that are facing us today and in the future. Delegates, alternates, officers, staff and guests, I am extremely proud to introduce the vice president of District 9, my good friend and union brother, Vice President Tony Bixler. (Prolonged applause)

VICE PRESIDENT TONY BIXLER (District 9): Thank you, Phil. Well, I have the honor today of introducing our president. I first want to say good morning, sisters and brothers, delegates and guests. On behalf of the members, locals and staff, welcome to District 9 and, as stated before, the Host Committee has done an excellent job to make sure that you have a wonderful stay in Anaheim. (Applause)

We are very proud of our district. We are an organizing district. We are a unionizing district. We are a mobilizing district, and for the next 64 days, we are a political action district that will be winning in California, Nevada and Hawaii for John Kerry and John Edwards. JACTA EST ALEA!

I am proud to serve the members and the locals as vice president of District 9. With this honor comes the pleasure of introducing to you our president, Morty Bahr.

He is a visionary. He has a brilliant strategic mind, particularly during negotiations at home and abroad which he demonstrated many times in our bargaining with SBC, Verizon, BellSouth, and all across this country and, yes, worldwide.

He has confidence in you, our CWA leaders, to make the right decisions, to do the right thing. He is also respected at home and around the world for his integrity, his honesty, his judgment and his ability to inspire all of you and everyone who is around him.

We can say all of these things and even more about Morty because they are true. It has been a real honor for me to serve on the Executive Board with him.

For many convention delegates here today, Morty is the only international president of the AFL-CIO that you have ever known. You see him as the rock on which this union rests. Like a rock, you know he will always be there when we need him to solve a problem, to make a telephone call to some CEO or political leader, or write a "Morty-gram." And I know with bargaining most recently with SBC, I know for a fact hundreds and hundreds of "Morty-grams" went out to people who were asking questions and wondering what we were doing for the retirees and why, and his quick wit always comes at the right time.

Sisters and brothers, take it from somebody who has been around this union and the AFL-CIO for a long time. Morty Bahr is simply the best labor leader in this country. (Applause)

Now ultimately, it will be those who follow us who will look back and see so clearly how Morty's leadership has had such a profound impact on our union, in so many ways.

For now, Morty is what he has always been – the lead organizer of our union, the chief steward, the best negotiator, the top political operative, and the best friend of any CWA member, spouse, son or daughter, and certainly he is one of my friends.

While the past affords us the opportunity to learn many useful lessons that can be applied in the present, we can, as Morty knows and has shown, also gain insight for today by giving some thoughtful consideration as to what lies ahead for us in the future.

Treasure every moment that you have! Yesterday is history. Tomorrow is a

mystery. Today is a gift. That's why they call it "the present"!

"Quo vadis."

I want to introduce our leader, our president, Morty Bahr. Thank you.

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

PRESIDENT MORTON BAHR: Thank you all. Thank you very much. Thank you very much and good morning.

Tony, I want to thank you for that extraordinary, generous introduction. I also want to thank you for your friendship, for your loyalty, for your leadership, and the work that you do every day of every week of every month for the members of this union. Thank you very much. (Applause)

We have Kerry and Edwards signs in the back. Now, we are unable to get John Kerry here. You know he was at our last two conventions, but because of the Republican National Convention he is laying low this week, he is only making one appearance and that is before, I think, the American Legion in Tennessee. But you can be sure that at our 67th convention in Chicago next year, President John Kerry will be with us. (Prolonged applause and cheers)

Now, much has happened in our union and in our nation since we met one year ago. And, once again, you have proven that whatever the issue, whatever the challenge, whatever the fight, CWA members come together as a family and demonstrate CWA is the best union in America. (Applause)

The state of our union has never been stronger. We continue to attract unorganized workers who desperately want a union and we continue to be the choice of other unions who see their future as an integral part of CWA.

Here, at their first CWA convention, are delegates representing flight attendants at America's major airlines, members of the Association of Flight Attendants, our newest partner. Please welcome these new brothers and sisters. Will the delegates please stand, the delegates from AFA. (Applause)

I also want to introduce Pat Friend who addressed the convention last year. Pat is sitting back here. Pat serves with me on the AFL-CIO Executive Council. And I want to recognize Secretary-Treasurer Easterling, Executive Vice President Cohen and the entire Executive Board. We regret the absence of Vince Maisano due to his wife's illness. It has been this team working together that has helped me bring this union through one of the more difficult and challenging times in many years.

Last year's convention was focused on sending a message to Verizon that this union was united against their stated objective of destroying the contract, eliminating the no layoff provisions, unfettered movement of work not only in this country but around the world, enormous health care cost shifting to actives and retirees, and most egregious of all they wanted the right to again fire the 3,400 union members who an arbitrator returned to the job with full back pay after seven months. (Applause)

With your support and a carefully planned strategy, Verizon, after spending more than an admitted \$200 million on standby scabs, backed off every one of their demands and the 3,200 members who chose to come back are on the job today. More than this, brothers and sisters, was the unbelievable solidarity demonstrated on behalf of the 51 CWA members at Verizon Wireless in New York City. Management thought that once we had the big contract they could do what they wanted to the brave 51. A message was sent loud and clear that these members would not be abandoned and they weren't. They got the contract they wanted still expiring on the same date as the core contract. (Applause)

At this same time, 150 brave members were on strike for three months against Verizon in North Carolina. Solidarity bridged the miles. It was the support of the 60,000 CWA members and 18,000 IBEW members that caused Verizon to settle that strike as well.

I would be remiss if I did not mention the extraordinary support given by our retired members under Ed Creegan's leadership. Thank you, Eddie. Verizon should have set the stage for SBC where 100,000 active workers and 90,000 retirees were involved.

Our previous two contracts were settled early. Both times the company did not make a single demand. It is a management that respects the union, has extended neutrality and

card check, and generally works with us. This time, however, in December of last year, the company sent a letter to all retirees advising them that beginning in 2005 they will have to pay premiums and higher co-pays.

The CEO told me that his outside auditors told him he had to send the letter to conform to the rules established by the Financial Accounting Standards Board, commonly known as FASB, to book more than \$2 billion in future retiree health care costs but he said he knew we would want to bargain on this issue even though the letter was out.

However, when bargaining began, management took the position that they did not have to bargain with us on retiree health care. For more than a month, with the support of our local leaders and members at SBC in 13 states, we held the main contract hostage.

In the face of our solidarity on behalf of our retirees and concerned that there could be a 13-state strike about which retiree health would be just one of the issues, the company changed its position and bargained on the critical issue of retiree health care and, notwithstanding the letter to all the retirees telling them they will be paying premiums, the contract settlement nullifies the letter and there will be no premiums. (Applause)

Unfortunately, however, it took a four-day strike to bring a settlement on key issues such as new work and outsourcing. It appears, however, some CEOs can get the message. That appears to be the case earlier this month with agreements at BellSouth and Verizon Southwest. These two contracts, plus Verizon and SBC cover about 210,000 active workers and about 250,000 retirees.

I am pleased to be able to say here, today, that these 460,000 members and former members and their dependents, more than one million CWA family members, will not have premiums imposed on them through 2009 and 2010 when we bargain again. (Applause) They will know precisely what their costs are and will not experience any surprises.

In fact, our members will be paying a lower percentage of the cost of health care in 2009 and 2010 than they actually pay today. Few workers in America today and even fewer retirees enjoy the health care benefits we have won. And I, on behalf of these thousands of retirees – and never forget the union builders of yesterday, the union builders of yesterday, thank you for your support. I will have more to say about the health care issue later.

I also want to congratulate our Canadian Media Guild for an outstanding organizing victory at the Canadian Broadcasting Corporation. Previously, the Canadian Media Guild represented about 3,800 workers at the CBC while 1,400 workers were represented by another union.

By a 59 percent vote, CBC workers in production, administrative, technical, and trades positions voted to consolidate into one unit represented by the Canadian Media Guild-CWA. I want to congratulate Arnold Amber and those who were involved in this campaign.

We know that other CWA members and millions of other union and nonunion workers are living in the most difficult of times. Our members at AT&T suffered still another devastating blow last month when the company announced it was abandoning the consumer market. This will have a devastating impact on those who work in customer service centers.

AT&T is a textbook study of how bad management decisions can wreck even the largest and best-known company. But it is always the workers, without exception, and their families who pay the penalty for the mismanagement while the Bob Allens and Mike Armstrongs walk away with millions of dollars.

The AT&T story is particularly disturbing. After many managerial mistakes, they were on their way to being a major growth company. We knew early on that the successful company would need to be able to bundle all services.

That is why we supported their acquisitions of wireless and cable companies. They were, AT&T, at one time the largest cable company in the country. They should have been able to bundle all telecom services, video, high-speed broadband, and then voice over Internet calls. We use to say bundle or bungle. Unfortunately, AT&T bungled. They could not execute and then sold all they bought at a loss, leaving a weak if not a dying company.

Early last year, I met with AT&T CEO Dave Dorman and suggested that since he had 146 switches, "With a little investment you could become a major player." His response was, "Why should I invest when I can get it for nothing." He meant ride on the backs of the Regional Bells.

So when the D.C. Court of Appeals changed the rules blocking that approach, AT&T's response was to abandon the consumer market. At that meeting, Dorman also told me that the company was up for sale when the price is right.

We know that last summer Dorman and BellSouth CEO Ackerman met in New York, reportedly to close the deal where BellSouth would buy AT&T. The report is that BellSouth was willing to pay \$22 a share and AT&T wanted \$24. Now, because of the latest developments, Wall Street analysts say that AT&T is worth only about \$7 a share to a prospective purchaser, if indeed there are any. Dorman's idea of the right price is undoubtedly being revised downward. So, our AT&T members and their families continue to work and wait for the last shoe to drop.

Lucent Technologies is another company where the crooked – and he is a crook – CEO, Rich McGinn, after getting caught cooking the books and destroying the company, instead of sitting in prison he got fired and was given \$11 million to soothe his pain.

Lucent today is no more than a shell of what once was the crown jewel of American telecommunications manufacturing and service, the Western Electric Company. Vice President Maly and I, nonetheless, continue to work to get government contracts for Lucent as well as press the regional Bells to use our installation group.

As you see on the flier, we are gearing up for bargaining with Lucent this fall. Jobs and health care for 70,000 retirees are the critical issues. Just as our members in telecommunications know that most of the problems we have faced over the last decade were caused by an ill-conceived policy of deregulation, so do our members in the airlines industry. In fact, I don't know of a single industry where deregulation and contrived competition have worked.

Just as in telecommunications, deregulation in airlines resulted in many new carriers starting up. They start their business with a non-union work force with lower wages and benefits, no pensions, no retiree health care and so on, with none of the built-in benefits.

This immediately puts pressure on all of the existing carriers where many years of collective bargaining produced good wages, health care, pensions, and working conditions far exceeding the new carriers. It then doesn't take very long before the legacy carriers – United, US Airways, et cetera – in the name of being able to compete, called on the unions to make concessions. That sounds familiar, doesn't it?

Over the past two years, tens of millions of dollars in concessions have been made by all of the unions. The concessions, for example, enabled US Airways to emerge from Chapter 11, but it never seems to stop. United Airlines is now in bankruptcy and US Airways is threatening to go back into Chapter 11 or worse, liquidation, unless further concessions are granted. American, Delta and other carriers also are in a race to the bottom. To say that airline union members have lost confidence in the management of the various companies is an understatement. It seems that all the sacrifices come from the workers to the point where workers say, "No more. I do not intend to work myself into poverty."

For the long haul, however, it is bewildering to me that the politicians at federal and local levels still do not get it. Sure, the public loves to fly from coast to coast roundtrip for \$300, like many of us here did; but can't the politicians see that as soon as the old-line carriers go out of business, two things will happen. First, the discount fares will disappear and then so will hundreds of airports leaving communities with no air service. In fact, already this year 26 airports have closed.

So while we work hard to protect our jobs, we need to be sure those who see competition as an end all learn the facts of life. Thousands of jobs depend on it. Dozens of other contracts were negotiated, some after strikes. But whether it was a long overdue contract at *The Boston Globe* or with Dow Jones, or the continued dispute we have today with *The Washington Post*, health care was and is one of the dominant issues.

But as tough as it is for union members who have their unions to stand up for them, the unorganized – the non-represented workers stand alone. We are fighting for the right for all workers to have a free choice to join a union.

We have targeted three companies, highlighted three companies, Verizon Wireless, Comcast and General Electric, where we are waging the battle for workers' rights. Two weeks ago, the card check agreement with Verizon Wireless expired.

The company never lived up to it from the day it was signed. In fact, a reason they gave, in a letter to us, for not wanting to continue the agreement was that the three-member

Republican majority on the National Labor Relations Board were looking into a way to eliminate or fatally weaken all voluntary recognition agreements between companies and unions. I suggest to you, brothers and sisters, it is commonly not known that voluntary recognition of a company and unions existed before the Wagner Act.

Verizon Wireless brags on being union free except for the 51 Local 1101 members in New York, and they work at it. New employees are interrogated and then directed to the company's anti-union website. They are continuously barraged with anti-CWA and anti-IBEW propaganda.

Workers are intimidated and threatened. They work in an environment that is hostile to unions. You will be asked to vote on a resolution condemning this corporate outlaw. Comcast is another labor lawbreaker who we intend to cut down to size.

When they took over AT&T Broadband in November 2000, promises were made to us that they would sit down with us and conclude negotiations on open AT&T contracts. The promises were quickly broken and a vicious anti-CWA program was unveiled.

It has been a vicious cycle: try to negotiate a contract, fight off a decert, go back and try to get the contract, only to fight off another decert. After meeting with our Comcast members in Pennsylvania, Senator Kerry wrote to Comcast CEO Brian Roberts urging him to deal fairly with their employees.

Then on June 16, we won two rerun decertification elections at Comcast in Pittsburgh covering more than 400 workers. So we are back in that cycle at the bargaining table. Hopefully, this time, with the support of the next President of the United States, we will win satisfactory contracts. (Applause)

And last month, CWA and IBEW members took our message about Comcast's anti-worker policies to the delegates and members of Congress at the Democratic National Convention.

During his speech to the convention, AFL-CIO President John Sweeney highlighted the story of Stephen White, a Comcast technician fired in March for trying to organize his place of work. Steve appeared on the stage with President Sweeney. You will find a photo of Steve White with President Sweeney in the current CWA News.

The National Labor Relations Board this month issued a complaint against Comcast with regard to White's discharge. The hearing was to begin today, but I am proud to announce that last Friday Comcast threw in the towel and reinstated Stephen White with all back pay of \$21,000. (Applause) But we will not be satisfied until we win justice for all Comcast workers.

CWA and IBEW have formed a partnership to work jointly in both the Comcast and Verizon Wireless organizing efforts.

This has been endorsed by the AFL-CIO under its Strategic Campaign program. Both unions are totally committed for as long as it takes to see that all 70,000 Verizon Wireless and Comcast workers – workers like Stephen White – not only enjoy their basic right to join a union, but actually become members of these two great organizations and enjoy the fruits of collective bargaining for the years ahead.

But, I need to mention that this objective will not be reached without your support and assistance in the dozens of communities in which these two companies operate. It is our joint obligation to see that these workers enjoy what so many of our members take for granted.

Shortly after IUE joined with CWA, IUE President Ed Fire took me to a meeting with GE CEO Jack Welch and other company officials. Until then, CWA's involvement with GE was restricted to our representation of the workers at NBC.

As you know, many global polls indicate that GE is one of the most admired companies in the world. Thus, what happens at GE has enormous consequences. So I was struck by one thing that Jack Welch said. He said he would always deal with us in good faith where we are the bargaining representative, but – and it is a very big but – “I do not believe we need a third party between our employees and us.”

This is the classic anti-union position, oftentimes characterized as “I love you where you are, but will fight you like hell to keep you from expanding.” Well, if you cannot grow within a company where the vast majority of workers are nonunion, your future is certain: Continued shrinkage until you disappear. And I absolutely believe that a nonunion GE would

send an awful signal to every company here and abroad. We do not intend to let that happen. (Applause) So, with 92 percent of the private sector workforce unorganized, I believe it is important for unions to develop partnerships as we have with the IBEW.

In that light, last month I signed an agreement with Teamsters President Jim Hoffa laying out how both of our unions will work together to organize the workers at Piedmont Airlines. Combining our strength just seems to make a lot of sense to help unorganized workers get union representation, and it is indeed a sad commentary on our country that at a time when America is defending itself against terrorism, so many workers have to defend themselves against their employers when they exercise their right to form a union.

Since we met last year, ten workers who were trying to bring CWA into their companies were discharged for union activity. These are ten heroes – Stephen White of Comcast is just one of them.

It takes a hero to stick your neck out today. While ten were fired fighting for CWA, the number rises into the hundreds when looking at the total country. I want you to know that we are supporting these ten fighters financially and will continue to do so as we fight their discharges.

The American Labor Movement today is solidly supporting new legislation that will finally guarantee workers their right to join a union free from management threats. The bill is the Employee Free Choice Act, S.1925, introduced by Senator Kennedy, and H.R.3619, introduced by Representative George Miller.

We have never been a single-issue union, but with the very survival of the labor movement at stake, I believe support of the Kennedy-Miller bill should be a litmus test for political support. (Applause) Plainly said, if you do not support the right of workers to organize and bargain collectively on even terms with their employer, we will not support you. (Applause)

As of now, 32 senators and 207 House members have endorsed the bill. More will sign, and we will need to push the others. The bill provides for card check recognition, strong penalties against employers who violate the law, and arbitration of first contract disputes. This legislation is desperately needed since the promise of the Wagner Act to promote organizing rights and collective bargaining no longer serves America's workers.

As I said earlier, we had ten workers discharged for organizing, but workers are fired in at least 25 percent of all organizing campaigns in this country on average. In 92 percent of all organizing campaigns, management requires workers to attend meetings where they are subject to one-sided anti-union presentation.

In 71 percent of organizing of manufacturing facilities, management predict – and I use the word "predict" because it would be illegal to threaten – they predict that the facility will be closed or moved offshore if the workers vote for a union.

Management will not voluntarily change. They need to know that if they violate the law there will be serious consequences, not today's slap on the wrist. (Applause)

But we need to be realistic. The Bush administration is the most anti-union, anti-worker administration in more than 70 years. The White House has blocked all contact with organized labor. The Department of Labor is an adjunct of the Commerce Department. The Secretary of Labor said, "I want to make the Department of Labor more employer friendly." That is what the Commerce Department is supposed to do.

And as long as George W. Bush resides in the White House, Corporate America will continue to run roughshod over workers' rights.

Brothers and sisters, I have tried hard to think of just one solid action President Bush has taken on behalf of working families. I cannot think of any. Can you? Can anybody here think of one thing Bush has done in four years for working families?

... Cries of "No" ...

PRESIDENT BAHR: Then we contrast the first bill that President Clinton signed into law, which was the Family Medical Leave Act. That was the first bill President Clinton signed into law, after it had been vetoed twice by the first President Bush.

The first legislative action this President Bush took was to sign into law a bill passed by the Republican Congress that nullified the ergonomic standards put out by the Clinton Department of Labor. This was a direct slap against thousands of CWA members who urgently needed the workplace relief that these standards would have produced. But more than that, the

thousands of workers who have incurred painful and crippling repetitive motion injuries since Bush's action could have been spared their ordeal and their pain.

So I ask you: What good are strong safety and health standards if you do not have a job? (Applause) Under this President, no matter how many times he says we have turned the corner, I want to know and I hope he would identify the corner we have turned.

Unemployment has been the worst since the Great Depression. This President will be the first President since Herbert Hoover to actually end his term with fewer jobs than when he came into office – 1.2 million jobs have been lost since March 2001. And as you know, unemployment figures do not accurately reflect the true number of jobless workers because so many of them have used up their unemployment insurance benefits, they become discouraged and are no longer counted as unemployed.

Here's a good example. Just two weeks ago, right where we are, about 300,000 people applied for 3,000 temporary jobs at the Port of Long Beach and Los Angeles – 300,000 applied for 3,000 temporary jobs. Someone should tell these 300,000 workers that being unemployed must be their fault, since our President says we turned the corner on the economy and job creation.

Bush's view of the economy is that sending good American jobs to the countries that pay the lowest wages – even to those that violate worker and human rights – is the facts of life in the global economy and, indeed, good for America. This President does not even see the injustice of workers being forced to train their foreign substitutes under the threat that if they refuse they lose their severance pay.

Earlier this month, the U.S. trade deficit hit a record \$55.8 billion. This means we are buying substantially more products and services from other countries than we are making at home. These numbers reflect a continuation of the loss of good manufacturing jobs – we see it in our own manufacturing division. And what country do you think has the largest trade gap with the U.S. and growing? You know it. China.

American workers should not be asked to compete with workers in a country where there are no free trade unions, when that country is repeatedly cited for worker and human rights violations, is guilty of stealing and pirating intellectual property created in the U.S., and is known for currency manipulation. We should instead be assisting the Chinese heroes – both inside China and outside – men and women who are putting their lives on the line to form free and autonomous labor unions.

One such hero is Han Dan Fong. I had the honor of meeting with Han in Hong Kong. As a 24-year-old railroad worker, he was arrested during the Tiananmen Square uprising. And his crime was trying to form an independent union on the railroad.

The AFL-CIO persuaded President Clinton to use his influence to get Han released from prison. Even having an idea of the torture that takes place in China, it was astounding to listen to Han relate how he was injected with the tuberculosis virus by his captors. Today he is healthy, married and a father.

But, even though Hong Kong now belongs to China, Han is in Hong Kong on the radio and the Internet and is supported by the free world trade unions, building and keeping in touch with thousands of Chinese workers on the mainland. He knows he can be assassinated at any time walking down the street. But he said he believes the risk is worth taking in order to bring democracy to China through the development of free trade unions. And I know that, as President, John Kerry will pick up where President Clinton left off and lend our support to these patriots.

I want to again thank Steve Tisza, President of Local 4250, for his continued excellent work in keeping all of us informed on the global outsourcing issue. Thanks, Steve. (Applause)

George Bush has shut organized labor out of his administration like no other President before him. No other administration in my adult lifetime has held such contempt for workers and their unions while giving unfettered access to corporations. He is determined to marginalize the labor movement and, if we let him, make us irrelevant to the life of our nation.

Misinformation is fundamental rather than incidental to this administration. The Bush administration misled us on the war in Iraq. He moved from weapons of mass destruction to "Sadaam is a bad guy" to justify our invasion.

His tax cuts have shifted the burden to the middle class. The cost of the war and his tax cuts for the wealthy have bled the Social Security Trust, health care and education.

This President claims the new overtime rules that became effective last Monday will benefit low-wage workers, while at the same time the Department of Labor advises employers how to avoid paying overtime to those now receiving it. The EPI, a reputable think tank, predicts that some six million workers, particularly white-collar workers, will lose their right to overtime pay.

And just the other day, when campaigning in Ohio, one of the states hardest hit by the loss of manufacturing jobs, the President proposed -- would you believe it -- the President proposed the already discredited comp time. He says letting workers take time off in lieu of being paid time-and-a-half in cash is a family value. Well, we've got news for him: Our families can do without such values.

Another indication how out of touch this President is with American workplaces: In the same speech in which he proposed comp time, he also proposed companies initiate "flextime." Where has he been? Companies and unions have been negotiating flextime schemes for more than two decades.

And America's seniors, the vast majority living on Social Security, have discovered that the new Medicare drug law is a fraud and a hoax. Our Canadian brothers and sisters enjoy lower drug prices. Why can't we?

George Bush -- by any measurement -- has failed America's working families and retirees. It is clearly time for Mr. Bush and his congressional majority to be laid off and outsourced. (Applause and cheers)

It is time for a regime change in America. But in this country, we accomplish regime change at the ballot box on November 2. America needs John Kerry and John Edwards. President Kerry and Vice President Edwards will restore honesty, trust and credibility to the Executive Branch of our government.

With John Kerry in the White House, we will be on the road to maintaining and creating good jobs in America.

With John Kerry in the White House, we will pursue regulatory policies that will benefit CWA members, particularly in airlines, telecommunications and the media industries. The future of jobs in these industries is shaped largely by government and regulatory policy.

With John Kerry in the White House, we will have friends in government who are friends of workers, who will put the concerns of workers first and who will demonstrate their support of key worker issues. America will see an industrial policy that is built on the knowledge that good manufacturing jobs in the U.S. are essential to our economic security. John Kerry has a proven record that he is first and foremost a friend of working families.

With John Kerry in the White House, we will begin to address America's most important economic and social problem -- the country's health care crisis. No worker, no retiree, no job, or industry is unaffected by the massive crisis of our health care system.

I reported earlier of our success in once again dodging the bullet of steep healthcare cost shifting for some 450,000 active members and retirees in the big telecom companies. I want to stress several things. This did not come without cost. Our U.S. members, like workers in other companies, are indirectly paying for their health care. It may not show up in their paychecks, but it is paid through smaller wage increases for themselves and, in what is the best demonstration of trade union solidarity, for our retirees.

More important, in a letter to our 90,000 retirees at SBC, I said that while we are pleased to have secured their healthcare through 2009, they did not have the luxury of heaving a sigh of relief and thinking the problem was solved. It is not solved and will only get worse if nothing happens in Washington.

Here are just a couple of examples. As a result of our settlement with Verizon, the cost to the company to provide healthcare to a pre-65-year-old retiree in 2008, just three and a half years away, will be \$21,150. This is not sustainable for any company, and certainly not sustainable for our economy.

In 2003, SBC's healthcare bill for our members and our retirees was \$1.5 billion. This does not include management and unrepresented employees. Thus, if we just use the low end of projected medical inflation, we can see that cost going up \$180 million the first year, \$180 million-plus the second year, and so on.

In short, by the time bargaining for a new contract begins in 2009, I believe the company's healthcare costs will be so enormous it will be virtually impossible to reach a satisfactory agreement and still maintain our level of healthcare coverage.

On August 18, BellSouth gave Wall Street the impact of its healthcare settlement with CWA. Management said the agreement with CWA will increase BellSouth's retiree healthcare obligation by \$3.3 billion.

There are currently 45 million uninsured Americans, as of the end of last year. The National Coalition on Health Care, the largest coalition in the country, projects that in 2006 that number will increase to between 51 and 53 million. At the same time, the average premium for family coverage – and this includes all sorts of plans – will rise to \$14,545.

Such huge costs are not sustainable. If it goes unchecked, the number of retirees without union protection who enjoy any kind of company-paid healthcare will largely disappear. And the circle of active workers receiving good healthcare with little out-of-pocket will also grow much smaller. And healthcare will grow to be an even more contentious issue at the bargaining tables.

But in Canada, as our Canadian members will tell you, healthcare is not an issue at the bargaining table. In Canada, every citizen has access to healthcare as a matter of right. In fact, even respectable business executives are supporters of Canada's single-payer system. They understand that healthcare is not just a health issue, it's an economic issue.

In 2001, the latest figures we have, the U.S. spent \$4,887 on healthcare for every man, woman and child in America, and it's almost double Canada's \$2,792. Canadian businesses enjoy a competitive advantage because they don't have the huge healthcare bills that U.S. employers pay. Our dysfunctional system is not just bad for our health; it's bad for business.

George Bush's solution is to limit jury awards in malpractice suits and to establish medical savings accounts. That's the President's solution. But that's not the solution of Corporate America.

Those of you who may have seen last Friday's *Wall Street Journal*, the headline of this article on page 2 grabs the eye. It says, "Employers say they can slow the rate of health care costs." Hey, that's great. Now let's find out how.

"Employers believe they can slow the rate of increase of their soaring healthcare costs towards 10 percent in 2005, but only after shifting even more of the expense to employees, a new nationwide survey said.

"The difference between employers' cost projections before and after making changes to their benefit programs suggests we are going to see some considerable cost shifting to employees next year."

So what's new? That's Corporate America's solution. This is what the bankrupt Bush administration's solution is. Don't deal with the problem; just pass the cost on to the workers. And that is unacceptable. (Applause)

This administration and Corporate America just don't get it. John Kerry does get it. He understands the scope of the problem, and he has solutions. He has spelled out a plan that will begin to address the problem with the objective of making quality healthcare available to all Americans at an affordable cost.

I don't know how many of you had the opportunity to become even more angry or more aggravated than you already are by reading the *USA Today* that was left outside most of your doors. Bush's appointee, head of the Federal Reserve, Alan Greenspan, came out in plain English and said that the United States must cut the benefits, must raise the age for Social Security, and cut the benefits for all future retirees. That's in today's newspaper. I am sure before the end of the day John Kerry and John Edwards will deal with that issue as you and I would deal with it.

With four more years of Bush and a Republican Congress, you don't need a crystal ball. Let's just deal with your Social Security. You will be working to a later age for your benefits because Bush will follow what Alan Greenspan projects, as will the Republican Party. So let's get selfish about ourselves, our families and future generations, and put John Kerry in the White House.

I was so angry I couldn't see straight when I read that. And for him to have said that on the eve of the Republican Convention, he knew he was not going to get any flak at the

Republican Convention; that his idea would be embraced. Of course, these are the most arrogant, mean-spirited people we have ever had in Washington. (Applause)

And it's their actions – not words but actions – they have demonstrated. And with John Kerry in the White House we will know that we have an experienced and steady hand at the command of our nation's security. He will lead the war on terrorism with the same courage as he demonstrated in Vietnam. Above all, he will restore American's respect around the world. (Applause)

I don't know about you, but did any of us ever think that the President of this great country cannot walk the streets of a single nation in the world abroad without extraordinary personal protection? Just think about it. Our stature in the world – we used to be admired as world leaders. Our stature now is so awful that wherever this man goes, hundreds of thousands of demonstrators protest and show their distaste. That's what he has brought to this country.

We were never a country that took preemptive action and made preemptive invasions. Under international law, the only time a preemptive strike is legal is when there is clear evidence that if you don't make that strike, you will be attacked. That was not the case of the invasion of Iraq. And to say that Sadaam is a bad guy, there are an awful lot of bad guys around the world.

VOICE FROM THE FLOOR: Bush is one of them. (Laughter)

PRESIDENT BAHR: Well, it gives you just an idea of where this man has brought us. But you know; only 12 months have passed since our last convention, and you look at the breathtaking pace at which events have occurred. We are facing a threat to democracy. We are facing the biggest broadcasting, news and publishing corporations over the concentration of media, a critical issue to our democracy. The threat to our democracy would come from the ability of a few mega-companies controlling what we read in the press, see on TV, and hear on radio.

Tomorrow, we will be hearing from John Connolly, the President of the American Federation of Television and Radio Artists, who Linda Foley, John Clark and others have been working with on this issue.

Our work at the FCC, state regulatory agencies, and the Congress takes on an added urgency as new technologies, such as Voice over Internet Protocol, reshape a 70-year policy of supporting universal service.

Through our International Trade Secretariat, UNI, we are deeply involved in promoting workers' rights around the world. In his role as World President of Telecom, Larry Cohen has led the effort to work with unions around the world to be sure that the growing wireless industry is a union industry in every country of the world.

So, because of all we do, we should not be surprised when we are targeted by right-wing groups in an effort to intimidate us and rein us in. This recently happened when the National Legal and Policy Center demanded a congressional investigation into our contract with SBC alleging that the company turned over the keys to the company treasury to CWA.

The infamous, neo-conservative Grover Norquist attacked us for taking the lead against MCI WorldCom, a company guilty of committing the worst fraud in corporate history that was rewarded by the Bush administration with huge government contracts. Norquist also attacked us last February for our broadband policy.

We live each day, however, with the reality of the war on terrorism. Working men and women and their sons and daughters have been called and will continue to be called to fight this war, just as we did in every war, as I was proud to do in World War II. We are proud to stand with all of them. Many are members of the CWA family and many communicate with me from Iraq over e-mail. We salute all of the veterans in our ranks. They are all heroes. (Applause)

So we have weighed out some of our accomplishments of which we are proud, as well as our challenges. None among us, including our retirees, have the luxury to retreat into a safe, warm cocoon. Unaddressed problems only get worse. We must get up each day with a purpose and a mission. And if we are to succeed, we must have passion behind our mission.

America's unions represent only eight percent of the private sector workforce. At what number – is it at seven percent or is it six percent – do we become irrelevant?

Turning this around is not someone else's problem. That belongs to each of us. We need each of us to do the hard work, to prioritize our responsibilities and avoid doing things

because they are easy or simply comfortable.

We need to say, "Organizing and growing my union is my responsibility.

Registering the unregistered voters in my local union is my responsibility.

"Keeping the members of my local union informed on election issues through leafleting the work place, manning phone banks and direct mail to their homes is my responsibility.

"Urging our members to contribute one dollar a week to COPE is my responsibility.

"Getting out the vote on Election Day is my responsibility."

If each of us, you and I, fulfills our responsibilities, I know we will not wake up the morning of November 3rd asking, "Could I have done more? Was there something else I could have done?" Instead we will all have done it all, and on that morning we will be basking in the fruits of our victory for our country – with John Kerry in the White House and a Democratic Senate and House of Representatives. (Applause)

This past April, I celebrated 50 years as a member of this great union. I think I have seen and experienced it all. Today I am truly optimistic about our future.

I look out across this hall and I see the best trade unionists in America who, together, lead the greatest union in America. (Applause) We have the ability to determine our destiny.

Together, we can and will elect a friend of working families as President of our great nation. Together, we can build a stronger and more powerful union that will lead to the revitalization of the American Labor Movement.

Together, we can and will be part of a movement based on fairness, based on social justice, based on economic opportunity for all of our citizens.

Together, no power in the universe can stop us because the union – our union – CWA, makes us strong.

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

PRESIDENT BAHR: Thank you very much. And I saved the best for last. I want to introduce my wife. I took her out of the crib, out of the cradle, my wife for 59 years, Florence.

... The delegates arose and applauded ...

PRESIDENT BAHR: She was only nine years old when we were married. (Laughter) Thank you all very much.

TEMPORARY CHAIR HANNEMAN: Before I turn over the gavel to the permanent Chair of this convention, President Bahr, I want to thank the Host Committee for all their hard work to make this a successful convention. I also want to thank the delegates for the honor of serving as your Temporary Chair. It has been a special privilege for me.

I will now turn over the gavel to President Bahr, who will assume the position of the permanent Chair under the rules of this convention. President Morty Bahr. (Applause)

PRESIDENT BAHR: Join me in thanking Phil for a great job in getting us started. Thanks, Phil. (Applause)

Will the Credentials Committee come to the platform, please?

While the Credentials Committee comes up, primarily for the information of our new delegates, let me describe the use of the microphone system.

Microphone No. 1 in the front is where you go to make a motion. The telephone associated with the microphone is directly connected to our parliamentarians, and they are seated immediately behind me, back here.

Patrick Scanlon, Pat Shea, Richard Rosenblatt, they are the parliamentarians. So when you pick up the telephone, you should advise the parliamentarians of the motion you wish to make, and they will give you a preliminary parliamentary ruling. If the motion is in order, the Chair will be advised and you will be recognized.

If you disagree with the preliminary ruling, advise the parliamentarians. They will then bring that disagreement to the attention of the Chair. The Chair will make a ruling, after which, if there is still disagreement, the matter can be placed before the convention.

There is a microphone designated as the Privilege mike, Microphone No. 2, in the center. Use it to raise a point of order or a point of personal privilege – it's too hot in here; it's

too cold; it's too noisy; things of that nature. That, too, is connected to the parliamentarians.

Microphone No. 3 to my right is where you go to speak in favor of a motion.

Microphone No. 4 is where you go to speak against the issue, and at the back of the hall, Microphone No. 5 is where you will be recognized for the purpose of asking questions to clarify an issue that is already before the convention. We rotate these microphones under our rules.

The maker of a motion may speak for their motion from Microphone No. 1.

Under our rules, there is a five-minute limit on any speech. There is a red light here on the platform to my left – put the light on, okay – which will give you a four-minute warning, and also a small red light at the microphone telephones.

If I am not too engrossed in what you are saying and am paying attention to the time, I will also go like that (the gavel was tapped) to give you warning.

After five minutes, the microphone will be turned off. In rotation, the movement will be from the motions mike or the platform to Microphone No. 4, and then to Microphone No. 3. The rotation also includes Microphone No. 5 for questions. If there are no delegates there, the rotation continues at least for two people so that two people have an opportunity to speak for and against at each of the mikes, after which a motion to close debate is in order.

Now, as you go to the “For” or the “Against” mike or the “Questions” mike, you lift the phone. You reach the switchboard, the switchboard attendants. Give that person your name and local number and state or province from which you come, and you will be recognized in the order called for under our rules. Start off with your name and local number.

So let me introduce the people who will be handling the switchboard and answering as you call from these mikes.

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

Seated at my left are Pat Telesco, CWA Representative in District 1; Charles Bates, CWA Representative, District 2; Thelma Dunlap, CWA Representative, District 3; Mary Jo Sherman, CWA Representative C&T; Marian Needham, TNG-CWA Sector Representative, who is the Chair of that committee.

Enforcing the Five-Minute Rule is Gail Evans, CWA Representative, District 2; Marie Malliett, CWA Representative, District 9.

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

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

The individuals who are doing that work are Elisa Riordan, CWA Representative, District 1; Linda Banas-Crawford, CWA Representative, District 3; Debbie Thomas, Director of Human Rights, TNG-CWA; Andrew Zipser, Guild Reporter-Editor, TNG-CWA; and Chair Linda Cearley, TNG-CWA International Representative.

To help us with who is to be recognized, to be sure that we follow procedures as provided in the Constitution, each day we have two delegates come from the floor. These delegates sit with the people who operate our telephones and keep track of who is asking to be recognized. For that purpose today, we have two delegates. I will introduce them at this time: Ronald Honse, President, Local 4319; and Climmie King-Johnson, Vice President, Local 9000.

The Chair recognizes the Chair of the Credentials Committee. Let me first introduce the members of the Committee to you.

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

Joy Lynn Cress, President, CWA Local 1012; Linda McGrath, President, CWA Local 1170; Pamela Terry, President, CWA Local 2000; Roy Hegenbart, President, CWA Local 3250; Judy Bruno, President, CWA Local 3406; Mary Robinson, President, CWA Local 4100; Bob Browder, Vice President, CWA Local 4900; Gloria Scales, Vice President, CWA Local 6377; Sid Searcy, President, CWA Local 6733; Rozanne DuBois, President, CWA Local 7500; Malachy Sreenan, Executive Vice President, CWA Local 7800; Bob LaRoche, President, CWA Local 9504;

George Oropeza, 2nd Executive Vice President, CWA Local 9588; Chris Fox, President, CWA Local 13302; William Lambdin, President, NABET-CWA Local 51021; Mark Peach, President, NABET-CWA Local 52031; unable to be with us today, Bill Duncan, President, IUE -CWA Local 84798; Donald Rice, CWA Representative, District 1, Co-Chair; Betty Witte, Administrative Assistant to Vice President, District 3, Co-Chair.

And the Chair recognizes the Chair of the Credentials Committee, Marjorie Ann Krueger, Administrative Assistant to Vice President of District 13.

MARJORIE ANN KRUEGER (Administrative Assistant to Vice President, District 13, Chair of Credential Committee): President Bahr, Delegates and Guests: I am pleased to announce, on behalf of the Credentials Committee, that the Committee has registered over 2,115 delegates, alternates, and guests to this 66th 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. These locals are the AFA locals, Local 6001 and Local 7076. Let us welcome these locals. (Applause)

We shall be reporting on credentials in the following categories:

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

Category 2: Credentials properly executed but late.

Category 3: Improperly executed.

Category 4A: Proxy credentials properly executed but late.

Category 4B: Proxy credentials improperly executed.

Category 5: Unusual circumstances.

There are 1,377 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. It has been seconded from the floor. Those in favor, indicate by raising your hands. Down hands. Opposed by like sign. It's adopted.

The Chair recognizes the Committee.

CHAIR KRUEGER: There have been no locals that have received dues for new bargaining units after the 12-month averaging period. There are no credentials that are late but properly executed. There are no credentials to report that are improperly executed. There are no proxy credentials properly executed but late, and there are no proxy credentials improperly executed. There are no Category 5 - Unusual Circumstances.

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

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

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

(Applause)

PRESIDENT BAHR: Thank you, Marge.

I don't remember, and I have been coming a long time to these conventions, that you all did it right on the first time. I can't remember not having special categories reported out. So, I congratulate everybody. It makes their work, which is very difficult, a lot easier.

Would the Resolutions and Rules Committee come to the platform?

While we wait for them to come on the platform, if you read that article I mentioned about Alan Greenspan, he talks about raising the retirement age. You know, it's already raised to age 67. I don't know how many years above that he has got in mind. Some of you who want to age a little more rapidly, maybe you will get in under the wire, but really it's a very serious situation that everyone has to be aware of.

If there is anything workers will rally around, union or nonunion, it's going to be protection of their Social Security. And angry as we are, I think we ought to take advantage of what I think was wrong timing on the part of that very outspoken guy who has a tremendous amount of influence in this government.

I want to introduce the members of the Committee.

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

Frank Mathews, President, CWA Local 4321; Denny Kramer, President, CWA Local 6201; Nadine Cox, President, CWA Local 9408; Lillian Covarrubias, President, TNG-CWA Local 34043; Charlie Braico, Vice President, NABET-CWA 54041; Linda Smith, President, CWA Local 1082, Chair.

The Chair recognizes the Chair of the Committee.

DELEGATE LINDA SMITH (Local 1082, Chair, Resolutions and Rules Committee): The Resolutions and Rules Committee met in the City of Anaheim, California, beginning on August 26, 2004, for the purpose of reviewing and considering any proposed amendments to the Permanent Rules governing conduct of CWA Conventions, which can be found printed in your CWA Constitution beginning on page 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 66th Annual CWA Convention recommends no changes be made in the Permanent Rules.

Hours of the Convention

Rule IV 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 66th Annual CWA Convention shall be as follows:

On Monday, August 30, 2004, the convention shall be called to order at 8:30 a.m. The convention will be in recess for one and one-half hours beginning at approximately 12 noon and shall be recessed subject to the call of the Chair, but not later than 5 p.m.

On Tuesday, August 31, 2004, the convention shall reconvene at 8:30 a.m. and shall recess from approximately 12 noon to 1:30 p.m. and will continue until all business has been concluded.

Mr. President, I move the adoption of the rules.

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the motion. It's been seconded from the floor. Does anyone care to speak?

No delegate cares to speak. All those in favor of the resolution, raise your hands. Down hands. Opposed by like sign. It is adopted.

Before we take up the first resolution, we have a special video to show you about two very special friends of CWA.

... A video was shown praising the courageous work of Presidential Candidate John Kerry and urged his endorsement and election as President of the United States ...

PRESIDENT BAHR: The Chair recognizes the Chair of the Committee.

CHAIR SMITH: Thank you, Mr. President. Will the delegates please turn to page 3 of the resolutions report and look at Resolution 66A-04-1.

Resolution 66A-04-1

Senator John Kerry for President and Senator John Edwards for Vice President

In the 2004 presidential election, CWA is committed to elect John Kerry President and John Edwards Vice President as leaders who will stand up for working families.

There is a stark contrast between John Kerry and George W. Bush. On issues that include good jobs, healthcare, trade, education, retirement security, workplace health and safety, collective bargaining rights, and foreign policy.

George Bush's "trickle down" economic policies and tax cuts that favor the rich have been a disaster for America's working families. It has cost the nation 1.8 million net private-sector jobs over the past three years. President Bush is now on track to be the first president since Herbert Hoover to end his term with fewer jobs than when he started.

The Bush administration's response to the plight of working families has been to pursue an ideological agenda rather than meaningful solutions. Rather than investing in the needs of working families, such as health care, better schools and job training, he has pursued trade agreements that reward companies that export American jobs with tax breaks and government contracts instead of creating trade and tax policies that keep good jobs at home. His policies have contributed to the economic insecurity of scores of other working people by refusing to extend unemployment benefits and by opposing increases in the minimum wage. His anti-worker agenda has abandoned six million workers by allowing their employers to take away their overtime pay.

In contrast, Senator Kerry's top national priority will be to maintain and create good jobs. He would eliminate tax breaks and loopholes that encourage corporations to export American jobs, and has sponsored legislation in Congress guaranteeing customers the "right to know" when call centers outsource jobs. Senator Kerry would repeal tax breaks for millionaires in favor of middle-class tax relief and investment in schools, health care, job training, and public safety to help working people and ease fiscal stress in the states; he would raise the minimum wage, protect workers' overtime pay, and extend unemployment benefits and training to laid-off workers; and would implement a powerful coordinated strategy to keep our industrial sector strong, insisting on enforcement of current trade agreements and negotiating strong worker protections in new trade agreements.

Not only has the Bush administration failed to preserve and create good jobs, it has done little to address the escalating health care crisis. Today more than 44 million people have no health insurance, four million more than when George W. Bush took office. Since 2001, health care costs have increased an average of \$2,700 per family, while workers' share of health care premiums has increased 50 percent. Responsible employers that provide health care find it increasingly difficult to compete with U.S. companies that evade their responsibilities and with foreign companies whose workers' health care is provided through national health care systems.

The current administration's health care policies have only made these problems worse. George W. Bush pushed for and signed a flawed Medicare prescription drug bill with inadequate benefits that may force many seniors to pay too much for medications. Instead, the bill will provide a huge windfall to drug companies and will encourage more employers to drop retiree health plans. President Bush opposes giving Americans the right to buy cheaper medications from Canada, making it even harder for retirees and others to get affordable prescriptions.

In contrast, John Kerry has made national health care reform a top priority. His record in Congress demonstrates his commitment to save Medicare and Medicaid, and to take on the big drug companies. Senator Kerry proposed a realistic national health care plan that would cover every child in the United States, expanding coverage to the uninsured, and reducing employer-provided health insurance costs by establishing a public program to pay for health care bills over \$50,000. Senator Kerry supports a real patients' bill of rights to allow patients to choose their own doctors and hold HMOs accountable to patients' real needs. He would revamp the flawed Medicare prescription drug law to provide real benefits to seniors, allow the federal government to negotiate lower drug prices, encourage companies to maintain retiree health care, and allow American consumers to buy medications from Canada.

The contrast between John Kerry and George W. Bush is most stark on the issue

of workers' rights to form unions and bargain collectively. John Kerry has personally provided support to workers struggling to form unions. "I write to express my strong support for CWA and the efforts of Comcast employees to form a union," he wrote in October 2003. During CWA's tough negotiations with SBC, John Kerry urged the CEO of SBC to negotiate a fair contract to protect union jobs and reject health care cost shifting.

John Kerry has co-sponsored the Employee Free Choice Act, which would allow workers the freedom to join a union without fear of management intimidation and harassment. He supported collective bargaining and civil service protections for workers in the Homeland Security Department by voting against Bush's proposal to take away their rights. He supported a bill that would have extended union rights to firefighters, police and other public safety officers in 18 states that currently deny public safety workers these rights.

Conversely, the Bush administration has shown its disdain for workers' rights by destroying the bargaining rights of more than 230,000 federal workers, announcing plans to shift 850,000 federal jobs to nonunion companies, supporting NLRB proposals that would make card-check recognition more difficult and possibly illegal, and opposing labor law reform.

John Kerry would protect workers' retirement security by opposing privatization of Social Security and strengthening the rules which guard against pension fund raiding by greedy, unscrupulous employers. George Bush wants to privatize Social Security at a cost of \$3.1 trillion, and repeal current protections for workers' retirement security.

John Kerry voted to preserve the nation's first workplace repetitive motion injury standard; George W. Bush repealed the rule. John Kerry supports a more effective OSHA: Bush cut OSHA funding by 65 percent. John Kerry wrote a federal law that prohibits airlines from firing or discriminating against workers who provide information about airline safety violations.

George Bush is spending billions to rebuild Iraq's roads and schools, but has shortchanged our federal education funding by \$33.2 billion. He cut community policing by 90 percent. Senator Kerry will restore full funding to these programs.

Senator Kerry supports policies to spur deployment of universal high-speed Internet networks, jumpstarting the depressed telecommunications sector. That industry has lost more than 1 million jobs during the Bush years.

Senator Kerry supports strong protections against media concentration. The Republican-dominated FCC intends to eliminate all rules blocking further media consolidation.

John Kerry is strong in his commitment to win the war against terrorism and to protect national security. Unlike the Bush administration, John Kerry understands that winning the war on terrorism cannot be accomplished alone.

Senator Kerry has lived a life of unselfish public service, standing up for working families throughout a distinguished political career and by presenting plans and policies that are a blueprint for rebuilding the progressive infrastructure of our country.

John Kerry demonstrated his solid commitment to this country when he volunteered for combat service in Vietnam. Despite misgivings about the conduct of that war, he repeatedly offered his own life to save the lives of the men under his command.

Senator Kerry believes that every child deserves a decent education; every senior a secure retirement; every corporate criminal a stiff punishment; every person civil and human rights, and every family a strong and secure America. He will work to maintain a strong and vibrant middle class so essential to preserving our democracy.

CWA is unified in our support of John Kerry for President and John Edwards for Vice President.

RESOLVED: The Communications Workers of America endorses Senator John Kerry for President and Senator John Edwards for Vice President as leaders who will fight for working families, create good jobs, reform health care, support workers' collective bargaining rights, preserve Social Security and Medicare, enact fair tax, budget and trade policies, and strengthen our alliances with other countries in the global war against terrorism.

RESOLVED: The Communications Workers of America will launch an unprecedented campaign to educate CWA households and other union households on the issues in the 2004 election campaign; to register CWA members and their families to vote; and to get out the vote in November 2004, in support of candidates who support a working families' agenda.

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

66A-04-1 entitled, "Senator John Kerry for President, and Senator John Edwards for Vice President."

... The motion was duly seconded ...

PRESIDENT BAHR: As I do every four years, I am going to recognize Microphone No. 2, Delegate Peter Szekely.

DELEGATE PETER SZEKELY (Local 31003): Thank you very much, President Bahr. I am a correspondent in the Washington Bureau of Reuters News Service. As a journalist representing other journalists, including many who are covering the election and issues related to it, I am going to abstain on this resolution, and I would like to explain why.

I know it is not easy for some people to understand why journalists have to keep their distance from the political process, especially with all that is at stake in this election. Even within the Guild sector, this is a hotly debated topic.

On the one hand, our great union needs to act in our members' interest. And that includes making political endorsements. I understand that. But in the Guild sector, we have members who bring you the news, and not just about the campaign, but about issues that could affect the outcome of the election, like the situation in Iraq, the economy and the war against terrorism. If the news our members report is going to make a difference, readers and viewers have to believe that we're calling it as we see it, without a political agenda. If readers think we have a political point of view, they won't believe what we say. And if they don't believe us, they won't read us. And if they don't read us, our jobs will be less secure and voters will be less informed when they go to the polls. That's why it's in the interest of journalists to stay out of politics.

Now, it may not come as a surprise to hear that not all reporters and news organizations are unbiased. I don't want to mention any names, but there's a certain cable news channel, let's just call it the "fair and balanced" channel. For most of us in the news business, the "fair and balanced" channel is a perfect example of what not to be, not because we don't agree with their political slant, but because they have a political slant. And when you have a political slant, regardless of whether it's left or right, people who don't share your slant will be less likely to believe you.

You see, news can be slanted without outright lying or simply giving more space to one side than the other. It's what we call spin. There are all sorts of variables that can affect the spin of a story, which quotes to use, which background facts to add or leave out and, of course, whether or not to write a particular story at all. The selection of almost every word in a story reflects the judgment of the reporter. When you think about it, it's an awesome responsibility.

Add to that the fact that sometimes the only way we're going to get the news is by relying on sources who insist on staying anonymous and you can see why credibility is the most important thing a journalist needs to stay in business. And to have credibility, it's not enough to be impartial. We need the perception of impartiality. Too many Americans believe the myth about the liberal media. It's a belief that Bush supporters will be all too willing to exploit whenever they don't like our reporting.

And so, for the sake of good journalism and to help protect our members in the press against unfounded charges of bias, several of us in the Guild sector are going to sit out this vote.

Now, with all these complications some of you may be ruing the day the Guild merged into the CWA and wondering whether having journalists in our union is a curse or a blessing.

PRESIDENT BAHR: Peter, we will see you again in 2008. (Applause) The point is well taken.

On Microphone No. 3, Delegate Pomroy.

DELEGATE COLIN POMROY (Local 1301): I'm strongly and proudly in favor of this resolution and let me tell you why. Let me bring you back to the last five, six, seven, eight years ago, the best eight years of my life, the best years of this country while I was alive. We had low unemployment rate, low crime rate, low oil prices, high earnings, high ownership, a balanced budget, and we even had a surplus. We had a very good relation, some of us, with Verizon.

The Republicans, that wasn't enough for them. They needed more. What they

needed, over and over again they said, was lower taxes. So a lot of these Republicans, higher earners, middle earners, some of them got what they wanted, they did get lower taxes because they lost their jobs.

The trouble is for the rest of us, we are paying for those tax cuts for the chosen few, for the people that make over \$300,000 a year.

Now, let's go back to today. We have got higher unemployment, we have a high crime rate, lower earnings, unaffordable home ownership, unbalanced budget and we have a surplus that is going down so fast, we owe zillions of dollars, for crying out loud.

The relationship that 1301, the Yellow Pages group has with Verizon is not very good at all. The one thing that I thought he could control, President Bush, was oil prices, but guess what, he couldn't control those either. Now they are at \$2.20 a gallon.

This campaign for us and this union I'm telling my members is a one-issue campaign. That issue is that John Kerry and John Edwards is a friend of our union, a friend of 1301, a friend of CWA, a friend of all unions.

They have been at this convention for the last two years. John Kerry has spoken to us and told us what he stands for. What he stands for is what we stand for. Over and over again he stated that to us. We never see President Bush here. Kerry stands for everything that we stand for.

The campaign for the Republicans is also a one-issue race. They will tell you it's not, but it is. It is about those lower taxes for that group that makes \$300,000 or more.

Somehow they've convinced the middle class, the lower class that they are getting lower taxes, too. Well, it's just not the case. Maybe they got a free TV last year for the summer. I don't want my kids to be paying for that free TV for the rest of their lives and their kids' lives. (Applause)

We have to make sure that our members, our members' families, friends of our members' families know this is the issue and the only issue for them. They are going to talk about guns. It's not an issue. It's not a presidential issue in my mind, but Senator Kerry, future President Kerry is a gun person.

Abortion, again not a presidential issue in my mind. Patriotism, he is going to talk about patriotism, that Kerry is against patriotism. It's not the case.

He is also going to speak about Senator Kerry's Senate record, the last 20 years. He is going to suggest that Senator Kerry didn't do much. That is not the case. Senator Kerry has done a lot. I'm from the state of Massachusetts. I know what he has done for the state and the country.

Let's flip it to President Bush. What did he do before he became President or Governor of Texas? Absolutely nothing. He did nothing very well and there aren't even pictures of him before he became governor of the state. He ended up with a baseball team somehow on taxpayers' backs and did very well with that. That is not to compare with what Kerry has, or a businessman before that.

In the polling right now, they are talking about whom would you rather have protect your country, President Bush or Senator Kerry? President Bush is winning in that. I'm not quite sure I understand that.

When President Bush took over the office in 2000, he was basically an isolationist. He turned his back on the rest of the world. He said we are not in the business of nation building. We want to protect America first.

Well, now he is going the total opposite way. No matter whose fault it was on September 11, I want someone in there that will protect our country, talk with the rest of the world, will make sure things like this don't happen again.

I would rather have a leader, a President who will reach out to the world community instead of turning their backs or, worse, slapping around the rest of the world. I would feel more comfortable with John Kerry protecting our country.

Now they are going to attack Kerry on his decorated war career.

PRESIDENT BAHR: You used up your five minutes, Brother Collins. (Applause)

Mike 5, Delegate Gavin.

DELEGATE BILLIE GAVIN (Local 6151): I am a proud Texan and will be glad to take George Bush back to Texas in November when Kerry is elected. My members are ready

to get out and take Texas back and get out the vote.

PRESIDENT BAHR: What is your question?

DELEGATE GAVIN: My question is when will "CWA for Kerry" shirts arrive to our local?

PRESIDENT BAHR: I don't know, but I will have somebody tell it to you. I can't answer that question. I am not the one dealing with the shirts today. I will get somebody who is to get the word to you. You are entitled to a second question.

DELEGATE GAVIN: My follow-up then is: Are you aware my district advised me I would not be receiving any because I am in Texas?

PRESIDENT BAHR: No, I'm not. I will get the information for you.

DELEGATE GAVIN: Thank you. (Applause)

PRESIDENT BAHR: The delegate on Mike 3, Delegate Drollinger.

DELEGATE TAMI DROLLINGER (Local 4371): Good morning, sisters and brothers. I proudly rise to support this resolution. A Kerry-Edwards win in November is a must for working families and our retirees.

I am from Marion, Ohio, a battleground community in a battleground state. In 2000, we lost Marion County by a narrow margin. We worked hard in 2000. In this election year, we are pouring every available resource into November's election.

Our District 4 Vice President, Jeff Rechenbach, has developed and put into action a battleground political plan for states like Ohio, Michigan and Wisconsin. In my local, we have contacted hundreds of swing voters one-on-one. We have posted and distributed materials in our worksites and are continually participating in AFL-CIO outreach programs.

I rise today not just to support this resolution, but to let my sisters and brothers know that we will win Ohio in 2004. (Applause) We cannot and we must not rest until we reclaim our rights, our heritage and our future. The Republicans can bring it on because we are going to bring it home in November and win back the White House. Thank you. (Applause)

PRESIDENT BAHR: If there are no other delegates wishing to speak on this motion, before I put it to a vote I wanted to read a short memorandum that was handed to me a little while ago. It is addressed to me from the President of the National Coalition of Public Safety Officers, CWA.

"Dear Morty:

"The NCPSCO-CWA Executive Committee and Law Enforcement local delegates met this morning to discuss the endorsement of John Kerry for President of the United States. Pursuant to the CWA Constitution and NCPSCO-CWA bylaws, the local delegates voted their membership and endorsed John Kerry for President of the United States. "Please feel free to use this endorsement on behalf of CWA or John Kerry as you deem appropriate." (Applause)

Are you ready for the question?

All those in favor of the resolution indicate by raising your hand. Down hands. Opposed by like sign. It is adopted and it looks unanimous to me. (Applause)

Before we ask the Escort Committee to bring Senator Boxer in, let me just recognize on the Privilege mike, Delegate Laura Unger.

DELEGATE LAURA UNGER (Local 1150): I'm sorry about the timing of this. I would rather have raised the issue right after the Rules where it was more appropriate. I just wanted to raise a short point. I am speaking on behalf of the Communications and Technologies locals. We are down like everybody else. We have been under tremendous attack and our numbers have shrunk. We still represent 25,000 CWA members at AT&T and Lucent.

For this convention we have been provided with one table, thirty seats. Now, that might seem petty to you. There are 26 Lucent locals alone. They are facing the fight of their lives this year and bargaining against Lucent in October, and they are sitting in the aisle because there are no seats for them. We are just used to fighting for our jobs. We misappropriated some seats from District 1. It still doesn't accommodate us. We ask that we be treated with the same respect as the districts, the other sectors and newly merged unions. (Applause)

We understand that there are crucial issues to be fought this year and we are part of fighting for those issues. We are a proud part of the CWA family. We just ask we have the same seat at the table as everyone else. (Applause)

PRESIDENT BAHR: Laura, let me just say to you and the other delegates, I

don't think I have to declare my feeling and my support for everybody. If there was an oversight or a mistake, it is going to be corrected as quickly as we can and for that I apologize.

DELEGATE UNGER: I appreciate that, Morty.

PRESIDENT BAHR: Would the Escort Committee bring Senator Boxer in, please.

... As Senator Barbara Boxer was escorted to the podium "Still The One" was played and the delegates arose and applauded in unison ...

PRESIDENT BAHR: The most direct way that I can introduce Senator Boxer is by telling you that she is a CWA hero. Barbara has a 100 percent CWA voting record. (Applause and cheers) And this year, she is running for reelection. Our members in California and all AFL-CIO working families are doing everything possible to keep her in the Senate, and we will do just that. (Applause)

Senator Boxer for ten years served in the House of Representatives and was elected a United States Senator in 1993. She was elected to a second six-year term in 1998. She is part of the Senate Democratic leadership team as the Chief Deputy for Strategic Outreach.

The most important thing I can tell you about Barbara is that she is a fighter. She is in Congress to speak out on HMO abuses. She authored a Patients Bill of Rights as long ago as 1997, and continues to fight for these much needed protections.

She is a fighter for a healthy environment and for quality education. She is a fighter for a strong America. And with John Kerry in the White House and the Democrats in control of the Senate and the first female Speaker of the House of Representatives, she will be a powerful and strong voice for working families across the nation. (Applause)

Brothers and sisters, please welcome Senator Barbara Boxer of California.

... The delegates arose and extended a warm CWA welcome to Senator Barbara Boxer ...

THE HONORABLE BARBARA BOXER (U.S. Senator, D-CA): Hi. This is so exciting. This lectern is going down automatically. Keep on doing it. Can you see me?

... Cries of "Yes" ...

First I got a badge, so I'm very happy. I have a special CWA bag. And now I get to give Morty my favorite gift, a pair of boxer shorts. (Laughter and applause)

I want to say a huge thank you not only to Morty, but to all of you at CWA. You have always supported me in my campaigns, even when I was a long shot, and I am so proud to be a United States Senator. I try to fight every day for working men and women in California, and working men and women all over this great country.

I want to take a minute to recognize my California CWAers. Will you raise your hands, our Californians. (Applause) I just want to say a very special thank you. We have a bond that has grown over the years, and I just can't think of one instance where we haven't seen life the same way. And that says a lot.

This energy that I feel in this room – and I do feel it – is energy we are going to need so that we can have a fresh start in Washington with John Kerry and John Edwards as President and Vice President of these United States. (Applause and cheers)

And if anyone is wondering if we needed a fresh start, all they have to do is look at this administration's own census figures. Just this week, they reported that poverty in America is at its eight-year high. Over the past four years, over 1.5 million Americans have been pushed over the poverty line. Compare that to the previous eight years when we Democrats were in charge and an average of 800,000 Americans each year were lifted out of poverty. Isn't it time to go back to that kind of record for the United States of America? (Applause and cheers)

In those Clinton years, our economy gained 2.8 million jobs each year. Since then, we have lost an average of 500,000 jobs each and every year. And we have an administration that does not get it. It is still giving incentives to employers to ship good jobs overseas. We want the jobs here in America – in California, in West Virginia, in Ohio, in New York, and all the great states that are represented here today. (Applause)

We also have seen a reduction in household income. What does this mean? It means that as we are struggling just to stay even, healthcare costs are out of control, college tuition costs are going up, gasoline prices are at an all-time high. So this is putting a squeeze on our working families. And believe me when I tell you, I get it. I am from just one of those families.

You look at me and you see a United States Senator – maybe a little one, but a United States Senator anyway. But what you don't know is that I am a first generation American and that my mother had to quit high school in order to support her family because her mother was widowed. You don't see that in me, but that moves me forward.

My dad was the youngest of nine children, the only one born in this country. He went to college at night because he had to work during the day to support the family. He then later went to law school at night. Same thing. He worked full time. My husband's dad was a Teamster truck driver. He died when my husband was young. So we have worked our whole lives.

I stand before you a product of the American Dream. Why? Because I had a government in this country that understood that every little boy and girl could make it. If they played by the rules, they would find a good public education system for all of our children; that there would be jobs available to us that would be good jobs. And when you are in the workplace, you were granted a safe workplace. You had America on your side. But we don't have that today. That's why it's time for a fresh start in our country. Don't you agree? (Applause)

So when I tell you that it's all up to you, those are not just words. That is straight from my heart. I am working, as the people in California will tell you, night and day to retain my seat. I have an opponent who voted against raising the minimum wage when he was in the state legislature to \$4.25 an hour. How does he think people could live on that?

He voted against expanding the school breakfast program. He voted against family and medical leave. He voted against giving employers incentives to pay for healthcare for their employees.

So I am fighting these issues that you are fighting at the national level, the presidential level. I am fighting for these issues at the Senate level. And I will work my heart out. I can assure you that our candidates, from Tom Daschle to Patty Murray and all of us who are up this time for the House and for the Senate. And I know John Kerry is working his heart out and John Edwards, 24/7.

But we cannot do it alone. What we are learning in the press today is that if you look at the group of voters that voted the last time, this election is very close and maybe even swinging towards President Bush. But if you look at the larger pool of voters, people that you and I know who never thought what happened in Washington meant anything in their lives, those people, when they are included in the pool, John Kerry wins convincingly.

So my question to you is: Are you ready to get out the vote and get those people to the polls, from whatever state you are in – from Ohio to Pennsylvania to West Virginia, all those targeted key states, Florida – while we have to do our job here in California so that the Kerry team does not have to worry? We want to make sure we get out the vote for them.

So, you know the story. You know that we see soaring healthcare costs. You know that we see soaring college tuition. Why can't we, instead of giving tax breaks to the people who earn over a million dollars, give a break to families and make that college tuition tax deductible? (Applause)

Why can't we give help to those who step up to the plate and provide health insurance? Give them a tax credit. There's no reason we can't do it and give everyone who pays these healthcare premiums, even a part of them, the ability to deduct say up to \$2,000 a year to help them pay for these premiums.

There is a very simple answer as to why it does not happen. It's called bad priorities by this administration and this Republican Congress. They care much more about those at the very top. Night and day they worry about them. They wring their hands about them. Those people are doing just great.

Some of them even support me because they see that the policies of this administration are leading to deficits, lack of job creation, environmental roll-backs. They know that if our workers are not happy, if our workers are stressed, as we saw them here today, we know that they can't be productive. And when they can't be productive and they are worried about where the next paycheck is coming from, or will there be a job or will it be outsourced, America loses.

That's the point. We are talking about issues here that are great American traditions. They are not Republican traditions; they are not Democratic traditions. They are

bipartisan American values. We value our workers; we value our families; we value our military men and women. We value our veterans. We don't cut their health costs. Are there any veterans here today? Would you raise your hands if there are any veterans out there? I wish we would all applaud you. (Applause)

Because I have to tell you, with this administration nothing is sacred, except the people at the top. The veterans, we know, we have to look at Bush's budget in '06. He thinks he is going to be back there. Those budgets show us that they are cutting a billion dollars, Morton, from veterans' benefits. This is not the America that I know I love and that I grew up in and that I want to have for every grandchild, including my own.

So it is time for a fresh start. November 2 is coming. I look at it kind of like Judgment Day. There is a group that has grown up in the Internet world. It is called "November2nd.com." And you go up on that site and you can buy all kinds of things. All they say is, "November 2nd."

That is the message you have to get out there to people, that they have a country that is the greatest in the world but we are on the wrong path. We are going down an unfamiliar path, one where our veterans are not honored, one where our international alliances are not honored, one where our working people are not honored, one where our middle class is not honored, our children are not honored, our environment is not honored. And I have to tell you that is not the America that should be leading in this country.

We want an America that is strong at home, as John Kerry says, and respected abroad.

You have it all in your good hands. And I hope for the rest of this convention you will organize, you will talk, you will give up a little bit more of your time. Perhaps you thought you would never have to do it because, after all, it is our country. It is our country. It is America.

Thank you very much for your support. Have a wonderful convention. Enjoy California. And to my Californians, I love you guys. Thank you very much. Thank you.

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

SECRETARY-TREASURER BARBARA EASTERLING: On behalf of CWA, I want to give Senator Boxer a little token of our appreciation. It is American made by union members. (Presentation - applause)

SENATOR BOXER: Thank you.

... Senator Boxer displayed the gift, which was a beautiful, silver pitcher ...

SENATOR BOXER: That is so beautiful. Thank you so very much. I will use this election night to celebrate a great victory. We will have some bubbies in there. (Laughter, applause and cheers)

PRESIDENT BAHR: Thank you very much, Senator Boxer. We look forward to working with you right now to when the last vote is counted and we take the White House, the Senate and the House of Representatives. Thanks for sharing your time with us. (Applause)

Would the Finance Committee come to the platform please? The members of the Finance Committee are as follows:

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

Russell Hall, Secretary-Treasurer, TNG-CWA Local 1314; Robert W. Campbell, President, CWA Local 2108; Mary Curry, President, CWA Local 3204; Maxine Velasquez, Vice President, CWA Local 7011, Chair; Barbara J. Easterling, Secretary-Treasurer.

The Chair recognizes the Chair of the Finance Committee.

DELEGATE MAXINE VELASQUEZ (Local 7011, Chair, Finance Committee):
Dear President Bahr, Sisters and Brothers:

Your Finance Committee met in Washington, D.C., on June 16, 17 and 18, 2004, to review and recommend the 2004-2005 budget. The Committee reviewed the Strategic Planning and Budget Committee Report adopted by the Executive Board, along with other supporting documentation.

PRESIDENT BAHR: Can I just interrupt?

I have a motion that was lying here and I inadvertently brought it back with the card I had for the previous motion. It was on the floor. So with your concurrence, I would correct my error and recognize Delegate Ellebracht on Microphone No. 1.

DELEGATE TONY ELLEBRACHT (Local 6310): I make a motion we dispense with the reading of the Finance Report.

... The motion was duly seconded ...

PRESIDENT BAHR: You heard the motion. It's been seconded. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

... The complete Finance Committee Report was presented to the stenographers for inclusion in these Proceedings. See Appendix ...

CHAIR VELASQUEZ: 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, 2003, by the certified public accounting firm of Calibre CPA Group. The Auditors conducted their examinations in accordance with generally accepted accounting standards. In the Accountants' opinion, the financial statements reviewed fairly represent, in all material respects, the financial position of the Communications Workers of America as of June 30, 2003.

Past convention actions directed the Finance Committee 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's guidelines and recommendation not to ask for written explanations from any administrative head that was one percent or less overspent. Therefore, your Committee directed those administrative heads who exceeded their 2002-2003 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.

The Financial Committee is recommending the 2004-2005 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 2004-2005 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.

The budget report was compiled through examination of line item requests for 2004-2005, through interviews with department personnel and review of the demands and needs of all line items. There have been budget reductions in most line items in most administrative units that are directly related to layoffs and reductions in force at virtually all of our major employers.

The Committee wishes to thank all the leaders and staff in all District and National Units of our great union for their efforts in meeting the reduced budget. The Committee wishes to thank all other administrative units for their efforts to achieve the 2004-2005 budget. We as a Committee therefore respectfully request and urge delegate approval. Thank you.

PRESIDENT BAHR: You heard the motion to approve.

... The motion was duly made and seconded from the floor ...

PRESIDENT BAHR: There was a second from the floor. Microphone 5, Delegate Gardner.

DELEGATE BARRY R. GARDNER (Local 6016): I'm from Oklahoma City. I would like to know, Line Item 33 under Executive Board, and Line Item 46A and B, what is the percentage of increase or decrease in those line items?

CHAIR VELASQUEZ: One moment and we will look up that information for you. On Line Item 33, Executive Board, there is no change from last year. What was the other line item that you were requesting?

DELEGATE GARDNER: Line Item 46A and B.

CHAIR VELASQUEZ: There is no change on either one of those line items.

DELEGATE GARDNER: Thank you very much.

PRESIDENT BAHR: You are entitled to a second question.

Microphone 5, Delegate Glynne Stanley.

DELEGATE GLYNNE STANLEY (Local 6214): On the page on the Financial Report, the very first page after the index where it talks about Pensions and Death Benefit Fund, am I correct to assume that the CWA pension fund is over \$5 million in the hole, and that the IUE-CWA plan is, in fact, \$19,829,745?

PRESIDENT BAHR: I will answer that. You are wrong on both counts. You are entitled to a second question.

DELEGATE STANLEY: I want to get into the Financial Report statement dated June 30, 2003, on page 15, Severance Plans for Officers and Senior Staff. It says that we have potential amounts payable under these plans for a total of \$1,353,000. Can you break that down? Who receives this money and how much?

PRESIDENT BAHR: Can you again, Brother Stanley, say what you are reading from?

DELEGATE STANLEY: The Financial Report that was dated June 30, 2003.

PRESIDENT BAHR: They are looking at it, but let me just comment. The CWA officers and staff, clerical, everybody who works for CWA, is over 125 percent funded. It is so over-funded because of good investments that not only have we not had to contribute to it but we have helped this budget by what is known as a Section 424 transfer. It is over 120 percent funded, and we are allocating in this budget \$1 million to pick up the cost of our CWA retirees' health care. Otherwise, we would have been in the hole by \$1 million (applause) which is something we tried to get all of our companies to do.

We are also in discussions with our IUE colleagues about the feasibility of merging the two plans. So you know, we have not made a contribution into either of the plans, to respond to your first question. Barbara tells me these are vested amounts that people have earned and, under the Financial Accounting Standard Board rules, we have to show from the financial report obligations that go out 30, 35, 40 years. So these are vested amounts, like somebody leaving a company that is vested and at age 65 they start collecting, and things of that nature.

I hope that explains it. But, Brother Stanley, if this does not and you have something else that you would like us to respond to, you can give it to us before we leave this convention and we will gladly try to research it. If not, we will try to do it when we get home.

DELEGATE STANLEY: Thank you.

PRESIDENT BAHR: These are vested amounts. It is not somebody getting these payments now.

There is no one else at the mike. All those in favor of the motion to adopt the Finance Committee's report please indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

I don't think we have time for the Constitution Committee report, so what I would like to do is call on the Secretary-Treasurer for some announcements. Then we will take the convention photograph and then we will recess for lunch. So don't go if you want to be in the picture to prove that you were here.

SECRETARY-TREASURER EASTERLING: Thank you, Morty. First of all, I would like to tell you that a camera has been turned in that someone has lost, and it is a very nice camera. If anybody can give me the exact model number, I will give it to them. Not really; you just have to identify the camera, but it is a nice one.

For your information there is simultaneous Spanish interpretation being given to our delegates by Alicia Grubic and Claudia Antelo. They are members of TNG-CWA group of court interpreters from Local 39521 at the California Federation of Interpreters, and that is taking place over there. (Applause)

Those individuals interested in the CWA Guide to the 108th Congress or getting additional copies, they are available at \$5 per copy at the Secretary-Treasurer's booth.

Also, since I saw a lot of hands raised for veterans, we do have a dog-tag pin – well, it isn't a pin, it's like the dog tags on a chain – and it says, "A Veteran for John Kerry." As

long as we have those, anyone who is a veteran may pick that up at the Secretary-Treasurer's booth.

Today is the last chance to contribute to the Pediatrics AIDS Foundation and get your name in the box to win one of three very wonderful trips. In order to process the contributions, the opportunity to contribute at the Principal Financial booth will end with the closing of today's session, as the drawing will be held tomorrow. So if you want to be involved in that, you only need to make a \$10 contribution to Pediatrics AIDS Foundation, and that entitles you to a ticket in the box for the drawing. For every \$10 contribution you make, you will have an opportunity to have your name in the box.

Bone marrow screening and registration: Please stop by the National Bone Marrow Foundation booth in the exhibit area to get screened for possible tissue-type match. This is a very quick, simple process which has changed and now only requires a few drops of blood. The screenings will take place on Monday, today, from 8:00 a.m. until 5:30 p.m., and again on Tuesday, from 8:00 a.m. until 3:00 p.m., and for more details you can see the brochure in your packets or stop by the booth in the exhibit area.

If you have already been screened in the past years, we want to thank you; there is no need to get screened again. But I want you to know that because of our screening there have been matches. So it's a very important project, a life-saving project in this union. Thank you. (Applause) That is handled by Janine Brown, and I certainly want to give her the credit. She does a tremendous amount of work for us in our Community Service activities, as well as Women's Activities.

St. Louis CWA locals will once again be collecting soap, shampoo, et cetera for the low-income women and men living at the Mary Ryder Home. The local will have boxes for those items in the District 6 area and at the Secretary-Treasurer's booth, and what they are saying to you is just bring the shampoo, conditioner, soap, et cetera, whatever you have in your rooms, and then we will make sure it gets to the Mary Ryder Home.

At 8:30 this evening, TNG and NABET are presenting the movie "Outfoxed." The movie is an excellent movie. It talks about our favorite television stations, and the movie is taking a critical look at how fair and balanced they really are. It is going to be shown at the Pacific A Ballroom this evening at 8:30.

And, finally, if you will let us know if you liked the film on Kerry, we could arrange to have that film reproduced and sent to your local for probably somewhere around \$5. Reproducing that is not the major problem. So if you let us know that, we will go ahead and plan to do that. (Applause)

All right, does the applause mean yes, you would like it? Okay. (Applause)

We have greetings from several of the members of Congress, and let me just read a couple of those. The first would be from Harry Reid, who is the United States Senator from Nevada, and he writes:

"Dear Morty,

"Congratulations to you and all the CWA delegates gathered for your 66th National Convention. Your nearly twenty years leading CWA through the challenges of one technological revolution after another is a testament to the spirit of innovation and education that you and CWA delegates bring to your work.

"That work has paid tremendous benefits for CWA's roughly 700,000 union members. From national achievements like the Family and Medical Leave Act to CWA's work to negotiate some 2,000 collective bargaining agreements, your achievements touch the lives of all the telecommunications, broadcasting, customer service and other workers you represent.

"CWA's focus on education, job training and lifelong education truly helps your workers maintain a competitive edge. But that hard work is undermined when the national agenda is dominated by those who want to reverse worker protections like the ergonomic rule, slash overtime pay and with it the promise that a hard day's work should be rewarded, and hide from our responsibility to stem the hemorrhaging of American jobs overseas. When this is the national agenda, working families lose.

"It is my hope that the new year brings with it new leadership in Washington and that the national conversation will return again to providing health care for America's workers, replacing the millions of jobs lost with new, better paying jobs and ensuring that America's

education system sends prepared, well-trained individuals into our workforce.

"Congratulations again on your 66th National Convention. I look forward to working with you in the coming year.

Sincerely,"
s/Harry Reid
United States Senator

And here's another one:

"It's an honor to pay tribute to all of the men and women of the Communications Workers of America as you gather for your 66th Annual Convention.

"The CWA is one of the most vital and effective unions in the nation. In the ongoing battle for economic progress and the fundamental rights of America's working families, you're always in the thick of the action.

"Your own leadership is indispensable in these battles, Morty, and countless families across the country are better off today because of all you've done so well.

"As we all know, much more needs to be done. The economy has lost more than a million jobs since President Bush took office, including 274,000 good telecommunications jobs. Six million workers will lose overtime pay under the Bush Administration's new regulations. Every year, employers unlawfully discriminate against more than 20,000 workers for exercising their basic right to organize.

"John Kerry and John Edwards will bring the change we need. They have the vision and ideas and experience to turn this economy around and create new jobs – not just ship good jobs overseas and then claim, 'Mission accomplished.'

"We can be sure they'll do all they can to see that all Americans – in every city, town, and village across the country – have the health care they need, at a cost they can afford to pay.

"They support the Employee Free Choice Act, to protect every employee's right to join a union – and to stop the shameful epidemic of employer intimidation that denies this basic right to so many workers.

"I'm proud to stand with the Communications Workers of America as we fight for the rights and protections of America's hard working men and women and their families. We've only just begun to fight. We intend to get the job done, and victory in November '04 will be a giant step toward getting it done, and done right. The election can't come too soon.

"Your friend, your best friend in Congress, Senator Ted Kennedy." (Applause and cheers)

PRESIDENT BAHR: He wrote that last sentence by hand, "Your best friend in Congress," then his office called and said, "I want to make sure that's in the record." And it happens to be true.

Are we ready for the photograph?

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

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

... Thereupon, the convention recessed at 12:03 p.m. ...

MONDAY AFTERNOON SESSION

The convention reconvened at 1:35 p.m., President Morty Bahr presiding.

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

I think it's kind of interesting, some interesting trivia, the steel tubing that supports the chairs that you are all sitting on are made by our members at IUE -CWA Local 84911, and the members of the local are sitting over here. (Applause) So the entire convention is union.

I want to call one other thing to your attention, but I would also like the Constitution Committee to come to the platform.

One of our sectors, the Association of Flight Attendants, is facing an attack on our members at United Airlines. The attack is from a renegade group that calls itself a union. So on the table you will find this "No UFAU" button, and those of you who are flying on United, either on the way home from here or on future flights, it would be very helpful if you wore this button in a

visible place, and as the flight attendants come through the cabin make sure they know that you are a CWA member supporting them in every way, hoping that they remain members of our great union. So, every one of us could help.

The Constitution Committee consists of:

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

PRESIDENT BAHR: Mike Neumann, President, Local 6320; Lupe Mercado, Executive Vice President, Local 9421; Tina Perry, President, Local 13301; Eugene Maxwell, President, NABET-CWA Local 51016; Jimmy Donohue, President, Local 3104, and Chair of the Committee.

The Chair of the Committee.

DELEGATE JIM DONOHUE (Local 3104, Chair, Constitution Committee):
Good afternoon, retired delegates and delegates of CWA.

The Constitution Committee met in the city of Washington, D.C., beginning June 28, 2004...

PRESIDENT BAHR: Let me interrupt you, Jimmy. I am already told it's difficult to hear in the back of the room. If we can keep the noise level down, I think everybody would be able to hear better.

Okay, Jimmy.

CHAIR DONOHUE: The Constitution Committee met in the city of Washington, D.C., beginning June 28, 2004, 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.

We held meetings in Anaheim, California, beginning August 26, 2004, to consider additional proposals which may be received after the preliminary report was issued on July 1, 2004. No additional proposals were received. The Committee has made itself available to any and all wishing to appear before the Committee.

This report sets forth all proposed amendments which have been received by the Committee to date. A strikeout denotes deletion of language; boldface type denotes insertion of new language. All of the proposed amendments contained in this report were submitted sixty (60) days in advance of the Convention, therefore each proposal in this report will require a majority vote of the delegates at the Convention to be enacted.

If you will please turn to page 7 of the report, Constitution Resolution 66A-04-9:

Be it Resolved, that Article IX (Executive Board) Section 1(d) and (e) of the CWA Constitution be amended to read as follows:

(d) The Vice Presidents (District; Communications and Technologies; Telecommunications; Public, Health Care and Education Workers; Printing, Publishing and Media Workers Sector; TNG-CWA Sector; NABET-CWA Sector; and IUE-CWA Division); **and AFA-CWA Sector).**

Be it Resolved, that Article XII (Officers and Their Duties) of the CWA Constitution be amended to add a new Section 12 to read as follows:

Section 12 - AFA-CWA Sector Vice President.

The President of the AFA-CWA Sector of CWA shall also be the AFA-CWA Sector Vice President and shall be responsible under the direction of the Executive Board for coordinating matters of common concern and interest with respect to contracts, wages, hours of employment and other working conditions within the units of the AFA-CWA Sector.

Be it Resolved, that Article XV (Elections), Section 2 (Vice Presidents) Subsection (b) of the CWA Constitution be amended to read as follows:

(b) The duly elected President of the Printing, Publishing and Media Workers Sector of CWA shall be the CWA Printing, Publishing and Media Workers Sector Vice President

and shall be elected in accordance with the Sector Bylaws and the CWA Constitution. The duly elected President of the TNG-CWA Sector shall be the TNG-CWA Sector Vice President and shall be elected in accordance with the CWA Constitution and the merger agreement. The duly elected President of the NABET-CWA Sector shall be the NABET-CWA Sector Vice President and shall be elected by delegates representing NABET-CWA members in accordance with the CWA Constitution and NABET-CWA Sector Bylaws. The duly elected President of the IUE-CWA Division shall be the IUE-CWA Division Vice President and shall be elected in accordance with the IUE-CWA Rules and the CWA Constitution. **The duly elected President of the AFA-CWA Sector shall be the AFA-CWA Sector Vice President and shall be elected in accordance with the AFA-CWA Rules and the CWA Constitution.**

Be it Resolved, that Article XXI (Recall Petition Against Persons Holding Elective Office in the Union), Section 1 (Petition for Recall of Union Officers and Executive Board Members), Subsection (3) to read as follows:

(3) May be preferred against a Vice President of a District by twenty percent (20%) of the Locals representing twenty percent (20%) of the membership within the District, and may be preferred against the Communications and Technologies Vice President, Telecommunications Vice President, Public, Health Care and Education Workers Vice President, Printing, Publishing and Media Workers Sector Vice President, the TNG-CWA Sector Vice President, the NABET-CWA Sector Vice President, and the IUE-CWA Division Vice President, **and the AFA-CWA Sector Vice President** by twenty percent (20%) of the Locals representing twenty percent (20%) of the membership of the units the affected Vice President represents;

The Committee recommends adoption of this resolution.

PRESIDENT BAHR: You heard the motion to adopt.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

On Microphone No. 4, Delegate Grove.

DELEGATE BETTY GROVE (Local 4404): Brothers, Sisters and Distinguished Guests: Good afternoon. I am thrilled and honored to rise in support of this amendment finalizing the merger of the AFA and CWA.

We in Local 4404 are all airline employees. We're US Airways passenger service agents and reps. The airline industry is in a crisis and the burdens on unions fighting to save the jobs and working conditions of airline employees are enormous.

As CWAers fight the continuing battle to protect our members at US Airways, we are aware and appreciate that one union stands out above all others as a good ally, fighting hard and with great skill and dedication to its members at US Airways, and that union is the AFA.

And we realize that AFA's great historic and current battles to have airline flight attendant duties respected and recognized as a profession have benefited all employees in the industry, raising the stature and recognition for all of us.

As we CWAers continue to organize other airline passenger service groups, we are experiencing greater opportunities made possible by the fact that the AFA, the most respected union in the airline industry, is part of our union.

Yes, I am honored to support this amendment and I am extremely optimistic about the benefits for all airline employees as our two unions join together to fight for our members and organize the unorganized.

Welcome, brothers and sisters of the AFA. Thank you. (Applause)

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

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): Good afternoon, Mr. President. On the Constitution Resolution No. 10...

PRESIDENT BAHR: We are on No. 9 now, Mike. You are ahead of yourself.

DELEGATE FAHRENHOLT: I thought we did the entire report.

PRESIDENT BAHR: No. We are on Resolution 9 now, right? Ten comes next.

DELEGATE FAHRENHOLT: Thank you very much. I certainly wouldn't want to abuse this mike.

PRESIDENT BAHR: Hold on for the next one.

On Microphone No. 3, Delegate Demers.

DELEGATE WILLIAM L. DEMERS (Local 9400): I also want to speak on No.

10.

PRESIDENT BAHR: On Microphone No. 5, Delegate Evans.

DELEGATE DAVE EVANS (Local 7270): Morty, I had a question on 10 also.

PRESIDENT BAHR: There appears to be no other speaker on Resolution 9. All those in favor, indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. The Committee, for the purpose of the next resolution.

CHAIR DONOHUE: I call on Brother Neumann, Local 6320.

DELEGATE MICHAEL NEUMANN (Local 6320): Thank you. Please turn to page 8 of the report. Constitution Resolution 66A-04-10.

Be it Resolved, that Article XIII (Locals) Section 8 (Temporary Administration) of the CWA Constitution be amended to read as follows:

(b) The Executive Board may appoint a temporary administrator to temporarily conduct the affairs of a Local after receiving a request from the Officers or membership of a Local for such action, **or when the Local or its Officers are pursuing a course of action which places the interests of the Local and/or the Union in jeopardy.**

The President shall give notice in writing to the Local of the reasons which were the basis for the appointment of the temporary administrator; shall appoint a member of the Executive Board to hold a hearing for the purpose of determining the reasons for and the objections of the Local or its Officers to the appointment of a temporary administrator. **The hearing will be held within forty-five (45) days of the imposition of the temporary administration.** The Local shall be entitled to reasonable notice of the time and place of the hearing which shall not be less than ten (10) days. The Local or its Officers may be represented by Counsel. At the conclusion of the hearing, the member of the Executive Board holding the hearing shall make a report with recommendations to the Executive Board which shall affirm, reverse or modify the appointment of the temporary administrator. The decision of the Executive Board may be appealed to the next Union Convention.

The Committee is in favor of adoption of this resolution. Thank you.

... The motion was duly seconded ...

PRESIDENT BAHR: You heard the resolution. Seconded from the floor. On Microphone No. 3, Delegate Demers.

DELEGATE WILLIAM L. DEMERS (Local 9400): Thank you, President Bahr.

Brothers and sisters, I urge your support of Resolution 66A-04-10. This resolution not only brings us in line with the Labor Management Report and Disclosure Act – I'm going to have to put these glasses on after all – it also is guaranteeing a hearing in each and every case where a local is brought into receivership, but it also assures that due diligence and vigilance continue to be observed in this great union. It assures our reputation as being the most ethical and democratic union be maintained and continue to be deserved.

For these reasons, I ask you to join me in support of this Constitution resolution.

Thank you.

PRESIDENT BAHR: Microphone No. 5, Delegate Fahrenholt.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): A second good afternoon, Mr. President. What is the intent of the language that reads, "pursuing a course of action which places the union and its interests in jeopardy?" What does that mean?

PRESIDENT BAHR: Chairman of the Committee.

CHAIR DONOHUE: The Committee's intent in including that language is simply to give the Executive Board authority to place the local under temporary administration in an emergency situation, such as when there is serious financial improprieties or the local is refusing to abide by a lawful decision of the Board, an Executive Board or local referendum of the membership.

PRESIDENT BAHR: Second question.

DELEGATE FAHRENHOLT: So that it's perfectly clear as to the intent, this will be a part of the legislative record of this Constitution and the intent and interpretation of this language and does it limit the situation to the scope of the sample cited? In other words, are you going to come up with something else?

PRESIDENT BAHR: This is the legislative intent.

I might answer some of the questions of the others that are at the Questions

mike. This is what the Department of Labor says the law requires us to do. I just might share with you; one of the things that surfaced in all of this was about a year ago with a Washington, D.C., Teachers Union local having embezzled several million dollars, and then the AFT International Union being put on the spot because they didn't have the constitutional authority to be able to do anything.

So what we have done here was to try and get our Constitution and our process into line with what the U.S. Department of Labor says we must do. This is the legislative history.

On Microphone No. 3, Delegate Gillespie.

DELEGATE TERENCE C. GILLESPIE (Local 6201): Thank you, President Bahr. I am secretary-treasurer of Fort Worth, Texas, Local 6201. I rise in support of this amendment. I believe the union should be able to act quickly to protect the assets of the local and the union. I believe this resolution will accomplish those goals. Thank you.

PRESIDENT BAHR: Mike 5, Delegate Henning.

DELEGATE BILL HENNING (Local 1180): I propose the following amendment, to delete the new language from the comma and the following words: "or when the local or its officers are pursuing a course of action which places the interests of the local and/or the union in jeopardy."

PRESIDENT BAHR: Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: There is a second. You may speak on your motion, Bill.

DELEGATE HENNING: While none of us countenance any kind of wrongdoing which could justify such an action, this language leaves far too much room for arbitrary punishment of dissident local unions. CWA has always prided itself on being a bottom-up labor organization. This proposed top-down language lacks the necessary safeguards to prevent abuses.

Make no mistake. We have an obligation and a responsibility to serve the members of our union and to protect their interests and our collective reputation. Sadly, this language does not do it.

I urge you to adopt this amendment and delete the overly-broad language and let's revisit this issue with a view to safeguarding all of our rights. (Applause)

PRESIDENT BAHR: Does Delegate Fried want to speak on the amendment?

On Mike 4, Delegate Fried.

DELEGATE CLIFF FRIED (Local 9119): I would like to speak in opposition to this whole motion...

PRESIDENT BAHR: No. You are out of order. We are on the amendment.

DELEGATE FRIED: ...and to the amendment. I believe neither the amendment nor the original constitutional amendment serves the interest of the local. We have different sections of the Constitution, articles where you can make charges against individuals, where you can make charges against union officials. It exists already in our Constitution.

I think this is overbroad and ambiguous, even the clarification, and I rise against it and hope you think about it. Thank you.

PRESIDENT BAHR: Is there anyone else on the amendment?

Seeing nobody, then all in favor of the amendment indicate by raising your hands. Down hands. Opposed by like sign. It is defeated.

On Microphone 3, Delegate Gillespie. He spoke already.

On Mike 5, Delegate Evans.

DELEGATE LESLIE D. EVANS (Local 2100): Morty, my question is why wouldn't this be covered under Article 13, Section 5, Causes for Revocation or Suspension of Charter?

PRESIDENT BAHR: I have to check. That is a legal question and I will check and get back to you.

The response is that pulling the charter is a permanent revocation where this is a temporary action to deal with the specific problem.

You are entitled to a second question.

DELEGATE EVANS: A second question, I guess, would be: How is suspension of a charter permanent? Suspension indicates not permanent.

PRESIDENT BAHR: What I am advised is that the part of the resolution that the amendment dealt with could have been stricken but the second part, the last paragraph, is what the Department of Labor has told us we must do. So that is the response.

On Mike 5, Delegate Pappas.

DELEGATE JAMES G. PAPPAS (Local 2336): Morty, Brother Fahrenholt took care of my question. Thank you.

PRESIDENT BAHR: Okay, Delegate Romano.

DELEGATE JANINE ROMANO (Local 9575): Good afternoon. I have actually got two questions for the Committee through the Chair. Why is this amendment so broad as to fail to list who has the power to do this, and what the criteria is for this to be done to a local? It is extremely broad.

My second question is, am I correct in that this could be done and no hearing would take place for 45 days or up to 45 days?

PRESIDENT BAHR: Committee?

CHAIR DONOHUE: Could you restate the first question? I'm sorry.

DELEGATE ROMANO: Why does this amendment not contain in it who has the power to do this, and what the criteria would be?

CHAIR DONOHUE: The Executive Board would have the power to do this. The criteria could be broad; it could be many different situations where this might have to come into effect, mostly in fiduciary things.

This amendment, this proposal would give the Executive Board the power to work quickly, especially in a local with a diminishing size; also would divvy up the money that's in the treasury. Before that money is gone, they could act quickly and get in there and stop that from happening. So there could be many other situations like that that could happen. That is why we don't have the exact criteria written down.

PRESIDENT BAHR: I would like to state for the record, number one, this is initiated by the Department of Labor. I think the record of this union throughout its history is one that never went on a witch hunt, and that's not the intent. And I say clearly for the record that this amendment to the Constitution will not result in any such activity.

There is no one else on the microphone wanting to speak. All— — if there is, yell out.

We don't have anyone else desiring to speak. All those in favor— — they keep going, "No." Well, if you don't pick up the phone, we don't know that you're there.

DELEGATE LISA KERMISH (Local 9119): I was on the phone.

PRESIDENT BAHR: Have you picked up the phone?

DELEGATE KERMISH: Yes.

PRESIDENT BAHR: Okay. We've got it now. On Microphone No. 4, Delegate Kermish. Sorry for the problem.

DELEGATE KERMISH: That's quite all right.

I rise to urge a no vote on this recommended amendment. I am concerned that the language as stated is overly broad. If we truly want to guard against things, we need to be more specific. We don't want to leave things up to what can be temporary, you know, odd judgment at the time. I agree with Brother Bahr that I am sure that there is no witch hunt intended. And yet if we codify language in our Constitution we need to guard against just that kind of eventuality. So I urge a no vote on this amendment. Thank you. (Applause)

PRESIDENT BAHR: Thank you.

The resolution before the Convention is 66A-04-10. All those in favor of the resolution indicate by raising your hands. Down hands. Opposed by like sign. It is defeated. (Applause)

On behalf of the Convention, I want to thank the Constitution Committee for its work. Please join me in thanking them. (Applause)

Would the Defense Fund Committee come to the platform. I want to introduce the members of the Defense Fund Oversight Committee. We regret to advise that David Layman from Local 2204, a member of the Committee, took ill and is in the hospital currently.

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

PRESIDENT BAHR: Mark Ledford, Local 3802; Edwin Phillips, President, Local 4340; James Allen, Executive 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, IUE -CWA Board of Trustees; Robert Lilja, President, Local 1104, Chair; and Barbara J. Easterling, Secretary-Treasurer.

The Chair recognizes the Committee.

DELEGATE ROBERT LILJA (Local 1104, Chair, Defense/Members' Relief Fund Oversight Committee): Thank you, Morty. Before we get to the report, I would like to bring to your attention that there are a couple of mistakes in the report.

On page 3, under "Non-Strike Related Expenditures," for Local 2204, "Adelphia Calbe" is supposed to be "Cable," C-a-b-l-e.

And on the next page, Ed Phillips is listed as Vice Chair from District 4. He is actually down as the Vice Chair from District 6.

And from the IUE, Loretta's last name is "Heard," not Pollard. If you will please note those on your report

To start the report, I would like to call on Mark Ledford, from District 3. He will start the report.

... The Report of the Defense/Members' Relief Fund Oversight Committee to the 66th Annual CWA Convention was read by the various members of that Committee as follows:

REPORT OF THE DEFENSE/MEMBERS' RELIEF FUND OVERSIGHT COMMITTEE

The Defense/Members' Relief Fund Oversight Committee met on February 2-5, 2004, in Washington, D.C. We met again in Anaheim prior to the convention. The Committee reviewed activities associated with the Members' Relief Fund and the Defense Fund. We examined receipts, disbursements, investments and the administrative policies associated with these two funds.

INVESTMENTS: In Washington, D.C., we reviewed the report from "Monitoring and Evaluation Services, Inc., - Investment Consultants" for the year ending December 31, 2003. In Anaheim, we reviewed the report ending June 30, 2004. This firm is responsible for advising and verifying that fund investments are made in accordance with guidelines established by the president and secretary-treasurer. We were furnished with information regarding the specific amounts invested, the interest rates and returns and the duration of each of these investments. Since our last report, which covered the period ending June 30, 2003, the fund investments, including mortgages held by the fund, have earned 8.31 percent for the year ending June 30, 2004.

MEMBERS' RELIEF FUND: The balance of the MRF as of June 30, 2004, is \$290,242,994. Mortgage loans held by the MRF as of June 30, 2004, are:

LOCAL	<u>AMOUNT</u>
1033	\$588,314.04
1034	190,106.78
1039	257,333.27
1109	248,874.34
1118	241,602.99
1120	32,700.13
2101	388,727.09
2222	220,636.89
2336	337,083.75
3112	133,418.95
3314	114,305.84
4039	172,197.19
4340	1,055,256.56
4501	144,308.19
6171	15,784.24

6229	9,442.76
6310	238,648.91
7019	902,768.27
7708	245,043.45
9415	75,522.30
9423	1,279,131.93
9503	159,779.56
9505	354,617.26
9509	293,570.25
39521	121,009.41
59057	357,068.06
TOTAL MORTGAGE LOANS	\$8,177,252.41
MEMBERS' RELIEF FUND EXPENDITURES - July 1, 2003 - June 30, 2004	
STRIKE RELATED:	
VERIZON	\$26,360.00
L1365 - OFS	1,740.00
L3371/3372 - ALLTEL	1,648,300.00
L3673 - VERIZON (GTE)	295,700.00
L4319 - ALLEN COUNTY, OH	16,678.08
L4546 - SUMMIT COUNTY	1,574,861.57
L30223 - VICTORIA TIMES	(17,604.83)
L30232 - SUDBURY STAR	(56,157.34)
L30403 - VICTORIA TIMES	(3,396.17)
L54047 - WKPN-TV	21,000.00
L81266 - FENN MANUFACTURING	(763.70)
L81323 - ALSTON SIGNALING	29,000.00
L83743 - LEGGETT & PLATT	222,500.00
L83751 - TAMPA ARMATURE	80,000.00
L84719 - CRANE PLUMBING	902,700.00
L84907 - VISTEON SYSTEMS, LLC	350,000.00
L86162 - ITT NIGHTVISION	857,500.00
L88643 - STIMPLE & WARD	49,900.00
TOTAL	\$5,998,317.61

DEFENSE FUND: The balance of the Defense Fund as of June 30, 2004, is: \$10,320,343.

DEFENSE FUND EXPENDITURES - July 1, 2003 - June 30, 2004

STRIKE RELATED:

Bargaining Unit	Spent
L4319 - ALLEN COUNTY, OH	(\$2,190.17)
L3371/3372 - ALL TEL	184,338.13
L3673 - VERIZON (GTE)	44,097.42
L1101 - SPRINT	6,969.08
L30248 - COBOURG DAILY STAR	(2,461.00)
L30223/30403 - VICTORIA TIMES	(890.52)
GENERAL ELECTRIC	248.50
L2004 - ADELPHIA CABLE	1,949.31
L86162 - ITT NIGHTVISION	70,924.81
L83743 - LEGGETT & PLATT	(18,124.36)
L84719 - CRANE PLUMBING	73,328.62
L4546 - SUMMIT COUNTY, OH	266,159.93
L81266 - FENN MANUFACTURING	(1,502.07)
TOTAL	\$659,096.40

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

NON-STRIKE RELATED:

LOCAL	<u>ALLOCATED</u>	<u>AMOUNT</u>
ALLTEL		\$42,774.68**
VERIZON LAYOFFS		1,163.25**
L1180 - NY CITY WORKERS		61,699.97**
L2004 - ADELPHIA CABLE		6,597.20**
L2204 - ADELPHIA CABLE		8,724.00**
L58023 - WBRE-TV		22,123.36**
L58028 - WJET-TV		(1,867.00)**
COMCAST MEDIA CAMPAIGN	\$740,204.00	445,661.19
NJ DYFS	125,000.00	18,750.00
SBC MOBILIZATION	2,007,940.00	2,007,940.00
UNITED AIRLINES MEDIA	231,000.00	197,285.50
UNITED FOOD & CW	100,000.00	100,000.00
VERIZON MEDIA CAMPAIGN	8,500,000.00	3,492,667.32
WMHT-TV & WSKG-TV	21,000.00	5,590.00
L1096 - IAPE	39,279.00	26,900.00
L2004/2204 - ADELPHIA CABLE	51,159.00	9,328.23
L3673 - VERIZON (GTE)	87,650.83	60,691.48
L14201 - WASHINGTON POST	285,000.00	202,650.00
L31245/31041 - BOSTON GLOBE	437,840.00	72,950.00
L36047 - ST. LOUIS POST DISPATCH	176,940.00	111,322.50
L51022 - WROC-TV	51,000.00	51,000.00
L54043 - WDIV-TV	88,835.00	38,785.50
L54047 - WKBN-TV	25,940.00	14,870.00
TOTAL	\$12,968,787.83	\$6,856,391.72

(**Prior year's allocation)

DELEGATE HEARD: This concludes our report. (Applause)

PRESIDENT BAHR: Does anybody have any questions of the Committee?

Seeing nobody, then on behalf of the convention, the Committee's reading is accepted. Join me in thanking the Defense Fund Committee for another good year of work. (Applause)

The Chair recognizes the Co-chair of the Credentials Committee, Don Rice, for a supplemental report.

DELEGATE DONALD R. RICE (Co-Chair, Credentials Committee): President

Bahr, Delegates, Alternates, and Guests: The Credentials Committee would like to submit a supplemental report to the 66th Annual Convention.

In Category 2, credentials properly executed but late, for Local 84303, Delegates Keith Arnett and Nick Tomich, the Committee moves that the delegates be seated.

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It has been seconded from the floor. All those in favor, indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Thank you, Don.

It is now my pleasure to introduce to you for a report one of the hardest working, most sincere, dedicated trade unionists around, our own Executive Vice President, Larry Cohen.

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

EXECUTIVE VICE PRESIDENT LARRY COHEN: Thank you. Thanks, Morty. Thank you, AFA-CWA.

As Morty told us so well this morning, as we see it displayed here, our theme is clear, "Reclaiming America." And whether it's Puerto Rico or Canada or the USA, we know what reclaiming means.

Today, *The New York Times* brings it home for me, "Vast anti-Bush rally greets Republicans in New York." (Applause and cheers) And you see it pictured, 500,000 New Yorkers say to the Republican Party, "We know what September 11th meant, and we know who stands up for what the pain we felt was on that day, and we know it's not the Republican Party that is coming here," and that's why they marched. (Applause)

And for me, it was brought home by my daughter Rachel, a member of Local 31003, a shop steward there (applause) who was in this march with fellow reporters at Reuters saying to them, we have a job to do as reporters, but we also know where our hearts are, where we stand, and she and her office were out there in that march. And we all thank her and all the other New Yorkers in CWA for taking a stand and telling the Republican Party that we know what September 11th meant, and we will stand for truth. (Applause and cheers)

Every day, all of us here, local officers, staff, our Executive Board, are inspired, moved forward by our members, their energy, their commitment and even their heroism. We will hear from three of them in the next few minutes, three who do very different jobs, in different districts, yet are united by CWA.

For me, each day I get some taste of that excitement of working with CWA members and staff who are making a difference at their work sites and in their communities. It could be a local union doing education on our health and safety bill of rights – we have this in English and Spanish.

It could be state workers in Texas or New Jersey mobilizing to save human services. It could be CWAers in California or Michigan mobilizing communities against Comcast.

It could be our members at SBC, Sprint or BellSouth in contract mobilization. As Morty said it so well, to save healthcare for our members and our retirees.

It could be our locals at Verizon East or West mobilizing to protect our jobs and fighting for the jobs of the future. It could be flight attendants or passenger service reps mobilizing to save jobs at US Airways or United, or our members at the Boston Globe or Washington Post mobilizing for years just to get a fair contract.

It could be our members at ATT, GE, GM, IBM, CNN, or Lucent fighting to hold onto their jobs as management outsources virtually everything or restructures to eliminate union jobs.

It doesn't matter where we live or where we come from – we continue to learn from each other that our strategies work, when we work hard to use them, uniting work site representation, good organizing and political action.

We have eight district vice presidents and eight sector vice presidents, and we all share this fundamental optimism and unity that we do make a difference.

So let's turn to three CWA members, from California, New Mexico and Pennsylvania, united by these strategies, united by CWA.

CWA/NETT is our CWA on-line and lab-based training program. It currently

enrolls more than 100 CWA members per month, or more than 1,000 per year.

Thirteen local unions here have labs in their local halls, ranging from electronics to software. Currently, our most popular course, I will hold it up here, is an introduction – this is the manual, the cover of the manual. It is an introduction to Voice Over Internet Protocol with current service rep enrollment even higher than technicians. More than 200 in the last month enrolled in this, saying we fight in many ways for the jobs for the future.

Part of our strategy must include our own willingness to learn new technologies and to make this learning easy for our members. David Rangel's story is a great example of that. Please welcome and hear from David Rangel, Local 9421, here from California, to talk about his own experience. David. (Applause)

DAVID RANGEL (Local 9421): Thank you, Larry. My name is David Rangel, and I am a proud member of Local 9421 in Sacramento. In 2002, I completed my Bachelor of Science Degree in Networking and Telecommunications. But soon after, I realized that I needed to seek Cisco certifications so that I could have portable credentials recognized by many in the industry, as well as to be prepared for opportunities within SBC. I came across some information at my local union – at the time 9423 in San Jose – about the CWA/NETT Academy and the Cisco CCNA distance-learning program it offered. I decided to enroll and it cost me nothing because I was able to use my bargained for SBC-Horizons benefits.

After completing the first two semesters of the CCNA course at CWA/NETT, I received information about a transfer opportunity to the new SBC E-NOC in Sacramento. The E-NOC or Ethernet Network Operations Center provides a metro Ethernet network to large companies, schools and government facilities in the 13 states SBC serves. In order to qualify for the transfer, you needed to be CCNA certified or have Cisco Router knowledge through a certified course. I was able to apply for the transfer because I was participating in the CWA/NETT program. Soon after applying, I was given the transfer to the E-NOC. Now I am at Local 9421 in Sacramento, I am Cisco CCNA certified, and I am receiving top craft wages.

The learning experience I had with the CWA/NETT Academy program was better than the other vendors I have trained with. What made it better was that I could study at my own pace. My instructor, Mike Hogan, was very responsive when I had questions and I was treated as if I was the only person in the class. When I went to the CWA/NETT hands-on lab at the San Jose local, I had the opportunity to train one-on-one with the CWA lab proctor Jim Landers.

The other important thing about CWA/NETT is that the courses are so reasonably priced that you are able to get a lot more out of your tuition benefit dollars. The other courses I was considering at the time were three times as expensive. By going with CWA/NETT, I would have been able to take the entire CCNA program in one year and still stay within my tuition benefit cap.

With CWA's commitment to retraining the evolving technologies of the future for union members, CWA/NETT is a great way to attain those skills. Tell your members about CWA/NETT Academy. It works and we run it!

Thank you for the opportunity to share my story with you. (Applause)

EXECUTIVE VICE PRESIDENT COHEN: Next, New Mexico.

Most of us act as if collective bargaining is a given, even though, as Morty mentioned, only one in eight U.S. workers have collective bargaining agreements. One in eight. And in the private sector, only one in 12.

But in every other industrial democracy, every other industrial democracy, 30 to 90 percent of workers have collective bargaining improving every aspect of those democracies.

Our own Canadian members, while working just as hard as those in the U.S. for good contracts and effective organizing, do it in a country where nearly one out of three workers have union contracts. And, as Morty mentioned earlier, this was a good year for CWAers in Canada, when our members at the Canadian Broadcasting Corporation organized nearly 1800 more co-workers and their local, the Canadian Media Guild, is now 5,000 strong. (Applause)

Next, we have a dramatic story, Robin Gould, the CWA leader in New Mexico, will share the next story. She works at the State Museum in Albuquerque. She was there 15 years ago when we organized, then lost the collective bargaining five years ago when the government vetoed the collective new bargaining rights, and now has been reorganizing again. Fifteen years.

This story is dramatic and demonstrates the link between political action, organizing and bargaining. Listen first to our new state workers theme song on the video, sung and written by state worker member BJ, and then welcome Robin Gould.

The video, please.

... A video was played of the new State Workers' theme song ...

DELEGATE ROBIN GOULD (Local 2026): It is such a pleasure and a privilege to be standing here speaking to you all this afternoon.

In 1989, a year after I came to work for the state of New Mexico, a CWA organizer house called me and asked the question, "Are you ready to stand with your co-workers and form a union?" And of course I said, "Yes." Actually, I said, "Hell, yes." (Applause) The rest of it is history.

In the '80s and early '90s, state employees had partial bargaining rights; but in 1992, we lobbied successfully for our first Public Employee Bargaining Act. From 1992 to 1999, we struggled to build our membership; but with only 20 percent membership, our effectiveness was weak. And, because of this, we endured eight years of an anti-union governor who made it his business to "sunset" our collective bargaining law; and in 1999, we lost our contract and we lost our representational rights, and, in a word, we lost our union.

During those years, I was the president of our amalgamated local, struggling to keep our state workers engaged under the losses we were suffering. We had our overtime revoked, pay for performance reviews and evaluations set on a quota basis were introduced; we had two years of no raises, no effective grievance procedures, more terminations than in the 30-year bargaining history of CWA in the state of New Mexico. I call these the dark years.

But enough was enough, and in 2002 we elected a new governor, Bill Richardson, who campaigned on the promise to sign a Public Employee Bargaining Act with no sunset clause, and true to his word, in March of 2003, he did just that. And so, brothers and sisters, we are back. (Applause and cheers)

Eighteen months ago, we began the largest CWA organizing drive among state workers in New Mexico. We call ourselves the State Employee Alliance, and we have reorganized all of the units we had before and have gone on to organize agencies that have never been blessed by having a union – 3,000 workers right now, and we still have another 1,500 to go.

And not only that, we have at least 65 percent membership across-the-board. We just finished our first contract and are in the process of ratifying that agreement right now that recoups all of the losses we suffered during the dark years and has a "fair share" provision in which every bargaining unit employee will pay dues. This year alone, we have seen an average of a 6 percent increase in wages with a reduction in our health care costs – accomplished during our organizing efforts! We are excited, we are energized, we are enthusiastic, and we are CWA. (Applause)

We have learned many lessons through all of this. Primarily, we have learned never to give up and that every cloud does have a silver lining. And we know that CWA has been there with us through this entire period in our history. On behalf of all of the state workers in New Mexico, I want to thank each and every one of you for supporting us in regaining our rights in New Mexico.

And on a personal note, I would just like to say, "It's good to be home."

(Applause)

EXECUTIVE VICE PRESIDENT LARRY COHEN: Morty spoke this morning about the continuing battle to support our members in Comcast. And despite the toughness of it, it is incredibly inspirational.

Many of you will remember nearly ten years ago at our convention in Detroit, now CWA representative Shannon Kirkland, surrounded by 25 of his Comcast co-workers marched in on their "break" to share their story with us. And they are still marching and still fighting unparalleled greed and arrogance of the Comcast management. Literally, they are billionaires who think they can buy all of us. They sponsor lavish parties at both the Democratic and the Republican Conventions.

They have hired a top staffer from past-Governor Ed Rendell to act as Comcast EVP, to run their political and anti-union and union-busting agendas. Then they get support for

millions of dollars in property tax savings on their new Philadelphia headquarters. They get anti-trust waivers from the Justice Department as they acquire cable properties that already cover nearly 40 percent of all homes in the U.S.

They own the Philadelphia Flyers. They own the Philadelphia 76ers, and they control all rights to broadcast those games. Prices for cable service have risen faster than healthcare costs and four times the rate of inflation since they convinced Congress to eliminate price controls. And now they will use the high monopoly cable rates to subsidize cheap rates on voice telephone service.

Imagine being a worker and CWA member at Comcast facing that type of corporate power. Yet Curt Hess and Bruce Adams, who will speak to us in a minute, are not alone when it comes to union heroism and commitment. Morty already highlighted the long fight of Steve White, who was returned to work on Friday, in his efforts to organize in Montgomery County, Maryland. (Applause)

And then there is another one of their co-workers, John Pezzana, who took a day off work, went to Minneapolis and spoke with Senator John Kerry – several months ago, describing the two-year effort to negotiate his first contract.

So, as we welcome Curt and Bruce and listen to their commitment, let's join them, every local here, in this fight. So many locals already have, from California to New England, in saying to Comcast that we will be there one day longer than their union-busting and greed. (Applause)

CURT HESS: First, I would like to say that I am very proud to be a second generation member of this union, and I appreciate all the efforts that have been done to protect my family for nearly 30 years. (Applause)

I am very grateful for the opportunity to speak to you on behalf of our union brothers and sisters about the challenges we have overcome while organizing at Comcast, as well as our ongoing struggle to negotiate collective bargaining agreements with this company.

Organizing the Pittsburgh offices went well in 2000 and 2001 and was a shock to one-time operator AT&T Broadband. By the fall of 2002, we had organized 500 workers.

During the past two years, we have faced eight different corporate lawyers, typical bad-faith bargaining, harassment of employees, threats of layoffs, and acquisition by Comcast. As if that were not enough, in 2003 petitions for decertification soon followed at many of the service centers.

You are probably asking, "Why were there petitions for decertification before a first contract had been reached?" It was time. Through months of minimal activity, corporate restructuring and stalled collective bargaining, the company had given the workforce time to question if organizing was the right thing to do. And most important, time for the company to utilize all of their resources to initiate the massive anti-union campaign.

So that leaves us with the question, "How do we prevent it from happening again?" We need legislation; we need laws that prevent the company from always having the upper hand when we organize. Legislation like the Kennedy-Miller Employee Free Choice Act that recognizes card check and prevents companies from dragging out first contract negotiations. If there ever were a poster child for this kind of legislation, Comcast would be it.

Bruce and I believe that members need to know what is going on at all times. Mobilization is a must. Call lists, e-mails, bulletin boards, newsletters, meetings – each is as important as the other. And through this communication, education follows.

One of five service centers in Pittsburgh – 58 members at the East Hills office where I'm employed – was able to vote down the decert initially. What gave this group the grit to see it through? We used their countless mandatory "informational" meetings as a medium to debunk the numerous promises of a better, "union-free" workplace. And instead of letting the meetings become a Comcast showcase, we let them know that this was our cause by sticking to important issues and making it our time to shine. Trust me, there were a lot of frustrated human resource people from Comcast ready to hit the hills, ready to go back to Baltimore and Philadelphia and Atlanta, Georgia.

As for the other four service centers, the road was more difficult. During those final restructurings, including the day before the vote for decertification, that arrogant Comcast committed enough labor board charges. It was the phenomenal work of our organizer and the

testimony of several members at our National Labor Board hearings that validated our charges and eradicated the election results. In the resulting reelection, members were able to vote the CWA back in at two major locations. (Applause)

I am definitely compelled at this time to thank everyone for their continued effort or we would not be here today: Local 13000 and the countless union brothers and sisters in Pennsylvania and across the country; the AFL-CIO for their continued support, as well as groups like "Jobs with Justice" and "American Rights At Work" for their continued efforts to enlighten the public of the tactics giant corporations like Comcast use to wage war against organized workers.

Finally, there are not enough words to emphasize the importance of the efforts of Marge Krueger, our organizer and Administrative Assistant to the Vice President of District 13. She is a very valuable asset to this union, one to be proud of. And I am glad to call her our friend.

Our fight is not over. To this day, we are still negotiating and Comcast is still playing their games. Recently, more layoffs were sought. But with the continued support of men and women like you here, we will prevail. Thank you very much. (Applause)

EXECUTIVE VICE PRESIDENT COHEN: As Curt said, part of the answer lies in political reform, including passage of the Employee Free Choice Act.

As Morty told us this morning, it is now cosponsored by more than 330 members of Congress. On your tables are postcards to President Bush and Senator Kerry supporting this legislation. We have already collected more than 15,000 from CWA members as part of an AFL-CIO campaign to restore democracy at work. Fifteen thousand is good, but it is only one out of 40 CWA members. If we mobilized for contract fights at that level, we would never protect our healthcare, our retirement, or our jobs. Yet without this type of legislation and massive mobilization of our members, in truth, we can never protect our healthcare, our retirement, and our jobs.

We need these cards filled out here. We need you to go back and if everybody here took ten, we would be that much further along. In one week, they will be turned in at a demonstration of the White House and a friendly version to Senator Kerry. We want to make sure CWA has at least 10,000 more, so help us.

Senator Kerry, in his campaign for the presidency, frequently invokes a theme from Harry Truman, "the best days are yet to come." Harry Truman fought on the side of workers' rights, including vetoing the first legislative attack on workers' rights, known as the Taft-Hartley Amendments to the National Labor Relations Act.

Between 1935 and 1948, more than 10 million workers had won collective bargaining rights, including telephone workers in both the United States and Canada through the NFTW and then CWA, journalists forming The Newspaper Guild working alongside the ITU at union papers.

Flight attendants organized first at United and eventually at other carriers. And electrical workers at GE, GM and Ford joined the UE and then the IUE. Faced with Taft-Hartley, millions mobilized to defend their rights, filling Madison Square Garden – where the Republicans will be tonight in New York – with rallies and similar rallies all across the country to defend collective bargaining.

This is our time to reclaim America. This is our time to believe again that "the best days are still to come." Harry Truman reflected the spirit of a movement. He did not build that movement. While his veto of Taft-Hartley was overridden by the Republican Congress, the spirit and work of that movement went on for 30 years and more as our labor movement and CWA bargained healthcare for the first time, first for families, bargained pensions for the first time that could maintain a decent standard of living for retired Americans.

So today, we must mobilize, as CWAers are famous for, not only at contract time, but at least several times a year so that our next contracts can again reflect that spirit from Harry Truman to John Kerry that "the best days are still to come." This land is our land but we need to fight again to reclaim it. We know how to do it, and CWA must lead the way. Thank you.

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

PRESIDENT BAHR: Thank you, Larry.

Now, those of you who are not aware, he knows what I am about to say. He is forbidden to call me at home after nine o'clock because I can't sleep after talking to him. He is that kind of guy.

I now want to recognize Larry once again for the Organizing Awards.

EXECUTIVE VICE PRESIDENT COHEN: Thanks, Morty.

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 campaigns that are not receiving these awards, where we were not successful, or where the minimum goal of 100 new members was not reached. But these efforts are just as much a part of our total program to reach out to our families, friends and neighbors, and help them build a union where they work.

Now we want to honor those locals that have accomplished a significant objective: Winning representation rights for at least 100 workers in new units in a single year. More than 245 locals have received this award at least once.

Each local will receive a \$1,000 organizing subsidy, as well as a plaque for the current year. So join me as we honor those locals that have met their organizing commitment for the past year by organizing more than 100 workers in new units in a single year.

Local 1032, Ewing, New Jersey, organized 95 Gateway Security employees, 22 Passaic County Superintendent of Elections, and 180 employees of Passaic Valley Water Commission. (Presentation - Applause)

Local 1034, West Trenton, New Jersey, organized 105 employees of the Atlantic City Housing Authority, 10 Burlington County Supervisors, 41 freelance court interpreters, 35 workers at Lower Alloways Creek Township, and 41 New Jersey part-time court interpreters. (Presentation - Applause)

Local 1040, Trenton, New Jersey, organized 19 employees at Atlantic City Facilities Management, 21 Berlin Borough Department of Public Works employees, 28 employees of Concepts for New Living, and 36 Montclair Township employees. (Presentation - Applause)

Local 1091 in Livingston, New Jersey, organized 358 Kimball Medical Center employees. (Presentation - Applause)

As we have mentioned before, Local 30213 in Toronto, Canada, organized 1,900 Canadian Broadcasting workers and 20 employees at Aboriginal People's Television Network. (Presentation - Applause)

Local 51011 in New York City organized 19 workers at Adecco, 35 workers at Brooklyn Community Access TV, 40 workers at Power Up Staffing, and 12 workers at Bronx Community Access TV. (Presentation - Applause)

Local 3010 in San Juan, Puerto Rico, organized 114 '911' operators. (Presentation - Applause)

Local 3108 in Orlando, Florida, organized 104 workers at AT&T local network services. (Presentation - Applause)

Local 3212 in Columbus, Georgia, organized 75 MediaCom workers and 60 employees of ATMOS Energy. (Presentation - Applause)

Local 3806 in Memphis, Tennessee, organized 140 Memphis police dispatchers. (Presentation - Applause)

Local 3808 in Nashville, Tennessee, organized 297 Cingular Wireless employees. (Presentation - Applause)

Local 7011 in Albuquerque, New Mexico, organized 569 New Mexico state employees and 12 employees of TelCom. (Presentation - Applause)

Local 7019 in Phoenix, Arizona, organized 150 taxicab workers and 60 employees at 7 other units. (Presentation - Applause)

Local 7026 in Tucson, Arizona, organized 150 City of Nogales employees and 348 employees in the Tucson Unified School District. (Presentation - Applause)

Local 7037 in Santa Fe, New Mexico, organized 2,409 New Mexico state employees. (Presentation - Applause)

Local 7077 in Tucson, Arizona, organized 222 city, county and state police, probation and correction workers. (Presentation - Applause)

Local 39521, San Francisco, California, organized 247 court interpreters in San Diego, San Francisco, Central Valley region and the Bay area. (Presentation - Applause)

Local 9111 in Ontario, California, organized 329 sheriffs, police and deputies. (Presentation - Applause)

Local 9400 in Paramount, California, organized 174 San Manuel Casino employees. (Presentation - Applause)

Local 9415 in Oakland, California, organized 178 employees of Kaiser Human Resources Center. (Presentation - Applause)

As we heard, Local 13000 in Philadelphia, Pennsylvania, organized 180 Cingular Wireless employees and 409 Comcast workers. (Presentation - Applause)

Would the award winners remain standing while President Bahr presents the President's Annual Award.

PRESIDENT BAHR: We have a special award first. You have heard a great deal about our Comcast workers' struggle to form a union with the help of volunteers from Local 13000, 13500 and 13550 and to continuously defeat the vicious decertification attempts supported by the company.

Through all this, they received tremendous support from District 13 and Vice President Vince Maisano, but there is one person, and you heard her name mentioned earlier, who has stood beside the workers every step of the way and that is Vince's administrative assistant Marge Krueger.

Marge came to Pittsburgh in the 1990s and devoted every fiber of her being to organizing cable TV. She realized then that cable was growing by leaps and bounds and that cable workers who perform very similar work to our members in telecom were both poorly treated and poorly paid. She was determined to change that and bring them the wages, benefits and respect they deserve and to make CWA stronger through their inclusion.

None of that has been easy. The struggle is far from over. The company changed hands three times. The TCI became AT&T Broadband, which later became Comcast. When CWA obtained an agreement for AT&T for neutral and consent elections, Marge plunged in helping nearly 800 technicians in Pittsburgh and the surrounding area with CWA representation despite a vicious anti-union campaign.

When the Corliss Street and South Hills units later decertified after fighting more than a year for a first contract, Marge documented numerous instances of worker intimidation by Comcast leading the NLRB to require yet a third election at both units.

Marge was so steadfast in supporting the workers on their way to beating back this final attempt to destroy their union, that management pointed to her personally, in literature and speeches, trying to convince the workers that after the election, Marge would abandon them.

Well, as we all know, that tactic backfired. The workers at Corliss Street and South Hills, for the third time in June, voted overwhelmingly to stay with CWA. (Applause) And from the beginning, Marge Krueger was with them every step of the way and will continue fighting with them until they have a union contract.

For her dedication, determination and tireless work, I am happy to present Marge with this special award of recognition.

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

PRESIDENT BAHR: "This award of Special Recognition is presented to Marge Krueger in special recognition for ten years of leadership and tireless dedication and commitment to more than a thousand Western Pennsylvania Comcast workers in their struggle to build a union. Working with Locals 13000, 13500, 13550, you never gave up against huge odds and limitless corporate resources. You worked shoulder to shoulder with the Organizing Committee, fighting for the right to have a union and a contract. August 2004, CWA 66th Annual Convention." It is signed by me as president, Larry Cohen, executive vice president, and Vince Maisano, vice president of District 13.

Marge, it is a personal privilege for me to hand this to you, because I know the dedication and commitment you have given 24 hours a day, seven days a week, over a long period of time. And if Comcast were listening and is listening, if we need to, we will send Marge to every community in America and she will go. (Applause and laughter)

But the real answer, the real answer is to give Comcast two messages: One, what Larry already said, that we will be there a day longer, but more than that, that we are so committed that there will be people, CWA members, all over this country who will be inspired by Marge Krueger, and we will have Marge Kruegers all over this country doing the work that she has done over these past years. That is the way we are going to bring justice to Comcast, by our

own commitment and inspiration.

So, thank you, Marge, for inspiring all of us. (Applause)

You know, I just want to share one thing with you that happens to come to mind. I got an e-mail late last week, before I came here, and I don't know if it came from Louis Rocha. I know it came from San Jose where Comcast was in an argument and a dispute with the city of San Jose. And this article had a quote by the city attorney who said, "Comcast specialized in delay and bargains and bad faith." And so I think, as we help spread the word and Comcast continues to do as they do, they will brand themselves as what they are – corporate bandits – and more and more responsible members of legislatures, mayors, and city councils will recognize and will be there every time their franchise comes up for renewal, every time there is a rate increase. We are their worst nightmare, and it's a nightmare that won't end when the sun comes up. (Applause)

This is a time in every convention that I really enjoy, because since 1972, it's been our tradition to recognize outstanding achievements in organizing by presentation of the President's Annual Award.

As I selected the awardees – and you will soon learn who they are – it was some task to have them even measure up to what Marge Krueger has been doing. This award was considered by our founding president, Joe Beirne, to be our union's highest honor. And then Joe's successor, Glenn Watts, carried on the tradition, and it now falls to me to recognize those who are so highly effective in bringing new members into our union. It is only through their efforts that we enable our union to grow ever stronger and ever more effective.

Over the years, this award has gone to individuals and sometimes to multiple locals and CWA districts that have worked together to build our union. This year, I have selected one outstanding campaign involving several locals in District 7 that have done a fantastic job of applying the CWA Triangle. I am talking, of course, about our locals in New Mexico that campaigned to elect Governor Bill Richardson and worked with employees in the various agencies to organize and bring representation to more than 3,000 state workers, and you heard a firsthand report a few minutes ago.

Now, this is not the first time CWA has represented state workers in New Mexico. As you already heard, we had numerous members throughout the state prior to 1999, when then-Governor Gary Johnson allowed the state's collective bargaining law to expire. Johnson thereafter vetoed every attempt by the legislature to repeal the sunset clause and reinstate bargaining and organizing rights.

When, in 2002, Richardson announced his candidacy, CWA and other unions looked forward to the opportunity to elect a governor who favored representation for public employees. I just digress for a moment. It was not hard for us to come up with this endorsement. When Bill Richardson was Secretary of Energy in the Clinton administration, we were organizing workers at Los Alamos who were doing work contracted from the University of California to those labs where we represent people at the University of California doing that work.

And I need not tell you the difficulties, the normal difficulties you have in a place like Los Alamos, the security, but then the anti-union management made it virtually impossible for workers to talk to each other. So Vice President Sunkett and I went and met with Secretary Richardson. We laid out the problem, and he said, "This is easy to resolve. Why don't I just give you card check recognition?"

So with that background and a personal relationship with Bill Richardson, it certainly was not difficult at all for us to do whatever it took to support him for governor. But in this case, Local 7011 took the lead, providing several full-time people to run Richardson's campaign office in Albuquerque and numerous volunteers for phone banking, home visits, and other get-out-the-vote activities. Richardson has affectionately referred to Local 7011 as "my campaign staff."

Months before Bill took office, District 7 organizing coordinators Kevin Mulligan, Jana Smith-Carr and Rolando Figueroa began an intense training program for New Mexico locals that included organizing committee development, one-on-one contact strategies, and leadership recruitment. It's Figueroa. I corrected that. (Applause)

The initial strategy was to target the agencies previously represented by CWA. So on March 7, 2003, after just two months in office, Richardson signed a new collective

bargaining law for state workers, this time with no sunset clause, and Barbara was down there at the signing representing us from headquarters.

District 7 hit the ground running to rebuild CWA as a strong voice for public workers in New Mexico. Workers within the agencies enthusiastically embraced the campaign, created a name for their organizing drive – the State Employee Alliance-CWA – and a logo to provide a common identity across a broad spectrum of agencies, departments, and workers. They developed a website touting an organizing committee of 100, to tell co-workers about their campaign. They hustled within their agencies, talking union to all who would listen and getting co-workers to sign representation cards.

The victories came rapidly, starting in October 2003 with a triple card check victory: 525 workers at the Department of Cultural Affairs, Miners Colfax Medical Center and the Commission on the Status of Women. They were followed shortly by 1,480 workers at the Health Department and 437 at Environment.

Other units successfully organized into SEA-CWA: the Commission for the Blind, Workers' Compensation Administration, General Services Department, and the Organic Commodities Commission.

The addition of more than 460 workers in those units put SEA-CWA over the 3,000 mark.

Organizers from Locals 7011 and 7037, which were originally to represent the state workers – participated in the campaign. Other organizers from Local 7019, 7026, 7704, and 7777 helped. But the state workers themselves, ranging from archaeologists to nurses to IT professionals to custodial personnel, deserve tremendous credit. It was their Organizing Committee that grew to more than 300 as they continued to pursue new units in additional state agencies that could increase their number to more than 6,000. They have established committees for legislative action, organizing, community coalition building, communications, and bargaining support, and are in the process of ratifying their first contract.

Because of their enthusiasm and cohesion, the international has decided to recognize SEA-CWA as a local in its own right and has assigned it the number 7076. They will receive an official charter as soon as they have completed ratification of their contract and elected officers.

For a seamless accomplishment through legislative and political action, organizing and representation, I am proud to present to District 7, New Mexico, the President's Annual Award – Vice President John Thompson. (Applause and cheers) John, the inscription reads, "In grateful recognition of dedicated service as evidenced through wholehearted acceptance of CWA's growth policy and program and dedicated effort directed toward making that policy effective. Awarded by the President of the Communications Workers of America on behalf of the organization."

My signature is inscribed and the plaque is similarly engraved. Congratulations, John. (Presentation - applause) And this is the plaque.

VICE PRESIDENT JOHN THOMPSON: Thank you, everybody. The rest of you better watch out. District 7 is breathing down your throats. (Applause and cheers) But it's relatively easy if you follow the CWA Triangle. In the political case, if we did our job right in New Mexico, we knew we couldn't lose. And people like Robin, Rolando Figueroa, Kevin Mulligan and Jana Smith-Carr, who is behind me, Lawrence Sandoval, who recently completed bargaining those contracts, and a special thanks to Louise Caddell, who is my administrative assistant. (Applause)

This means a little more to me than most people, because this is my last CWA convention. So thank you. From all across the country, I made a lot of friends and I appreciate you all. Thank you. (Applause)

PRESIDENT BAHR: Please join me in congratulating all these people who have done so much for our union over the past year. (Applause)

PRESIDENT BAHR: Would the National Women's Committee come to the platform please.

The members of the Women's Committee are:

... As the members of the CWA National Women's Committee were introduced, the delegates responded with a single clap of recognition ...

Anne McCauley, Secretary-Treasurer, Local 1106; Paula A. Terveer, Executive Vice President, Local 2202; Janet Rich, President, Local 4107; Jennifer M. Case, Vice President, Local 6320; Susan McAllister, Secretary-Treasurer, Local 7704; Rosa Bernal, Secretary-Treasurer, Local 9588; Carol Coultas, Executive Vice President, Local 13500; and ably staffed by CWA Rep Janine Brown.

The Chair recognizes the Committee.

DELEGATE CAROL COULTAS (Local 13500, National Women's

Committee): President Bahr and Fellow Delegates: For purposes of brevity, we are reading a shortened report. Please refer to the full report in your packet for further details and reference throughout the year.

... The full report of the CWA National Women's Committee to the 66th Annual Convention is included in these proceedings as follows:

REPORT OF THE CWA NATIONAL WOMEN'S COMMITTEE

The CWA National Women's Committee met in Washington, D.C., June 14 and 15, 2004. Over the two days, we met with representatives of various CWA departments, including organizing and legislative/political. Also, we met with a representative of the AFL-CIO Working Women's Department who shared results of the 2004 "Ask a Working Women Survey," including those of the nearly 1,000 CWA women who responded to the survey. This was one of the highest response rates for any union. Thanks to each of you who went online to fill out this useful survey.

In addition, we reviewed and discussed a recent report commissioned by the AFL-CIO Executive Council Committee on Women Workers, "Overcoming Barriers to Women in Organizing and Leadership." We are pleased to report that while we must always strive for better representation of women in certain areas of our union, our efforts over the last 20 years have paid off. Today we have good representation of women at most levels within our union, and women and issues of concern to them are represented well on all sides of the CWA Triangle.

The Committee also began preliminary planning for our 2005 National Women's Conference, which will be held April 14 through April 16, 2005, in Seattle, Washington. We are looking forward to a terrific conference and ask that you mark your calendars now.

The Committee would like to recognize and thank Arlene Jefferson, Secretary-Treasurer, Local 3406, and Terri Newman, President, Local 7214, for their service and welcome Debra Brown, President, Local 3706 [in absentia], and Susie McAllister, Secretary-Treasurer, Local 7704, to the Committee.

This year, while we will highlight issues of specific importance to women, we believe firmly there is one overriding priority – a change in the leadership of this nation. This above all else will protect the gains we have made and help secure our futures.

ELECTION 2004

Women have made considerable progress over the last 100 years, such as gaining the right to vote, the right to own property and the right to make our own decisions. But, we have a long way to go before we see true equity. The many issues that women face have not changed. Year after year, the CWA Women's Committee has brought attention to these issues – work life balance, family care and pay equity – but very little, if any, progress is being made. Changes that have been proposed and passed by the Bush Administration have become quite alarming. The needs of working people, especially women, definitely are not on this Administration's agenda. In fact, many of our gains are in jeopardy of being reduced or lost entirely.

The issue of greatest concern for women, union and nonunion, is finding and keeping a good job with basic benefits. Even though the labor market has expanded recently, recovery and job growth are the slowest since World War II. In addition, the jobs being created today are lower paying than the jobs we have lost. Outsourcing has contributed greatly to unemployment woes and the Bush Administration claims, "outsourcing American jobs overseas is a good thing." It is a good thing for corporate bottom lines, but not for the American working person's paycheck.

Women are also greatly concerned over retirement benefits. Women rely on Social Security more than men. For many women, Social Security is their sole means of support. The Bush Administration 2001 to 2003 tax cuts are paid for out of the federal surplus – which in large part is made up of funds from the Social Security Trust Fund. In addition, overtime pay is in jeopardy of being taken away from many workers. Since women continue to be paid less for similar work than men, women will be adversely affected by this change. This is especially so since many women are the sole support for their families and rely on overtime pay to make ends meet.

The primary caretakers of children and elderly parents are women. Balancing the needs of family with work is of great concern to working women. Even though FMLA enables women to take time off for family care, many cannot afford to do so since the time off is unpaid. Laws are desperately needed to provide for paid time off for family care.

Explosive health care costs are battering working families. Currently, 44 million Americans do not have medical coverage and many of those are women and children. Due to the increases in health care and prescription drug costs, employers who provide coverage are shifting costs to employees. Millions are forced to forego necessary care because they cannot afford the cost. Yet President Bush has put forward no plan to remedy this crisis. Legislation is clearly needed to solve the health care crisis we now face.

Our biggest gains occur under a Presidency and a Congress that support our issues. None of this can happen if we don't take back the House and the Senate in addition to the Presidency. We need an administration that will work together with Congress on these issues that affect all working people, especially working women. The time is now. We need to focus our efforts on the election process to bring about the changes that are long overdue. We all need to educate our friends and family on the issues at stake, get involved in voter registration drives and, most of all, GET OUT AND VOTE!

ASK A WORKING WOMEN SURVEY

Lake Snell Perry & Associates conducted the 2004 Ask a Working Women Survey, for the AFL-CIO. This survey is the fourth in a series designed to examine the challenges working women face in today's economy.

Nearly half (48 percent) of working women have been out of work in the past year. This experience with joblessness is even greater for women of color. Sixty-one percent of African-American women, 56 percent of Latinas, and 52 percent of Asian-Pacific Americans have been out of work in the past year.

One-quarter of working women lack basic benefits, which include secure and affordable health insurance, prescription drug coverage and pension or retirement benefits. Among working women earning less than \$40,000 a year, one-half are without basic benefits.

Rising health care costs are the largest worry for working women. Therefore, making health care more affordable is our highest legislative priority. Nearly 95 percent say secure, affordable health care is an important benefit. In the past four years, the share of working women ranking legislation to make health care more affordable grew by 24 percentage points, the strongest increase of any issue.

Working women say it is important to have stronger laws to challenge discrimination and unfair treatment on the job. Women want stronger equal pay and affirmative action laws to provide more opportunities for all women.

We should all be engaged in changing policy to improve the lives of working women. Let your congressional representatives know your opinion on legislation affecting women.

FAMILY PAID LEAVE

On February 5, 1993, President Bill Clinton signed into law the Family Medical Leave Act (FMLA) that took effect six months later. This provided up to 12 weeks per year for an employee to take unpaid time to care for medical issues for themselves or an immediate family member. However, 10 years later we find that this does not adequately address the needs of working women or their families.

Though FMLA was a critical first step, advocates say they are mobilizing to take more action to help workers balance work and family needs. While a U.S. Department of Labor report shows that more than 35 million workers took leave under FMLA between 1993 and 2000, and some 3.5 million workers needed leave but were not able to take it, of these workers, 78 percent said they could not afford to take unpaid time off.

California has adopted the nation's first ever paid family leave law allowing most workers to get partial pay when they take time off from work to care for family members. Signed in September 2002, the law allows workers to collect up to 55 percent of their salary, up to a maximum of \$728 a week, when they take time away from their jobs to care for a new baby, foster or adopted child; or a seriously ill parent, spouse, child or domestic partner. The benefit is funded by employee contributions to the state's disability insurance fund.

Moreover, only three in five U.S. workers are eligible to take leave allowed under the current federal law (FMLA) because it doesn't apply to all employers or workers. The federal law only covers employers with more than 50 employees and who have been employed there at least a year.

The California law addresses these shortcomings by providing workers some income when they take family leave and covering nearly all workers in the state, no matter how long they have worked for their employer or how many workers are at their work site.

Activists say the paid leave law in California, home to nearly 10 percent of the U.S. workforce, has the potential to pave the way for family-friendly policies across the country. Legislators in at least 27 other states have introduced family leave bills.

However, a better solution would be to modify or improve the current FMLA with a federal law to cover all U.S. workers. Senator Ted Kennedy and Representative Rosa DeLauro have introduced such a law entitled the "Healthy Families Act." This new law would require employers with 15 or more employees to provide seven days of paid sick leave annually for full-time employees (working at least 30 hours per week or 1500 hours per year) and a pro-rated amount of leave for part-time employees working at least 20 hours per week or 100 hours per year. This leave can be used to meet the employee's own medical needs or to allow the employee to care for medical needs of a family member.

Almost half (47 percent) of full-time, private sector workers have no paid sick days. The problem is particularly acute for working women, who are still predominantly responsible for meeting family care needs. Almost half (49 percent) of working mothers report that they must miss work when a child is sick. And of these mothers, 49 percent do not get paid when they miss work to care for a sick child.

A recent document titled "Work/Family Conflict, Union Style," from the Program on WorkLife Law at the Washington College of Law, American University, reviewed 67 arbitrations with key words related to work/family conflict. The report cites 31 cases in which unionized employees were fired or otherwise disciplined for making choices one would expect of a responsible parent or family member. The authors made the following recommendation: unions must bargain with employers for family friendly concessions in contracts, including creating child care consortiums and referral, creating child care centers, allowing workers to use sick leave for children and ill family members, developing flexible schedules, making overtime less burdensome, and rethinking personal leave.

Union women should be actively setting the bar higher and leading the fight to ensure all working women are protected in the workplace as they try to balance responsibility to their employer with responsibility to their families.

SOCIAL SECURITY

Social Security continues to be an important issue for women. We reported in 2002 that women rely more heavily on Social Security than their male counterparts, in part due to longer lives. In addition, they more often have lower pension benefits, and those Social Security benefits are generally lower than those of their male counterparts. For women over the age of 65, Social Security comprises a larger percentage of overall income. The poverty rate for women over the age of 85 is significantly higher than that of men.

The Alliance for Retired Americans, citing the increasing shift away from defined

benefit pension plans, calls for strengthening the current Social Security system. In addition, they decry the move to privatize the system, saying this would create unacceptable Enron-like risks for all Americans. Further, they recognize the significant transitional costs associated with privatization, stating it would "recklessly drain funds from the Social Security Trust Funds." And the sad reality is many of us already know all too well and have suffered the effects of the volatility of the markets with our existing 401(k) plans.

The Bush Administration wants to make those tax cuts permanent, which went disproportionately to the wealthiest. According to Alan Greenspan, this would require cuts in Social Security benefits. This is simply not acceptable to women and our families. We are not willing to risk our future security on the stock market.

We must work to be sure we elect those officials who understand the great legacy of the Social Security system and not those who would try to sell us and our children some scheme that would shift future security to private investment systems.

HEALTH CARE

Rising health care costs are the biggest worry for working women. Making health care more affordable is the highest legislative priority, according to the AFL-CIO's Working Women's Survey of 2004.

More than 44 million U.S. residents have no health insurance, and the numbers keep growing. Between 2001 and 2002, the number of uninsured under age 65 increased by 2.4 million, the largest real increase since 1987, according to the Henry J. Kaiser Family Foundation. Of the more than 43 million Americans without health insurance, nearly one-quarter, or more than 10 million, are children. Eight out of 10 uninsured Americans hold jobs or share households with someone who is employed.

Working families are experiencing double-digit increases in the costs of health insurance, with more out-of-pocket costs for doctor visits and skyrocketing prices for prescriptions, forcing many to delay getting needed medical care, or worse, to decline coverage for themselves or their families because of cost. Health care costs are rising at five times the rate of inflation. As employers refuse to pay their fair share, this trend may result in millions of workers losing their employer-based coverage.

What can we do? Vote in the 2004 elections.

There are meaningful proposals to help with this issue ranging from legislation to expand children's coverage to comprehensive health care coverage. One proposed plan would extend health care coverage to 96 percent of all people living in the United States by creating incentives for employers to offer job-based coverage, expanding public child health insurance programs, and making it easier for small employers to provide workers with health coverage through a new insurance plan modeled after the health plan for members of Congress.

Other proposals would create a strong Patients' Bill of Rights, one that allows doctors to make medical decisions and patients to have access to the specialists they need. And we need to overhaul the misguided Medicare prescription drug law and replace it with policies that discourage employers from dropping retiree coverage and allow the United States to negotiate lower drug prices. CWA members must demand that their representatives at every level of government address the health care crisis facing our nation.

OUTSOURCING

Outsourcing of American jobs is a key issue, and CWA must remain firmly committed to it within the political process. Outsourcing means another American job has been lost and yet another American worker has been added to the nearly three million whose jobs have been lost since January 2001.

Recent studies predict we will lose an additional 830,000 jobs to India, Russia and other low-wage paying nations by the end of 2005. The same study also predicts we will lose 3.4 million jobs, representing \$136 billion in U.S. wages within the next 10 years.

There are over 50,000 call centers in the United States employing more than six million people. CWA estimates that more than 70 percent of these employees are women. The AFL-CIO Working Women's Survey found that 48 percent of working women have been out of

work or have a family member or close friend who has been unemployed in the past year.

There are more than 880 corporations or companies sending American jobs overseas, thereby choosing to employ cheap overseas labor instead of American workers. CWA estimates that Verizon has offshored at least 2,000 jobs. More than 40 state governments have also contracted with companies in low-wage paying countries to administer the American food stamp and other taxpayer-funded programs.

Companies that are involved in outsourcing are plainly and simply economic traitors that care about one thing only – their profits. Corporate profits have soared 57.5 percent, up from \$635 billion in 2001, to \$1 trillion in 2003. During the same time frame, private wage and salary income decreased by 1.7 percent.

While corporate CEOs continue to make millions, we, the workers, worry if we will have a good job next year or if our children will be able to find good jobs that pay decent wages and have good benefits. What opportunities will be available to our children?

Several legislators have introduced legislation to help curb the offshoring of our jobs. Senator John Kerry and Republican Ted Strickland introduced the Consumers Right to Know Act, which would allow consumers to know where they are calling, who they are talking to, and what company the employees actually work for. Armed with this knowledge, consumers could choose not to do business with a company that does not provide jobs in the communities where they sell their products. Republican Rosa DeLauro recently authored legislation that would prevent government contracts from being awarded to foreign companies. Thirty-five states have introduced similar legislation to try to curb the outsourcing of American jobs. Tennessee is the only state that has enacted such a measure; however, several governors have issued executive orders protecting jobs in their states. These orders range from reviewing state contracts to determine which contracts are shipping work offshore to committing that all future contracts will be executed in the United States.

CWA must work hard to elect legislators that are willing to work for their constituents, their communities and their country to stop tax breaks for companies that have moved offshore. These companies need to be recognized as part of the reason for the economic failure of our country.

CWA must work hard to reelect those legislators who stood by our sisters and brothers at SBC during their strike by signing a petition asking the profitable SBC to not exploit offshore opportunities but instead provide good paying jobs for America.

We have watched as our sisters' and brothers' jobs have left the country; seen the damage the lack of good jobs has done to our families and our communities; watched labor laws weaken; and watched as the economy weakened while a select few continue to rake in millions as our jobs leave America by the millions. It is time for us to stop watching and begin working to elect leaders who don't believe outsourcing is the American way of doing business.

We must continue to educate our members, families, friends, and ourselves about the political process and the negative impact on our lives when we fail to elect legislators that will support the working class of America.

ORGANIZING

Over the last 25 years, women have far exceeded men in becoming new union members and active in organizing campaigns where women are a majority of the workforce. Working women make up 43 percent of union members but 55 percent of newly organized workers. In CWA, more than 700,000 men and women are represented in both public and private sectors.

Women are sometimes reluctant to become involved in organizing for many different reasons. Despite the growth of women as union members, they are still the most under-represented as leaders throughout the union movement.

Women's positive views toward unions have declined since 1999, in part due to the perception that unions tell members what to do as opposed to having members make decisions. Also, more women now view unions as ineffective. We must focus on the issues of priority to working women and integrate their concerns into the union agenda. The issues that women will respond to are equal pay, work and family, and control over work hours.

Most unions are perceived as being made up largely by men so the need to appoint, recruit and elect more women to leadership positions at all levels should be a priority. Support or mentoring to help them rise and maintain their positions must go along with that. Women in those leadership positions should then have commitment and participate in all union events not just those specific to women.

We have before the Senate and the House the EMPLOYEE FREE CHOICE ACT. As of July 26, 2004, 207 Representatives and 32 Senators have signed on as co-sponsors. This Act would allow workers to freely choose whether to form unions by signing cards authorizing union representation, provide mediation and arbitration for their first contract disputes and establish stronger penalties for violation of employee rights when workers seek to form a union.

Many would join a union if they had the chance, but few are able to exercise this freedom because employers create barriers to their employees' opportunity to choose.

The Free Choice Act would help reduce any of the current barriers to organizing and create a real voice at work for both men and women. But as many of the key industries in which women work – customer care, insurance, banking and retail – remain largely unorganized, unionization would be of special benefit to women workers.

As previously stated, the most important thing we can do to help women as individuals, workers and family members, is elect leaders who understand our needs. Don't wait until November 2. If you are a woman do it for yourself. If you aren't a woman, do it for the women in your life: your mother, sister, daughter, wife or partner. Now is the time, and as the Working Women's Vote Project says, "Do something for yourself. Vote November 2!"

President Bahr, this concludes our report and I move for adoption.

... Motion was duly seconded ...

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

There are no delegates wishing to speak. All those in favor of adopting the report of the National Women's Committee indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

I hope we take to heart many of the recommendations that are made in this report. These members worked very hard in putting this together. There is some awfully good stuff in there for us to be working on. On behalf of this convention I want to thank all of you for the marvelous job that you have done. And you too, Janine. Thank you. (Applause)

I continue to get reports of conversations taking place on the side and in the back. It is very disruptive for those who want to hear and participate. So those who feel they have to have a conversation, you will do everybody a favor by just talking outside and then coming back in. Thank you. (Applause)

It is now my pleasure and honor to introduce to you for a report someone who works extraordinarily hard, the Secretary-Treasurer of the CWA, Barbara Easterling. (Applause and cheers)

SECRETARY-TREASURER BARBARA EASTERLING: Thank you very much, President Bahr.

Well, over the last two weeks we all watched as athletes from around the world gathered in Athens for the Olympics and they amazed us with an incredible display of ability. It was truly a remarkable two weeks.

While I am sure you share my pride and gratitude for their outstanding efforts in winning over 100 medals, I am a little partial, especially when it comes to the performances of the American women. When the American women took the gold medal in soccer and in basketball, I continually think of the enormous impact that Title IX has on women athletes in America. (Applause)

From kindergarten to college, women now have the opportunity to excel in countless sports. That is in large part due to Title IX, and to women's activities.

I also realize that Title IX would never have been a reality if the narrow vision of certain leaders had prevailed, a viewpoint shared by many members of the current administration. So when we reflect on the incredible run of the Americans with women's soccer team over the past decade, we should also thank our lucky stars for the progressive thinking that produced Title

IX, and the resulting revolution in women's athletics.

That said, you know it's kind of appropriate that we are here in Anaheim, when you consider the names of the city's two sports teams. In hockey, they've got the Ducks. And that pretty well describes the Republican Party of George W. Bush, Dick Cheney and Tom DeLay. Because when it comes to national leadership, they're nothing but a bunch of quacks. (Laughter and applause) When they talk about being uniters rather than dividers, they're quacks. When they talk about weapons of mass destruction, they're lying quacks. Donald Duck has more credibility than they do.

Now, in baseball, it's the Anaheim Angels. And even though someone looking out at this sea of faces might be hard-pressed to describe you as angelic, I do believe we are on the side of good in this battle for America's future.

We are here on a mission, a mission that will lead us to the most important election of our lifetime, an election that will take place in exactly nine weeks. Everything I say to you today will be about that mission because we've never embarked on a more important mission. It is, quite literally, a mission to reclaim America. To reclaim America from the forces of greed that have hijacked our democracy. To reclaim America from those who want to repeal our rights and roll back the Constitution as much as they can get away with. To reclaim America from a group who will do anything, literally anything, to stay in power. (Applause)

Sisters and brothers we are going to reclaim America from the most anti-union, anti-worker president in the history of our nation. Are you ready? Are you ready to reclaim America?

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

SECRETARY-TREASURER EASTERLING: I said, Are you ready to reclaim America?

... Cries of "Yes" ...

SECRETARY-TREASURER EASTERLING: Great.

You know what? It starts right here and it starts right now with you, me and every member of our CWA family. One especially important part of that family is our CWA retirees. We never have to worry about mobilizing our retirees, whether it's with respect to bargaining or for political action. And this issue is no different. In fact, they are already out there doing everything in their power to send George W. Bush packing and to reclaim America. (Applause)

I want to ask the members in the delegation to please stand and I want all of you to join me in a well-deserved round of applause to our retirees, dedicated trade unionists.

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

That is wonderful because you appreciate them. They now know what you think of them and believe they are working harder than any of us in their campaign and together we represent the most powerful, most dynamic and most effective political force in our nation, the Communications Workers of America.

And though the state of America's union is getting weaker every day under George W. Bush, as your Secretary-Treasurer, I am proud to report that the state of our union is strong and getting stronger every day. And that's because of you and what you do 365 days a year.

Because of you, CWA is financially sound, ready for the challenges of the most important election of our time while equally ready to succeed on the other two sides of the Triangle, in organizing and collective bargaining.

Because of you, CWA is a force in thousands of communities from coast to coast. Today, the Information Age Union also proudly remains the Community-Minded Union. And just as I salute and thank you for what you do for this great union every day, I also want to say a special thanks to every member of the CWA staff. One of the foremost reasons why CWA is a leader in the labor movement is the outstanding commitment and dedication of our CWA staff.

They're out there on the front lines every day, working and fighting in the most hostile environment we have ever faced. Join me in thanking the entire CWA staff for all they do for us. (Applause)

Over the last few months, we've heard a lot of talk about values. It seems to be

the big buzzword of this campaign year. So for just a few minutes, let's have a talk about values. Let's talk about our values and how they differ from the extremists in power.

We value work. George W. Bush values wealth. That's why he changed the tax code so that workers pay a higher rate on their wages than billionaires pay on their capital gains and dividends. And that is why he gave millionaires a tax cut of nearly \$100,000.

So anyone who thinks that government should reward the idle rich and punish hard work should vote for Bush. But if you believe the opposite, you must fight to elect John Kerry because John Kerry stands with us.

Let's look at another value. We value people's wages. George W. Bush values corporate profits. How else do you explain why corporate profits are up by 30 percent while workers' wages barely keep pace with inflation? Why the corporate share of taxes is at record lows; why Bush opposes an increase in the minimum wage; why Bush stole overtime from six million workers; and why his NLRB wants to get rid of card check.

So anyone who thinks that government should help big business make greater profits at the expense of the American workers should vote for Bush, but if you believe the opposite, you must fight to elect John Kerry because John Kerry stands with us.

Here's another value. We value the public good. George W. Bush worships at the altar of private greed. That's why he has given away \$11 billion taxpayer dollars in contracts to Dick Cheney's Halliburton, often without competitive bidding. Why he let soon-to-be-jailbird Ken Lay write his energy policy and why his Medicare bill gives away \$139 billion in windfall profits to the drug companies and \$46 billion to the HMOs.

As former *New York Times* editor Howell Raines noted recently, and I quote: "The system has never been more thoroughly gamed than by Bush and his minders. For that matter, the class warfare has not been so intense in the United States since the days of the robber barons and the ever-widening income gap in America shows who has been winning."

So anyone who believes that the system should be gamed to reward private greed should vote for Bush but if you believe the public good should triumph you must fight to elect John Kerry because John Kerry stands with us.

And here's perhaps the most important value of all. We value the truth. George W. Bush doesn't. That's why Bush, Dick Cheney and their cronies lied to the American people about why they sent more than 900 precious young Americans to die in Iraq and why they lied about the cost of their Medicare giveaway to the prescription drug companies and HMOs to the tune of more than \$100 billion. That's why they lied about the gaping hole their tax cuts have torn in the budget deficit. That is why they lie about anyone who dares to tell the truth, most especially John Kerry.

They also lied about the economy. George W. has proudly asserted that the economy has turned the corner. Who is this guy kidding? The number of Americans living in poverty increased by a staggering 1.3 million last year. Personal bankruptcy filings are at an all-time high. This year, the number of people who file for bankruptcy will be greater than the number of people who graduate from college. That's a shocking statistic. But George tells us that we've turned the corner. Unbelievable.

So anyone who thinks that the truth doesn't matter and that the ends always justify the means should vote for Bush. But if you believe a president should never lie to the American people you must fight to elect John Kerry, because John Kerry stands with us. (Applause)

Here is a final value, which is accountability. John Kerry knows the meaning of accountability because when you're captain of the Swift Boat, accountability is measured in the lives of your crew and yourself.

Just let me say this in response to the Republican smear campaign against John Kerry's distinguished military service to his country in Vietnam, a campaign whose mastermind is none other than Karl Rove, the President's closest adviser, who is attempting to destroy him.

I would just ask one simple question: Where was George? Where was George? Now, that is one question Bush and Rove don't want to talk about. They know there's no good answer to it, no matter how much they use every dirty trick in the book to try and change the subject.

The only real answer is what John Podesta, former Chief of Staff to Bill Clinton,

said recently and I quote: "Today, Senator Kerry carries shrapnel in his thigh, as distinguished from President Bush who carries two fillings in his teeth from his service in the Alabama National Guard, which seems to have been the only time he showed up."

George W. Bush doesn't have a clue about what accountability means because he has never been held accountable for anything in his life. When his businesses failed, daddy's friends bailed him out. When he lost the popular vote in 2000, daddy's friends from Jim Baker to the Supreme Court bailed him out. And now that he has failed in every major responsibility of his office, he's hoping the voters will somehow bail him out.

He won't even hold the people who work for him accountable. No one has been fired for failing to have a plan for post-war Iraq, a failure that has cost the lives of hundreds of brave Americans. No one has been fired for allowing bin Laden to elude our grasp. No one has been fired for mismanaging the budget. And no one has been fired for encouraging the outsourcing that is costing millions of Americans their jobs.

Well, sisters and brothers, guess what? It's time to hold George Bush and Dick Cheney accountable for these and so many other failures by sending them the Donald Trump message: "You're fired." (Applause)

For taking a \$5.6 trillion surplus and turning it into a \$5.2 trillion deficit over the next decade, it's time to tell George Bush and Dick Cheney, "You're fired."

For overseeing an economy in which millions of Americans' jobs were sent offshore or lost for good, it's time to tell George Bush and Dick Cheney, "You're fired."

For doing absolutely nothing while 44 million Americans go without health insurance and the rest of us watch our premiums and co-payments rise, it's time to tell George Bush and Dick Cheney, "You're fired."

For repealing the ergonomics standard and subjecting millions of workers to crippling injuries, for trying to deny workers their basic rights, including the right to overtime and the right to bargain collectively, it's time to tell George Bush and Dick Cheney, "You're fired."

For strutting on an aircraft carrier and boasting "mission accomplished" when it wasn't, it's time to tell George Bush and Dick Cheney, "You're fired."

For the lies and smirks, the arrogance and extremism, and for the sheer, utter incompetence, it's time to tell George Bush and Dick Cheney, "You're fired."

And after we do that, then it will be time to tell John Kerry and John Edwards, "You're hired." To do that, we must devote the next nine weeks of our lives to their election.

John Kerry and John Edwards will choose hard work over idle wealth, people's wages over corporate profits, equal opportunity over inherited privilege, the public good over private greed, the truth over lies and accountability over buck-passing.

They will help restore the good jobs lost on George W. Bush's watch by revitalizing manufacturing, by investing in America, and by stopping corporate tax breaks that subsidize the movement of jobs offshore.

John Kerry and John Edwards will guarantee access to affordable health care for every American. They will make the minimum wage a living wage.

John Kerry and John Edwards will protect Social Security and stop all privatization schemes and they will fix the Medicare prescription drug giveaway that Bush botched.

Above all, John Kerry and John Edwards will defend our fundamental rights, our right to organize and bargain collectively, our right to a 40-hour week with time-and-a-half for overtime, our right to health and safety in our workplaces. And they will pick Supreme Court justices and NLRB members who will uphold these rights. (Applause)

We have to do more than elect John Kerry and John Edwards. We have a golden opportunity to win back the Senate. It is especially important to win the open seats, where a Senator is retiring. So we must fight to elect Ken Salazar in Colorado, Barack Obama in Illinois, Erskine Bowles in North Carolina, Brad Carson in Oklahoma and Inez Tenenbaum in South Carolina. We also must win the open seats in states like Florida and Louisiana.

We have got to topple vulnerable incumbent Republicans like Lisa Murkowski in Alaska, and we've got to reelect good Democrats facing tough challenges like Tom Daschle in South Dakota and Patty Murray in Washington. (Applause)

We have got to fight like the devil to win back the House and get rid of the single

most toxic substance in American politics, former pest controller Tom DeLay.

And, yes, we must fight to make sure that every vote counts, and that every vote is counted. This is our time. Our moment to make history.

And we have got to lay it all on the line, and then some, because everything and every value that we hold dear is on the line.

The nation stands at a crossroads between the dark future offered by George Bush in which opportunity is denied and rights are repealed for most Americans, and the bright future offered by John Kerry of an America reclaimed for the benefit of all its people.

Now, we're in a sprint to the finish line. Election Day is just nine weeks away. We must leave this convention united and determined as never before. We must register every last voter before the deadlines close.

We must reach every voter we can with a strong message about how their lives will improve if they elect John Kerry, John Edwards and other friends of working families.

Whether you knock on doors, make phone calls, hand out leaflets or work the internet, it doesn't matter, as long as you do everything you can.

And we must make sure that every single one of our members votes, either through absentee ballots or by going to the polls on November 2.

Earlier I talked about accountability. And this election is all about accountability, because we are accountable for the result.

If we don't do everything in our power to elect the Kerry-Edwards ticket, then future generations will be reeling from lowered wages, fewer jobs, global instability, and a federal government nearing bankruptcy. They will hold us accountable, as they should, because today we are the beneficiaries of those who came before us many years ago, who fought in 1932 to elect Franklin Delano Roosevelt and enact the fundamental rights and social safety net of the New Deal, the very things that George Bush now wants to repeal.

Now, we have an obligation to make future generations the beneficiaries of our hard work over the next nine weeks.

Join with me, join right now, right here, in pledging to devote your lives over the next nine weeks to reclaim America, to elect John Kerry and John Edwards, and to restore the promise of equal opportunity, justice and decency to our great nation.

Together, we will win. And together, we are going to reclaim America. So let's get on with it. On to Victory!

... The delegates arose and applauded and waved the "CWA Kerry-Edwards" signs ...

PRESIDENT BAHR: Thank you very much, Barbara. I would point out one thing that Barbara said. On Election Day, we tend to look at November 2, but there are 30 states that will be voting before November 2, states like Oregon, that have no onsite voting, it will be by mail. Then you have other states at various times prior to November 2, with absentee ballots, even onsite prior to November 2. You know the states. So we can't gear all of our heavy guns for November 2. We have got to keep that in mind.

Would the Frequency of Conventions Committee take the platform, please. I want to introduce the members of the Committee.

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

PRESIDENT BAHR: George Welker, President, Local 1108; John Bachelor, President, Local 2111; Pam Lawson, President, Local 3108; Jay Egan, President, Local 4034; Dennis Martin, President, Local 7470; Louie Rocha, President, Local 9423; Edward Carr, President, Local 13000, Arnold Amber, Director, TNG-CWA-Canada; Randy Payton, President, IUE-CWA Local 83761; Claude Cummings, President, Local 6222, the Chair of the Committee.

The Chair recognizes the Chair of the Committee.

DELEGATE CLAUDE CUMMINGS (Local 6222, Chair, Frequency of Conventions Committee): Thank you, President Bahr.

Fellow delegates, our Committee was formed in response to a recommendation by last year's convention Finance Committee, which suggested that perhaps it was time that the union review the costs and frequency of conventions. That is something that hasn't been done since the mid 1980s. This recommendation was voted on and approved by the delegates seated

at the 2003 convention in Chicago.

Following are excerpts from the Finance Committee report from our last convention and remarks by President Bahr at the conclusion of last year's convention.

The Finance Committee recommended an allocation of \$1,303,358 for this year's convention, an increase of 8.89 percent over the previous year. "In view of the current finances of the union, and the uncertainties of the future, perhaps it is time for the national leadership and the local leadership to reconsider the Biennial Conventions," the Committee said.

In his closing remarks at last year's convention, President Bahr said, "The Finance Committee – and this was a committee of rank-and-file delegates – said they thought that it may be time to take another look at the frequency of our conventions. The last time it was looked at, I think was 18 years ago, and it doesn't hurt to review any process.

"So, in support of the Finance Committee, I will be announcing the appointment of a rank-and-file committee that will come back to the next convention and give you a recommendation to do nothing, or a recommendation to do something. But whatever it is, the democratic process of our union will prevail, and whatever it is, this convention will make decisions."

So that's how this Committee came about. That was the charge from our last convention. The following is how we proceeded.

CWA's leadership selected local officers from different districts and sectors to serve on the Committee. And that was the end of their involvement. We took it from there and laid out our own agenda for researching and discussing this question. Ours is truly a rank-and-file Committee, made up of elected leaders just like you, with the same responsibilities and concerns.

When we began this process, we were all over the map. I would say that initially probably a majority of our Committee was inclined to leave things just the way they are. But we took our mission very seriously. We carefully examined the union's finances, shrinking membership numbers, the changing makeup of CWA, and the challenges ahead. We finally developed a proposal that has our unanimous support; one that we believe will make CWA even stronger and better able to represent our members -- for that is the real bottom line.

Let me remind all the delegates that our charge from the Finance Committee last year was to look at the frequency of our convention, and that's what this Committee has focused on.

Now, let me also say that at the end of our report we are going to have a friendly amendment to our recommendation, so I would hope that our delegates will pay attention to that friendly amendment that is going to be offered in our report.

At this time, I would like to call on John Bachelor to begin reading out our report.

DELEGATE JOHN BACHELOR (Local 2111): The Frequency of Conventions Committee was formed at the recommendation of the 2003 Finance Committee to look at the feasibility of moving the frequency of our annual conventions to another format.

During the course of our work, we have met with officers and staff involved with putting on the convention; we have analyzed convention costs; and we have had discussions with fellow local officers over issues and concerns related to changing the frequency of conventions.

The high cost of annual conventions has been noted by previous Finance Committees and CWA leaders over the years. However, it has been about 20 years since CWA last seriously considered the question of changing convention frequency. In our deliberations, we were struck by how much CWA has changed during those two decades.

In 1984, 87 percent of CWA's membership worked in telecommunications, with 78 percent in the old AT&T Bell System alone. That same year, the Bell System divestiture took effect and unleashed tremendous forces of change upon the industry, our members, and our union.

Realizing that the days of steady job and membership growth in a stable industry were over, CWA began expanding its organizing efforts into new industries and reaching out to potential merger partners. That strategy has been successful in bolstering CWA's strength and effectiveness. It also has greatly altered the makeup of our membership and our structure.

Today, only 48 percent of our membership works in telecommunications with 42 percent at the old AT&T Bell System entities. The remaining members work in diverse fields that

include public service, health care, education, manufacturing, journalism, printing and publishing, airlines, law enforcement, broadcasting and cable TV.

In conducting our review, we realized that CWA's growing diversity is an important consideration as we examine and discuss how we can best come together as leaders over the course of each year. While at first we focused primarily on the obvious financial savings from holding less frequent conventions, we came to see other potential benefits of a new format – opportunities for using some of the cost savings to give us even more hands-on working time together.

The Committee has kept the following goals in mind during our study:

- * Saving substantial costs and staff time that can be used for member representation and union-building (CWA Triangle);
- * Preserving our democratic processes and traditions; and
- * Providing for more, not fewer, opportunities for leaders to get together and do the union's work.

We believe we have addressed all of these goals in the following unanimous recommendation of our Committee:

RECOMMENDATION: To change our annual convention to a triennial national convention. In every off- year, an annual, constitutionally-mandated Leadership Conference will be held in conjunction with the Legislative -Political Conference in Washington, D.C. Also in off-years, the major sectors will continue to have their own national and regional meetings, and there also will be a national meeting of a new Communications sector incorporating all telecommunications and cable locals.

Because of existing commitments, and to preserve our three-year election cycle, we would have conventions in 2005 and 2006; in 2007, we would have our first off-year Leadership Conference; we would have a convention in 2008, which would begin the three-year cycle, with the next full convention in 2011.

CHAIR CUMMINGS: Mr. President, we move adoption of this report. We would like you to recognize Microphone No. 1, President Bob McCracken of 1103, for a friendly amendment.

PRESIDENT BAHR: The Chair recognizes Delegate McCracken at Microphone No. 1.

DELEGATE BOB McCracken (Local 1103): I amend the Frequency of Conventions Committee report "Recommendation" to read as follows:

To change our annual convention to a triennial convention. In every off-year, an annual, constitutionally-mandated mini-convention will be held in conjunction with the Legislative/Political Conference in Washington, D.C. Also in off-years, the major sectors will continue to have their own national and regional meetings, and there also will be a national meeting of a new Communications sector incorporating all telecommunications and cable locals.

Because of existing commitments and to preserve our three-year election cycle, we would have annual conventions in 2005 and 2006. In 2007, we would have our first off-year mini-convention. We would have our first triennial convention in 2008, which would begin the three-year cycle with the next triennial convention in 2011.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. The delegate may speak for five minutes on his motion.

DELEGATE McCracken: Under this proposal, triennial conventions will be full-blown conventions as we have now and where we elect our union officers.

Mini-conventions will be held between triennial conventions and these mini-conventions will last one day and be held in Washington, D.C., immediately before or after the Legislative Conference.

The order of business at a mini-convention shall be as follows: Call to order; report on credentials; reading of Convention Rules; reports of Officers and Executive Board of the

union; unfinished business; new business; and adjournment.

All speeches from guest dignitaries will be eliminated. Awards for newsletters, Pediatric AIDS Foundation and organizing will be made at the various district conferences with the exception of the President's Annual Organizing Award, which will be made for the three separate years at the triennial convention. Welcoming speeches will be made at the Legislative Conference as will COPE Awards.

The financial benefits to the International are that during mini-conventions the headquarters staff will not have to move from headquarters, eliminating the cost for moving expenses, hotels, transportation and per diem for headquarters staff.

Other staff brought in for the Legislative Conference can also be used for the mini-convention at a cost of only one additional day's wages, hotel and per diem. The transportation cost to Washington will have already been paid. Convention hall expenses will be reduced.

The financial benefits to the locals are that since many locals send a number of delegates to the Legislative Conference, it will save them transportation, hotel, lost-time wages, and per diem cost incurred by a separate annual convention. The only extra cost will be for one additional day's hotel, per diem and lost time wages.

There will be additional benefits such as delegates who will be in Washington for the mini-conventions will also be available to attend the Legislative Conference and the lobbying, which that conference requires.

Also, this proposal if adopted will only require three minor changes in our Constitution to Article VIII – Conventions, and one minor change to Rule 2 of the Permanent Rules Governing Conduct of CWA Conventions. It will not require the massive number of changes to our Constitution that would be caused by the Committee's original recommendation.

Finally, the democratic process that we have enjoyed since our founding in 1938 will truly be preserved. That process calls for rank-and-file delegates to go to our conventions and represent their local's members – not just their president – at a Leadership Conference.

This proposal allows the goals of the Committee to be met while incorporating the preservation of the cherished democratic processes and traditions of our great union.

I thank the delegates for their consideration of this proposal which offers an alternative to the Committee's original recommendation. Thank you very much. (Applause)

PRESIDENT BAHR: I call to the attention of the convention that since this is a friendly motion, this in effect replaces what the Committee has proposed and this is the issue that you debate from here on in. I just want to make that clear.

DELEGATE CHARLES F. FOUTS, JR. (Local 2109): Point of order.

PRESIDENT BAHR: On Microphone No. 1, Delegate Fouts. State your point.

DELEGATE FOUTS: We received a preliminary report and people are lined up in order to speak on that report. Frankly, I feel sandbagged about adding an amendment afterwards.

PRESIDENT BAHR: We will maintain the same order of speakers. Hold on.

The parliamentarians tell me that since this is a friendly motion, this becomes the motion that is before the floor. They have a-- hold it a second. We can disagree, but we are not going to be disagreeable. We never have and we are not going to be now. So everybody keep their cool. The world is going to go on after you dispose of this one way or another. We will be united after this. (Applause)

According to *Roberts Rules of Order*, because this is a friendly amendment and deals with their entire proposal, that in effect becomes the proposal that you will be debating because the Committee has accepted it. Therefore, those of you who have lined up, I have you in order and you will be called in that order. So let me recognize the speaker on Microphone No. 1.

VOICE FROM THE FLOOR: Disregard.

PRESIDENT BAHR: Okay, he pulled back. Now on Microphone No. 4, Delegate Jim Pappas.

DELEGATE JAMES G. PAPPAS (Local 2336): My fellow Presidents – well, my friends, if you don't like the way that sounded – understand that this proposal seeks to exclude most of us.

Over the next couple of days, we will be engaged in the business of our union. We will act as the final court of appeal for locals, officers and members who seek justice from this union. Locals with jurisdiction disputes, officers accused of wrongdoing, elections that went awry, members appealing for consideration.

As you sit in those deliberations and you raise your hand in final decisions. Please note that what they are proposing intends to reduce your participation in this process for one out of two years because this proposal believes this convention is too expensive. (Applause)

Many of us here today belong to unions that merged with CWA because we are a democratic union, because we put the power and authority into the most hands possible, because we put trust in all of our officers and our delegates. And this proposal claims that the cost of doing business this way should be spent somewhere else.

I have heard some people say that conventions are a waste of time and money, and that most of what we do is really not important; that we just sit around and listen to speeches. I think they sadly miss the point. If the only thing we ever do is come together once a year to celebrate our unity, then we have spent money on far worse things. (Applause and cheers)

This convention is our union's membership meeting. It is where we all hear the same message and we pledge to a single purpose. It is where we confirm our identity as one union. And that, my friends, is worth the price of admission. (Applause and cheers)

Democracy is not free. It is not even cheap. I have no quarrel with the good people who put this report before us. They were charged with exploring options to an annual convention, and they worked hard to do that. But their best alternative to an annual convention only proves that the annual convention is still the best choice. (Applause and cheers) We will not strengthen our union by dividing it or postponing it, or making it small.

Brothers and sisters, my fellow delegates, we have just had four years of people telling us that we cannot afford to be as democratic as we once were. (Applause and cheers) Four years of putting power into the hands of fewer and fewer people; four years of being excluded from our government; four years of taking away the rights of people.

So to all of you, officers and delegates, I leave you with this: Reclaim our country and don't give up our convention. (Applause and cheers)

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

DELEGATE LESLIE D. EVANS (Local 2100): Thanks, Morty. Just from what I heard from the mike, it sounded like the brother who made the new motion had more in mind of something than I myself could live with.

PRESIDENT BAHR: Make your motion.

DELEGATE EVANS: My motion would be to table the motion and come back next year with a—

... Cries of "No" ...

PRESIDENT BAHR: Hold it a second. Just make your motion and then I will let you speak on it. The motion is to table.

DELEGATE EVANS: My motion is to table.

PRESIDENT BAHR: Is there a second to the motion to table?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. It is not debatable, but the maker of the motion has a right to speak on it for five minutes.

DELEGATE EVANS: I'm sorry, yes. It sounded better to me than the proposal that was put to us by the Committee, not to take away from them.

PRESIDENT BAHR: I'm sorry. We have the wrong guy speaking. You made a motion to table. That is not debatable, but the maker of the motion that you are proposing to table has the right to speak against your motion.

So, Brother McCracken, you have a right to speak against the motion to table, if you so choose. Bob, where are you? Do you want to speak, Bob? Take any mike.

DELEGATE McCracken: Yes. (Applause)

PRESIDENT BAHR: Would you turn on Microphone No. 2 for Delegate McCracken.

DELEGATE McCracken: I think the delegates are confused with the Committee's report as opposed to my amendment. My amendment would make sure that we

have a convention and we do business, just as we do now, with all the delegates allowed to vote on issues, not just local presidents. And also, that we get rid of the fluff for two years, we get rid of the speeches and the awards and the things of that nature.

I took the last two conventions and did a study, as far as the time for doing all the things that I enumerated – the resolutions, the committees' reports, the credentials, the reports of the Officers, and the Executive Board. And it turned out to be about six or seven hours of time.

We could certainly do that and achieve the goals that the Committee was attempting to do. It will not limit anyone in this hall's ability to come and represent their members. We are not going to have, according to my amendment, a union run by local presidents. It's going to be run by all the delegates.

That is what my amendment is. That is what I'm for. And I think all the delegates are trying to realize that the Committee report that was up there before is not the report that is before them. It's a mini-convention in between the triennial convention, a way we can do business and we vote as we do now, exactly as we do now. Thank you very much. (Applause)

PRESIDENT BAHR: All right. The motion before you is a motion—

DELEGATE McCracken: I do not want this motion to be tabled. Thank you very much.

PRESIDENT BAHR: The motion before you is a motion to table. As I said, it's not debatable. It only takes a majority vote. All those in favor of the motion to table, indicate by raising your hands. Down hands. Opposed by like sign. The motion to table is defeated.

PRESIDENT BAHR: On Microphone No. 5, Delegate Lou Johns.

DELEGATE RICHARD L. JOHNS (Local 13000): I believe that this question was already answered. If I understood what Bob McCracken said, my question is: Is it true that, for example, in the triennial convention proposed in 2008 where elections of officers would be held and a week after the convention one of those officers retires, will the Executive Board have the power to appoint a replacement until the convention in 2011?

PRESIDENT BAHR: No. Based on the proposal made by Bob McCracken, it would be until the next mini-convention, the same as it is now.

You are entitled to a second question.

DELEGATE JOHNS: Thank you.

PRESIDENT BAHR: Thank you. The delegate on Microphone No. 3, Delegate Casilli.

DELEGATE RICHARD CASILLI (Local 81201): I stand in support of this amended motion of shifting to triennial conventions. I come from a local union that is very big on democratic traditions, and we are big on the accountability of our top leaders. I understand why these points are important and my members do and our delegates do. However, I am also a business agent and I recognize that belt-tightening and balancing budgets are very important. I don't think there is any argument on the fact that this proposed change to triennial major conventions with mini-conventions in between would save a lot of money and time for national, district, and local leaders and delegates.

I respect the opinions of those on the other side who wish to stay with the annual conventions. However, I believe that the Frequency of Conventions Committee took democracy and these concerns into account in the best traditions of the CWA with their well-thought-out proposal in accepting the friendly amendment.

I see that because we are now implementing a mini-convention in off-convention years where locals still would have democratic and per capita vote control over appeals, finances, and defense budget oversight and other matters. By recognizing the fact that the CWA is changing into a more diverse union, whereas most locals now have major regional, national and/or sector meetings to attend annually or even more frequently, and in line with the rules committee recommending a national meeting of the Communications sector in their proposal, I think this Committee with the amendment has really taken democratic traditions and balanced budgets into account. I think they did a great job. (Applause)

It is my opinion that the time, expense, and cost saved to our international union, our districts, and our locals could be better utilized by investing it all at the grassroots level in Triangle activities, and I urge our IUE-CWA division to stand in support of this resolution to move to major triennial conventions with mini-conventions in between.

We thank you for your consideration and we should all remember on both sides of this question to take a stand on reclaiming America from George Bush and Company.
(Applause)

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

DELEGATE ARTHUR CHELIOTES (Local 1180): I have read this report with a little bit of experience and I propose an amendment.

PRESIDENT BAHR: State your amendment.

... Cry of "Point of Order" ...

PRESIDENT BAHR: Hold it. Somebody yelled "point of order." Who yelled?

DELEGATE GARY P. HOUGH (Local 6325): Microphone 1 is proposing—

PRESIDENT BAHR: He is making a motion.

DELEGATE HOUGH: He is speaking.

PRESIDENT BAHR: Why don't you give him a shot? He was just saying he proposes. Let's everybody keep their cool here. This is not the first difference of opinion we have had in this union. Stay cool.

Delegate Cheliotos.

DELEGATE CHELIOTES: I move that the issue of triennial conventions be given further study by the Committee on the Future elected within the districts. The Committee is charged with examining our union and proposing new structures for our union, as was done in 1984. At the 67th Convention, the first order of business will be the report from that Committee on the Future.

PRESIDENT BAHR: What convention? I'm sorry. I didn't hear that.

DELEGATE CHELIOTES: The 67th – at our next convention.

PRESIDENT BAHR: I heard the motion. The motion is essentially a motion to refer to a Committee on the Future that would be elected that would deal with this and any other infrastructure problems.

Is there a second to that motion for amendment to refer?

... The motion was duly seconded ...

PRESIDENT BAHR: It has been seconded from the floor. You can speak on your motion, Arthur.

DELEGATE CHELIOTES: I think the Committee did us a great service in opening our eyes to understanding just how our union has changed since our last report from the Committee on the Future. When you look at page 1, in the structure of the union there have been substantial changes. The Committee on the Future looked at Judge Greene's proposals and the change in the structure of operating companies, and the union was structured to try to conform to that, from what I understand.

I think we are in a different era with many more industries, many more sectors, and much more uncertainty in front of us. As technology in the telecommunications field continues to change and the percentage of our members in telecommunications continues to diminish, we need to look at where we are going, not where we have been. We need to look at what we want this union to be, not for us today, but for those who will follow us. And for that reason, I think there is a need for us to have an open debate and discussion and agree to disagree agreeably on what we want this union to be in the future.

We can't rebuild the past. We have to understand that we have to be prepared for the future. And I urge the delegates to consider my amendment, that this be referred to a Committee on the Future, and that the whole issue of the structure of our union be considered. Thank you.

PRESIDENT BAHR: Are there any delegates wishing to speak on Arthur Cheliotos' amendment? Because I have so many sheets here, I have to be sure that I am not skipping anybody. No one cares to speak?

Well, if you want, I am going to give you two minutes for people to get to the mike if you want to speak.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): He spoke in favor of the motion. The next speaker should be someone who is against it.

PRESIDENT BAHR: I asked if – wait a minute. Let's not have harassment here.

Stay in order. I asked if there was anyone, there or there or there, who wanted to speak on this amendment, and I would appreciate some order in this hall.

On Microphone No. 4, Delegate Fritz Clark. No, wait.

DELEGATE FAHRENHOLT: On the amendment.

PRESIDENT BAHR: You have not called in on the amendment. Do you have the right phone number, Mike?

On Microphone No. 4, Delegate Fahrenholt. (Applause) I hope you can live up to that round of applause.

DELEGATE FAHRENHOLT: Thank you, my brother. I'm from New Orleans, the home of modern day CWA, the host of the 50th Annual Convention, and someone who strongly believes in democracy.

I believe in an appointed committee for some things and I believe in an elected committee for others, but I believe quite frankly that we need some order. We need to understand and we need to vote against anything other than the annual convention as it stands. (Applause)

I am going to make this very simple, Mr. President. I deeply respect you. I have always deeply respected you and I will always deeply respect you. However, I believe that cooler heads should also prevail on the podium. (Applause)

PRESIDENT BAHR: I have been very patient, Mike, waiting for you to speak on this motion.

DELEGATE FAHRENHOLT: I understand, sir.

PRESIDENT BAHR: I have been giving you leeway, so don't talk about cooler heads. Now speak to that motion, will you, please?

DELEGATE FAHRENHOLT: Yes, sir, absolutely, no problem. There is an old saying that you can put lipstick on a pig, and you've got an ugly pig. (Laughter) Please vote against this motion, and let's get on with the vote for annual conventions. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Clark.

DELEGATE FRITZ J. CLARK (Local 1111): Fellow delegates, I rise to speak against this amendment because I think we have enough information before us to make a wise decision. You can tell by the information that was sent to you before you came here and the Committee report. It's a good study and it's been amended with a friendly amendment that took into consideration some serious concerns of many of the delegates.

So we have enough information before us. We don't have to put it off a couple years. We don't have to elect a committee and go through the same process all over again. Millions of dollars can be saved to be used for better purposes. We can preserve our convention as it is by making the mini-conventions do a better legislative job and save a lot of money to be used for the many meetings. We now have more meetings than many locals can attend. They have to, because of finances, refuse to go to some very important meetings.

It's a good proposal as amended, much better than it was before that, but I feel sincerely that we have more than enough information before us to make a wise decision.

Twenty years ago, I was against any change in the annual conventions. I think it's one of our strengths and not a weakness. As the Committee clearly pointed out wisely, our union has changed. Nothing is constant. Change among us, and we have got to use our money smartly if we are going to grow this union. And we can do it. We have enough information before us now. If we look at it carefully, there is no need to postpone it, put it off the table.

We can disagree; we can debate it, but let's get on with it. Let's do it today. Why put off a decision as important as this for another year? I am opposed to the amendment. Please vote it down and get back on the main motion.

PRESIDENT BAHR: Microphone No. 3, Delegate Riddlebarger.

DELEGATE TERESA B. RIDDLEBARGER (Local 4322): I rise in support of my brother Art's proposal, because I took this issue as being truly about the finances. I do think it would warrant, regardless of which way this goes about the proposal regarding a triennial convention, that the finances of this union need to be looked at and dealt with. I think it would be the best thing if we did allow our districts to elect that person to serve on a committee that would best serve this union and our financial future and give it the best look. Thank you.

PRESIDENT BAHR: Microphone No. 1, Delegate Adams.

DELEGATE JOHN D. ADAMS, JR. (Local 9421): President Bahr, Executive Board, and delegates, I would like to call for the question. (Applause and cheers)

PRESIDENT BAHR: There is a motion to close debate on the referral amendment. It is not debatable. It requires a two-thirds vote. All those in favor of closing debate, indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

Back to the original proposal. Hold it. All those in favor of the motion proposed by Arthur Cheliotos to refer this issue to an elected Committee on the Future indicate by raising your hands. Down hands. Opposed by like sign. It's defeated. (Applause)

On Microphone No. 4, Delegate Terez Woods.

DELEGATE TEREZ WOODS (Local 4309): President Bahr, Honorable Vice Presidents, Committee Members, Sisters and Brothers: First of all, let me acknowledge all the hard work that has been done by this Committee. It is not lost on any of us how much work you have done. On a personal level, it is very much appreciated.

On the union level, however, I must speak against the report and the effect this will have now on those union members who will come after us. I was always told the convention was the greatest membership meeting of all. It is the highest ranking meeting where an issue could be addressed by a diverse body of elected officials, not all presidents. This is the place where an issue would have a fair hearing. In essence, this is our Supreme Court.

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

PRESIDENT BAHR: State your point.

DELEGATE BILL HENNING (Local 1180): I don't believe this sister is speaking to the resolution that is on the floor.

PRESIDENT BAHR: First state your name.

DELEGATE HENNING: Bill Henning, Local 1180.

PRESIDENT BAHR: I will listen to what she says very carefully and rule on this. Go ahead, Terez.

DELEGATE WOODS: I am speaking against this report and I will continue.

I believe that this process is being threatened, and this is why. Over the past few days, we have been told that the convention is a few resolutions and appeals and reports that could be mailed to our locals. We have been told that reports like the COE and Women's Committee are not important. What is important is how they get utilized at home.

We have been told that issues that need to be voted on can be voted on at annual leadership conferences. I think it's sad that in a desire to sell the idea of triennial conventions, we now so shamelessly trivialize what we have now.

For the people who have had issues resolved, cases won as a result of the for-and-against debate that takes place on the floor of the conventions, I think they would disagree. For the committees that have had to fight to have a voice, they would disagree. So either we have been hoodwinked and bamboozled for all the years we have been coming here, or our intelligence is now being insulted.

No one disputes the fact that times are changing. (Applause) No one disputes the fact that our memberships are being lowered, and no one disputes the fact that we have to do something about decreased finances. But to be asked to be given the go ahead to vote for triennial conventions now and then let the details be worked out later on is not financially smart nor is it responsible.

We do need to have a plan. We do need to make sure that we are financially stable, not only when it comes to conventions, but anyplace where we spend members' dues monies.

Over the last few days, we have been talking about prioritizing. Well, let the doctors take their own medicine. Answer our question about money. Answer our other questions about where money can be saved.

Stop deflecting issues of cost savings potentially allowing for dues reapportionment. If there is money to be saved, let the Communications Workers of America communicate openly with all of its workers on this issue.

We have spent the last few days lamenting the cost we have paid because of a bad decision made four years ago when George W. Bush became the President. We talked about how much work we were going to have to do, how much energy it was going to take to correct

that bad mistake. But we will because it must be done. But still we are talking about making a bad mistake by going to triennial conventions.

Haven't we learned our lesson? Let's not emulate a bad mistake by going to triennial conventions. It is easier not to emulate a mistake and then have to fix the mistake. Having to wait three years to come together as a body at a triennial convention will be a mistake. Let's not make a mistake at all.

I suggest that we need to reclaim our union (applause) not for some of the people, but for all of the people so that no one gets left behind. (Applause and cheers)

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

DELEGATE KATHLEEN D. SIMS (Local 1104): I rise to close debate.

... The motion was duly seconded ...

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

DELEGATE BARBARA REICH (Local 84808): Point of order.

PRESIDENT BAHR: State your point.

DELEGATE REICH: You had only one speaker in favor of the motion there.

PRESIDENT BAHR: No, we had more than two. We did. That is the first question I asked when the motion came up. It is in order.

There is a motion to close debate and it is in order. It is not debatable. It requires a two-thirds vote. All those in favor of the motion indicate by raising your hands. Down hands. Opposed by like sign. The motion is carried and debate is closed. (Applause)

What is before us is what I will refer to as the McCracken friendly amendment.

VOICE FROM THE FLOOR: Point of order.

PRESIDENT BAHR: State your point.

SAME VOICE: I believe there was only one speaker. Who was the second?

PRESIDENT BAHR: The maker of the amendment is counted as one person, so two have spoken on this issue, and the motion was in order, and it has already been adopted by the convention.

So before you is the motion proposed by Bobby McCracken and accepted by the Committee. All those in favor of that motion indicate by raising your hands. Down hands. Opposed by like sign. The motion is defeated. (Applause and cheers)

Now, while you return to your seats, it is getting close to adjournment time, and I beg for your indulgence because there is something we wanted to do that is very important to a contract dispute we have with the *Chinese Daily News*. In order to get it on the floor, I need the Resolutions Committee.

But let me first thank – and I agree with you, this Committee worked hard and long and I believe that they did a service for our union. Thank you all. (Applause)

Will the Resolutions Committee come to the platform. While the Resolutions Committee is coming to the platform, the Chair recognizes Delegate Harvey at Microphone No. 1. Delegate Harvey. There he comes.

DELEGATE WILLIAM B. HARVEY (Local 9415): I move that the Resolutions Committee read only the Resolved of the resolutions.

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been made for the Committee to read only the Resolveds. It has been seconded from the floor. It has been a tradition. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is carried. Thank you, Bill.

... For purposes of the Official Record, the full text of the Resolutions is included in these Proceedings ...

PRESIDENT BAHR: The Chair recognizes the Committee.

DELEGATE LINDA J. SMITH (Local 1082, Chair, Resolutions Committee): Thank you, Mr. President. The Chair recognizes Denny Kramer.

DELEGATE DENNY KRAMER (Local 6201): Madam Chairman, would the delegates please turn to page 7 of the Resolutions Report and look at Resolution 66A-04-4, entitled "We Support Collective Bargaining and the Employees Free Choice Act."

Resolution 66A-04-4

We Support Collective Bargaining and the Employee Free Choice Act

Last year, the 65th Annual Convention of the Communications Workers of America unanimously endorsed a resolution highlighting the attack on collective bargaining and calling on every local to support the collective bargaining rights campaign, distribute information on the collective bargaining crisis, and participate in a national day of action. On December 10, 2003, National Human Rights Day, the AFL-CIO sponsored rallies at 90 locations in 64 cities. CWA led the actions in Cleveland, Phoenix and Los Angeles and participated at 40 other locations. More than 350 CWA Locals educated their members and passed resolutions in support of these actions.

Union members understand the plight of non-union workers. We know that a recent survey found that some 42 million U.S. workers said they would join a union if they could. But when workers try to get a voice on the job, employers respond with intimidation, harassment and retaliation. Federal law doesn't address this injustice. Even when workers vote for a union, companies feel no pressure or obligation to reach an agreement.

At the *Chinese Daily News* in Monterey Park, California, the wall-to-wall unit of 156 journalists, sales, and truck drivers, most of whom are Chinese or Taiwanese immigrants, voted for representation by The Newspaper Guild-CWA. Early in 2001, the employer embarked on a campaign of intimidation, firing union leaders, reassigning activists to different jobs, harassing and threatening workers. The members of the unit have been tested by years of frustrating delays.

In spite of these delays, the unit stands strong and is still mobilized. The hearing on the unfair labor practice charges filed over the years was started only in July of this year, and continues through September and October. The certification of their election, appealed after the company lost at the regional level, has been stuck at the NLRB since September 2001. Next month we will send "Happy Third Birthday" cards to case No. 21-RC-20280. How long does it take to get a union at the *Chinese Daily News*? Too long!

Comcast, the nation's largest cable company, has no respect for the National Labor Relations Act (NLRA) and actively pursue decertifications instead of contracts. Over the past year, Comcast has sponsored decertification campaigns in 17 locations where workers were trying to reach a first contract. Through firings, captive audiences meetings, threats and intimidation, Comcast has routinely violated the NLRA, smugly confident that there is no penalty. Because of Comcast's assault, more than 1,500 workers no longer have representation.

This ability to disregard the rights of workers is now being felt at other major companies where workers have been unionized for more than three generations. *The Washington Post* is attempting to roll back years of bargained improvements. As negotiations for the Mailers Unit move into its second year, *The Post* is proposing to dismantle the pension program, abandon overtime practices and is encouraging workers to drop out of the union. *The Post* is a hugely profitable company (earning more than \$230 million last year) and has a reputation for being a liberal news organization. Unfortunately, neither of these factors stops *The Post* from engaging in anti-worker practices.

Lucent Technologies is rapidly and systematically eliminating its union workforce by outsourcing, forced retirements and relocations. As Lucent eliminates the union workforce, it has chosen to go to the mat with the union during October bargaining to eliminate future retiree health care liabilities and shift massive health care costs to 72,000 retiree families. Once the darling of Wall Street, Lucent is near the brink of disaster while company executives have managed to continue rewarding themselves.

Close to 300 members of NABET-CWA, working for CNN in New York and Washington, D.C., had the protection of union representation stripped away from them earlier this year when the Company abruptly cancelled its contract with Team Video Services, a fully unionized sub-contractor. While CNN has directly re-hired some of these members, CNN refuses to recognize NABET-CWA as the bargaining agent. They are now working for less pay, due to the loss of overtime provisions after 8 hours of work. Many more remain unemployed today.

In manufacturing, workers who attempt to organize are constantly told that the work will be moved out of the country if the employees insist on their legal right to join a union. This tactic continues at the bargaining table when the workers are successful in gaining

recognition.

In the public sector, workers in states such as Texas, Mississippi and Oklahoma have yet to achieve the right to bargain collectively. In states like Missouri, workers have a right to "meet and confer" but the enforcement mechanism is very weak. In states with full bargaining rights, work is being privatized as a means of avoiding the contract obligations.

Workers who organize and bargain under the Railway Labor Act also suffer. In the rail and airline industry, voting is not democratic. A majority vote does not necessarily mean a victory. If a worker does not vote, it is counted as a vote against the union. Also the company is under no obligation to give usable employee contact information to the union.

Union families are mobilizing to reform the nation's labor laws. More than 240 Members of Congress are sponsoring unprecedented legislation to give workers who want to join unions a fair chance to do so. Senator Ted Kennedy and Representative George Miller have introduced the Employee Free Choice Act to help workers reclaim the right to form or join a union of their choosing.

The Employee Free Choice Act, S.1925 and H.R.3619, ensures that when a majority of employees in a workplace decide to form a union, they can do so without the obstacles employers now use to block their free choice. Currently, more than 32 Senators and 207 House Members co-sponsor these bills. Upon passage, the Act would provide for certification of a union if the NLRB finds that a majority of employees in an appropriate unit have signed authorizations designating the union as its bargaining representative.

The Act further provides if an employer and a union are engaged in bargaining for a first contract and are unable to reach agreement within 90 days, either party may refer the dispute to the Federal Mediation and Conciliation Service (FMCS). If the FMCS is unable to bring the parties to agreement after 30 days, the dispute will be referred to arbitration and the results shall be binding on the parties for two years.

The Act creates stronger penalties for employer violations while attempting to organize or obtain a first contract. The NLRB must seek a federal injunction against an employer whenever there is reasonable cause to believe that the employer has discharged or discriminated against employees, threatened to discharge or discriminate against employees or engaged in conduct that significantly interferes with employee rights during an organizing or first-contract drive. It also authorizes the courts to grant temporary restraining orders or other appropriate injunctive relief.

The amount an employer is required to pay when an employee is discharged or discriminated against during an organizing campaign or first-contract drive is increased to three times back pay. Further, it provides for civil fines of up to \$20,000 per violation against employers found to have willfully or repeatedly violated employees' rights during an organizing campaign or first-contract drive.

Passage of these bills will send a clear message to all employers that workers are to be respected and that labor laws are to be obeyed.

RESOLVED: The 66th Annual Convention of the Communications Workers of America strongly endorses The Employee Free Choice Act, S.1925 and H.R.3619 and urges all levels of our organization to actively pursue passage of the Act. We should seek endorsement of the Act from all the political candidates that we are supporting in the fall elections.

RESOLVED: The 66th Annual Convention of the Communications Workers of America endorses the AFL-CIO's Voice at Work campaign and encourages all locals to support their efforts.

RESOLVED: The 66th Annual Convention of the Communications Workers of America recognizes that the best way to improve the living standards of families is to join a union. Therefore, we recommit ourselves to support organizing in every union sector and to mobilize aggressively to support every union-bargaining campaign.

Mr. President, the Resolutions Committee moves the adoption of Resolution 66A-04-4 entitled, "We Support Collective Bargaining and the Employees Free Choice Act."

PRESIDENT BAHR: You have heard the resolution.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. On Microphone No. 3,

Delegate Cabanatuan.

DELEGATE MICHAEL CABANATUAN (Local 39521): Yes, thank you very much, Mr. President.

Mr. President, brothers and sisters, I think one thing we can all agree on here is that labor law in this country is not working. The Employees Free Choice Act is part of the solution for workers in the private sector of the United States.

Workers at the *Chinese Daily News* who are members of my local, voted for representation by The Newspaper Guild-CWA 1,261 days ago. They are still waiting for their election to be certified by the NLRB.

These immigrant workers from Taiwan and China have been fired, demoted, transferred and humiliated, while their employer has spent more than \$1 million on union-busters to fight their vote to have union representation. They produce a Chinese-language newspaper here in Southern California. Some of them will be joining us soon. They are carrying lanterns today, because it is a special day to honor their ancestors.

Now, this may be the most horrendous example, but the fight is not theirs alone. Comcast has no respect for the NLRB either. In the past year, Comcast has sponsored 17 decert campaigns around the country, and that assault cost over 1,500 workers union representation. Comcast repeatedly violates the law, knowing there is no real penalty.

The Washington Post, with a liberal reputation, is entering its second year of bargaining with the Mailers Unit. They are proposing to eliminate overtime practices, dismantle the pension program, and are encouraging workers to drop out of the union. That's their behavior at the bargaining table.

Lucent Technologies is outsourcing, relocating, and forcing retirements to avoid its relationship with our union, and next will go after retiree health care.

CNN wiped out the union representation of 300 members of NABET-CWA when they eliminated the Team Video Services contract in Washington, D.C., and New York earlier this year.

Manufacturing workers who attempt to organize are threatened with their jobs leaving the country.

In the public sector, many workers don't even have the right to bargain collectively. And where there are full bargaining rights, privatization is being used to avoid contract obligations.

The Railway Labor Act is no better. In rail and airlines, winning an election is not enough, because votes not returned are counted as votes against the union, and employers need not even provide usable employee contact information.

Collective bargaining in the U.S. is broken, and to bring respect back to our brothers and sisters in all of these places and the others who seek representation in the future, we need to support the Employees Free Choice Act. We must mobilize and organize, and we must get better labor laws in our country. Thank you very much. (Applause)

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

DELEGATE ART WISKOFF (Local 4390): Representing the Lucent Installers from the great states of Indiana, Ohio and Wisconsin.

President Bahr, Executive Board, Delegates and Guests: Being a proud CWA member for 41 years and retiring from Lucent Technologies after 38 years, I am witnessing the ongoing demise of our once proud and dedicated Installation workforce.

Lucent Technologies has systematically destroyed the lives of over 100,000 of its employees, and the genocide continues. With the corporation returning to profitability and CEO Russo stuffing her pockets with approximately \$44 million in compensation in the last two years, the Lucent executives continue issuing themselves stock, stock options and perks on a monthly basis. These corporate vampires, all 18,000 B-Level and above managers continue to eat their young in an insatiable effort to satisfy their personal greed.

At the moment, there are approximately 3,100 active, represented members, 72,000 retirees, and 45,000 of their dependents remaining on Lucent's dinner plate. Even though the company has started its turnaround, in recent talks with the union they made it very clear the value they place on their employees and human life. With the union making efforts in addressing the health care issues and reducing the corporation's health care liabilities, their efforts basically

fell on deaf ears.

In these talks, one of Lucent's proposals and concerns was the 3,000 retirees on chemotherapy. If these benefits were removed from the corporation's liabilities, it would be a great saving for them. Just think, as these retirees are dying, they still would have choices: use up all their lifelong savings, sell their homes, or choose between food or their medication.

But, on a positive note, Lucent's short-term gain in savings would be seen immediately and in the not so distant future it would be obvious that these 3,100 retirees and their spouses would no longer be any type of liability.

In the past, Installation has handled the vast majority of our issues in-house, only requesting help at the local level from our brother and sister locals.

As history can only show, this may be the first time in Installation's history that the Installation Unit is asking for convention action to support them in their time of desperation. This is literally a life-and-death struggle for our survival as a unit and the life and death of our retirees.

I stand before you proud of my heritage as a Western Electric Installer. I stand before you speaking on behalf of all the remaining active Lucent Installers. I stand before you, speaking on behalf of all the retirees and their dependents under Lucent's pension plan, whether they are former AT&T, AVAYA, Lucent, or Western Electric Retirees.

As unionists, please stand with me. Stand in support of this resolution. Thank you. (Applause)

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

DELEGATE GEORGE E. MAYL (Local 3490): President Bahr, Executive Board, Delegates, Guests and Union Brothers and Sisters: In solidarity, I ask all of you to stand right now. I want you all to stand and clench your fist. I want to give a clenched fist in giving "Lucifer" Technologies the bloody nose they rightfully deserve for wanting to abandon their workforce, their retirees and dependents.

... The delegates arose and raised their clenched fists ...

DELEGATE MAYL: A bloody mouth for the destruction of our 401(k) life savings by their mismanagement, and a black eye for their utter disregard for those who built this once great company.

Help us give them a 1-2-3 punch to bring them to their senses at the bargaining table. Because without just, fair bargaining next month, Installation will be just a footnote in CWA history. But I will tell you this: We are not going to go out quietly; we will go out with dignity.

Please recall 1955 – if any are still here; most of them are gone now –

PRESIDENT BAHR: I'm still here, George.

DELEGATE MAYL: For 72 days, Southern Bell went out and Western Electric Installers walked with them. Think about 1971 when NYNEX went out for months. Western Electric, seven months. Western Electric Installers were out with them.

So I'm saying that what you said earlier, Morty, you said this morning that CWA comes together. Well, I am asking CWA to come together with us.

Remember this. Remember 9/11. Who came into New York City to restore all the communications? Who comes in for national disasters? Without us, who will come to help this country build itself if we're gone?

So I want to ask you this: Are you with us?

... Cries of "Yes" ...

DELEGATE MAYL: Are you with us?

... Cries of "Yes" ...

DELEGATE MAYL: Then God Bless America and the union movement in this country. (Applause and cheers)

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

DELEGATE JAMES C. JOYCE (Local 51016): President Bahr, I call 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 hands. Down hands. Opposed by like sign. The motion is adopted.

All those in favor of the resolution indicate by raising your hand. Down hands. Opposed by like sign. It is adopted unanimously. (Applause)

I just want to make one comment on the issue of the *Chinese Daily News*. You heard me quite at length this morning on Lucent – and I still burn because of what these guys have faced. And he did not exaggerate. They are facing extinction because of a crook who was the CEO and what he did to drag that company down where it couldn't reverse itself, and was rewarded for it with \$11 million. And we pick up the remnants. Are we going to be standing with the Installers? (Applause) We are going to be standing with everybody in "Lucifer," with 70,000 retirees. I know that you are all with us on that commitment.

The *Chinese Daily News* happens to be the largest foreign language newspaper in America, and we organized in three different places. In two of the places we have contracts, but there is one place in Monterey Park, California, where it's like a different company. Like you heard, it is almost three years since we won the election of the board to certify us.

Well, I met with the Secretary of Labor, Elaine Chao, and I explained the situation with the *Chinese Daily News*, and I said, "You know, we did get contracts in two places, and we just can't get one in this one place. I know a fake is coming down from the owners in Taiwan. Could you be helpful to us in bringing that message?" Which I thought was the role of the Secretary of Labor. And her response to me, sisters and brothers, was, "I no longer have any connections with the Chinese community." Honest to God.

Several weeks later, I bumped into her and she said, "Were you able to find any help with the *Chinese Daily News* issue?"

I said, "Yes."

She said, "Well, where did you go?"

"Well, Eric Geist from our Guild Unit and I went up and met with the ambassador from Taiwan, who greeted us warmly, listened to the problem, and committed that he would do what he could to try and help us."

Now, he made the effort and it didn't work. But here our own Secretary of Labor in the Bush administration, her response was, "I don't have a connection in the Chinese community," totally misunderstanding and not knowing what her role is as Secretary of Labor. She ought to go back and read the Proclamation when the Labor Department was first established and Ms. Perkins became the first Secretary of Labor. It was to represent the interests of workers.

But that's all lost. And no matter what we talk about, we are able to correlate it to the November 2nd election. Every problem that has been relayed that comes up at this convention can be resolved if we do our job on Election Day. (Applause)

We have a short video, a three-minute video, that I think will help everyone experience the arduous way that our members, future members of the CWA from the *Chinese Daily News*, have experienced. Please watch.

... The delegates were shown a very moving video relating to the *Chinese Daily News*, entitled "How Long Does it Take to Get a Union?" ... (Applause)

PRESIDENT BAHR: It gives you a real feeling of solidarity among these workers. And it is reciprocated because we are going to stand with them for as long as it takes. (Applause)

I have a couple of announcements. I would like you to stay in your seats because there are some workers from the *Chinese Daily News* here, and we would like them to lead us out of this auditorium as a show of solidarity. But first we have a couple of announcements. Barbara has one. At 8:30 tonight, in Pacific A of the Anaheim Hilton, TNG and NABET present the movie "Outfoxed." It is a critical look at how "fair and balanced" the Fox Network is.

I want to thank today's Platform Observers for helping us. Tomorrow's Platform Observers are: Margaret Young, Secretary, Local 2106; and John Ebeling, President, PPMWS Local 14616. They should report to the platform at 8:00 a.m.

I want to thank the Escort Committee for Senator Boxer: Greg Ball, President, Local 9421; Mike Milleman, Vice President, Local 9510; April Lloyd, President, Local 9586; Michael Paterson, Vice President, NABET-CWA Local 59053; Lynne Dennis, President, Local 39098; Scott Painter, President, IUE-CWA Local 89111.

SECRETARY-TREASURER EASTERLING: There has been a change in the District 7 meeting. All District 7 delegates will meet immediately after adjournment today here in the Convention Center, in Room 203, A and B.

You received your Kerry/Bush postcards. If you have the time to fill them out today, do so, and they will be picked up. But I don't think we can do it today, so why don't you bring the postcards back tomorrow, fill it out, and we will have the sergeants-at-arms pick those up. They are very, very important, so we don't want to lose sight of that.

The Hospitality Room will be open from 9:00 p.m. to 1:00 a.m. in the California Ballroom D on the second floor of the hotel.

Seventy-eight people have been screened for the Bone Marrow Registration today. If you haven't done that, please go in the morning and pick up your health questionnaire, fill it out, and then return for the screening. It just takes a few minutes. Thank you.

PRESIDENT BAHR: I want to thank you all for your patience this afternoon. It got a little testy here and there but, you know, that's CWA. So thank you all.

We stand in recess until 8:30 tomorrow morning.

... The convention recessed at 5:33 p.m. after a very exciting performance of drumming and dragon dancing performed by the workers of the *Chinese Daily News* ...

TUESDAY MORNING SESSION **August 31, 2004**

The convention reconvened at 8:30 a.m., President Morton Bahr presiding.

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

As is our tradition, it is my honor to call upon Father Richard Estrada, from Jovenes, Inc., in Los Angeles for the purpose of starting this convention today with an invocation. Father.

REVEREND RICHARD ESTRADA: Good morning. Good morning to everyone. Praise be to God for this beautiful day, and may the blessings of the Divine be with each and every one of you.

I am here today as a reminder of what God calls us to do: to struggle for justice and peace. Justice and peace is our work. I am here to remind you that you, organized workers, are the salt of the earth. You are like a candle that cannot be put under a bushel basket, but it must be lifted up on top of a hill so that people can see your good work and have hope in order to continue to struggle for justice and peace.

I am a Catholic missionary. I work with homeless youth in East L.A. I also am there for the workers, the Hotel Service Employees, in their struggle for justice. So I come in the spirit of the struggle to bring justice and peace to our society.

As a Catholic priest, we believe that we are the embodiment of Christ. So as I read from the Holy Scripture, I want to remind you that we are the incarnate of Christ.

The Spirit of the Lord is upon us because the Lord has anointed you to bring good tidings to the afflicted, and has sent you to bind up the brokenhearted; to proclaim liberty to the captives and to those who are bound; to proclaim the year of the Lord's favor; to comfort all who mourn; to give them a garden instead of ashes, the oil of gladness instead of mourning, praise instead of a pained spirit, that you may be called the Oak of Righteousness, the planting of the Lord, that the Lord may be glorified in you.

I bless this convocation on the last day. May the spirit of the Lord be with you and lift your spirit so that you may be generous, and to always think of those who are not as fortunate as we are.

Unity is strength; communion is strength. So may God bless you in the name of the Father and of the Son and the Holy Spirit, Amen.

Thank you very much. Have a good day and have a good meeting. (Applause)

PRESIDENT BAHR: Thank you, Father Estrada.

It is now my honor and privilege to swear in as a CWA vice president, Pat Friend, the president of the Association of Flight Attendants. (Applause)

We have amended our Constitution to include the president of the Association of

Flight Attendants as a vice president of CWA, effective upon completion of AFA's merger with CWA, which has occurred.

Yesterday, we welcomed the AFA delegates into our ranks. We, the Communications Workers of America, have built out of our own experiences 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 taken upon ourselves a grave responsibility; a trust delegated to us by the thousands of men and women whose work makes our union possible.

It is, therefore, in the name of the membership and of the sacred cause of Free Labor that I will administer this Oath of Office, reverently asking our Creator to look after and care for this chosen leader in the execution of her solemn obligations.

Pat Friend, would you please come to the podium to be sworn in as a CWA vice president and later to address this convention.

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

PRESIDENT BAHR: Pat is accompanied by Edith Lauterbach, the recognized founder of the AFA. (Applause) Edith began flying in 1944, and began organizing AFA right after the end of World War II in 1945 in Denver at United Airlines. We are so pleased to have her with us. (Applause)

We will now administer the Oath.

Do you, Pat Friend, 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, the other 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?

Pat, would you place your left hand upon the Bible, raise your right hand and pledge yourself to the oath and then sign the CWA Constitution, which is beside the Bible, thus symbolizing your conviction of your oath.

VICE PRESIDENT PAT FRIEND (AFA-CWA): To this, I, Patricia Friend, vice president of the Communications Workers of America, do solemnly swear so help me God.

PRESIDENT BAHR: Please sign the Constitution.

... The delegates arose and applauded at length as Vice President Pat Friend signed the CWA Constitution ...

VICE PRESIDENT FRIEND: President Bahr, Executive Vice President Cohen and Secretary-Treasurer Easterling, honored delegates and guests, in particular, the first AFA delegates to the CWA Convention, thank you. It is an honor to be seated among the fifteen dedicated union leaders of the Executive Board of the Communications Workers of America.

Sixty years ago next year, four young women, United Airlines stewardesses, organized their first ever union for flight attendants. That union would evolve into the Association of Flight Attendants - CWA. I am proud to introduce to you this morning one of those women, retired United flight attendant Edie Lauterbach. (Applause) Edith has been a witness to the evolution of AFA, indeed to our entire history, from the fledging ALSA through the Steward and Stewardesses Division of ALPA, to this day, as we officially take our place as the newest sector of the Communications Workers of America. She has remained a steadfast supporter of her union throughout.

There are others here today who have spent their careers as flight attendants building AFA into what it is today. AFA historian Georgia Nielsen and the author of "From Skygirl to Flight Attendant." She is also the first president of the first chartered AFA-CWA Retired

Members' Club. (Applause)

One year ago, I stood before this convention representing the Association of Flight Attendants as their international president. I had the honor of addressing this body, introducing our union and our members to our brothers and sisters at CWA. Today, I stand before you as the first AFA Sector Vice President of CWA.

Since our members ratified the merger of our two unions, we have had many opportunities to experience the benefit of belonging to CWA. We have already seen what the resources of a larger union can mean in a battle with an unscrupulous employer. CWA locals and districts from around the country have made themselves available to our leaders and members, reaching out to show solidarity in our fight.

We have been welcomed to, and received the benefits of the Minority Leadership Institute, the diversity conference, the defense fund, the first airline organizing institute, CWA/NETT and the many other programs and services of this great union.

While we are still learning, you have probably guessed that AFA is quick to participate and quick to join in with what the CWA family has to offer. AFA comes to CWA with nearly 60 years of history representing flight attendants fighting to end discrimination in our workplace, working to create a safe and healthy workplace, and negotiating contracts that provide wages and benefits that make it possible for a woman or a man to make flying their career and to raise a family.

Make no mistake, it is that same dedication that can be seen in the commitment of our current leaders, commitment to the principles of a democratic union and to the welfare and future of our flight attendant members that has made this merger possible.

Thank you to all of the AFA-CWA leaders seated here as delegates today, and to those leaders who are unable to be here. Thank you for all you have done and will continue to do to preserve and build our union for all flight attendants. As we grow in our understanding of one another and as we learn together what our collective strength can accomplish, I know that the members of CWA will come to appreciate us in turn.

AFA-CWA has much to offer and we are ready to give as full partners and active members in our merged union. Together we can turn back corporate attacks on our contracts. Together we can defeat attacks on our pensions and our health care benefits, and together we can remove George W. Bush from the White House. Thank you.

... Applause as Vice President Friend was congratulated by the entire Executive Board ...

PRESIDENT BAHR: Thank you very much, Pat.

Would the National Committee on Equity come to the platform, please?

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

The members of the Committee are Daisy Brown, President, Local 2300; Mary E. Garr, First Vice President, Local 3310; Jetty Wells, Executive Vice President, Local 4009; Keith Robinson, Vice President, Local 6310; Marlene Jimenez, Vice President, Local 7777; Karen Kimbell-Hanson, Vice President, Local 9588; Gwendolyn Richardson, Executive Board Member, Local 1180, who is Chair of the Committee, and ably assisted by CWA Rep Leslie Jackson.

The Chair recognizes the Chair of the Committee.

... The CWA National Committee on Equity was summarized and presented by various members of the committee, and the report in its entirety was submitted for inclusion in these Proceedings as follows: ...

DELEGATE GWENDOLYN RICHARDSON (Local 1180, Chair): The National Committee on Equity recognizes that each year brings new delegates to our great convention. In that regard, we want to take the opportunity to share with you the National Committee on Equity Mission Statement:

The mission of the National Committee on Equity is to develop and promote the CWA Civil Rights program. Our vision is to build a union wherein members of all cultures, religions, sexual orientations, gender, disabilities, ages, and nationalities feel welcome, respected, heard, and where the leadership reflects the diversity of our membership.

The duties and responsibilities of the National Committee on Equity are to:

1. Provide guidance and information to the districts and locals on the CWA Civil Rights Program.

2. Keep the CWA Executive Board apprised of civil rights issues that affect our members and communities and, when necessary, offer a course of action.

3. Research, report, and make recommendations or give direction to convention delegates on current civil rights issues.

The National Committee on Equity convention report lays the foundation for the CWA civil rights agenda for the upcoming year. Local committees on equity are encouraged to use the report as a working document to move the civil rights agenda in the districts.

Respect and Protect the U.S. Constitution

In more than 200 years of American history, the U.S. Constitution has been amended only 17 times since the Bill of Rights was adopted. In each instance (except for Prohibition, which was repealed), it was to extend rights and liberties to the American people, not restrict them. For example, it was amended to end slavery and to guarantee people of color, young people, and women the right to vote.

In our quest for safety after the September 11 terrorist attacks, we may be rushing headlong into a deadly trap. We have already allowed an incredible and unprecedented concentration of power, which threatens to diminish or destroy constitutional protections. The Bush administration used the terrorist attacks to rush Congress into passing the USA Patriot Act of 2001, virtually unread by many Members who voted for it.

The Domestic Security Enhancement Act (DSEA), or Patriot Act II, is a follow-up to the first measure. Under this enhanced legislation, many law-abiding U.S. citizens stand vulnerable to being charged as terrorists, stripped of their citizenship, and subject to tribunals, which lack the constitutional safeguards of the American judicial system.

Our constitutional safeguards have been breached and we must begin to repair these breaches immediately, otherwise another major terrorist attack or crisis (real or contrived) may be all that it takes to lose what remains of our freedoms.

The U.S. Constitution is the oldest written constitution in the world that is still in force. It is our central instrument of government and the supreme law of the land, and we must protect it in order to protect our freedom.

The National Committee on Equity urges the CWA leadership to continue to educate our membership on the importance of participating in our country's civil process, for it is only through being informed voters that we can safeguard what we currently enjoy.

2004 COE Conference Overview

In Jacksonville, Florida on April 22-25, approximately 350 conference participants, including rank and file, stewards, officers, staff, retirees, and special guests, gathered for the 2004 Committee on Equity Conference. Our theme this year, FOCUS, Finding, Owning, Claiming, Using, and Strengthening our power.

Delivering the welcoming address, CWA Executive Vice President Larry Cohen advised attendees that CWA has lost 20,000 jobs in the past two years and that we must "keep building the union." Cohen urged support for the presidential bid of Senator John Kerry, and outlined CWA's program to gain collective bargaining, worker, and human rights.

Booker Lester, administrative assistant in District 3, moderated a panel discussion on the "History of Minorities in CWA," a remembrance for some and an eye opener for others.

This year's conference also featured workshops on:

- * Hip-Hop Session - Youth in the Labor Movement.
- * How to Run a Successful Campaign
- * Our Founding Fathers
- * Those of our Kind
- * Call for the Question
- * Political Savvy

- * The Power of the Dollar, and
- * How to Build a Local Committee on Equity.

Participants also attended a town hall meeting on workers' rights, civil rights and voters' rights sponsored by the Civil Rights and Equity Conference and National Coalition on Black Civic Participation. The forum was attended by members of our Jacksonville community and several local ministers. The panel moderator was Joyce Morgan, WJLX-TV, and panelists included CWA Vice Presidents Brooks Sunkett, Public Health Care & Education Workers; Linda Foley, The Newspaper Guild-CWA; Hui J. Lee, *Chinese Daily News*; Melanie Campbell, executive director and CEO of the National Coalition; Richard Womack, AFL-CIO; and Anthony "Tony" Hill, state senator, Jacksonville, Florida.

In her address, Secretary-Treasurer Barbara Easterling advised participants that with "an increase in voter participation of African Americans, Latinos, Asian-Pacific Americans and Native Americans, indeed all minorities, the better we will be able to chart the course to victory. Your conference theme could not be more appropriate. If we do not focus, if we do not find, use and strengthen our power, we cannot win. Period."

Kenneth Diggs, field director for Voices for Working Families, trained more than 300 conference participants on how to conduct a successful voter education and registration campaign. Participants received information on the new Help America Vote Act and on how to conduct safe door-to-door registration, and then headed into the Jacksonville community to do door-to-door voter education and registration at more than 3,000 homes, registering more than 100 new voters.

The Saturday evening keynote speaker was Linda Chavez-Thompson, AFL-CIO executive vice president. Also that evening, the CWA Civil Rights – Mays-Carroll Award was presented to eight local unions or individuals who have demonstrated their commitment to civil rights and equity.

This year's conference provided many necessary tools for our members to be successful in Finding, Owning, Claiming, Using, and Strengthening our power for the task ahead of us – this year's election.

Voting Rights Act: Will It Expire in 2007?

The Voting Rights Act of 1965 was signed into law 95 years after the 15th Amendment, guaranteeing that no person shall be denied the right to vote based on race or color, was first ratified.

Some very important provisions of this law are set to expire in 2007, at the end of a 25-year extension voted by Congress in 1982. It is critical that Congress reauthorize these provisions.

The right to vote was hard won and has been assaulted many times over the past 134 years. Gerrymandering to reduce black voting strength, poll taxes, literacy tests, and other practices to limit registration, even physical attacks on those who called on the federal government to protect all citizens' right to vote, proves the need for continued oversight.

The Voting Rights Act is considered one of the most successful pieces of civil rights legislation ever adopted by the U.S. Congress. It includes several special provisions that impose stringent requirements on "covered" jurisdictions to protect this right.

Section 4 ended the use of literacy requirements for voting in six southern states (Alabama, Georgia, Louisiana, Mississippi, South Carolina, and Virginia) and in many counties of North Carolina, where voter registration or turnout was less than 50 percent of the voting-age population. This section also includes the formula that determines whether a jurisdiction is "covered" or under the scrutiny of the Voting Rights Act.

Section 5 requires that any changes in voting requirements in these jurisdictions be approved either by a three-judge court in the District of Columbia or by the Attorney General of the United States.

Other sections authorized the appointment of federal voting examiners who would ensure that legally qualified persons were able to freely register to vote or the assignment of federal observers to oversee the conduct of elections.

Late changes to the Voting Rights Act added a requirement that bilingual voting

materials be available in full in three states and in several hundred counties and townships in another 28 states, to protect the rights of minority-language citizens. These provisions are set to expire in 2007, unless reauthorized by Congress. No one will lose the right to vote if Congress doesn't act. However, there is legitimate concern that without the requirement to have any voting changes approved by the Justice Department or the federal courts, some local election officials could return to abusive tactics to deny minorities the right to vote. If this should happen, the constitutional right to vote would then be enforced through the courts.

In 1965 when the Voting Rights Act was first adopted, only one-third of all African Americans of voting age were on the registration rolls in the covered states, while two-thirds of eligible whites were registered. Now, black voter registration rates are approaching parity with that of whites in many areas, and Hispanic voters in jurisdictions added to the list of those covered by the Act in 1975 are not far behind.

Enforcement of the Act has also increased opportunity for black and Hispanic voters to elect representatives of their choice by providing a vehicle to challenge discriminatory election methods such as at-large elections, racially gerrymandered districting plans, or runoff requirements that may dilute minority voting strength.

Virtually excluded from all public offices in the South in 1965, black and Hispanic voters are now substantially represented in state legislatures and local governing bodies throughout the region.

In recent years, there have been efforts by the far right to restrict congressional judicial authority concerning the Constitution. One such bill is the Constitution Restoration Act of 2004.

As citizens, we must:

* Educate union members, family and friends on changes affecting the Voting Rights Act beginning in 2007.

* Contact legislators and encourage them to authorize and extend the Voting Rights Act.

* Monitor and fight against anti-civil rights legislation, such as the Constitution Restoration Act of 2004.

The Employee Free Choice Act (S.1925 and H.R. 3619)

In 1935, an independent federal agency was created by Congress to administer the National Labor Relations Act (NLRA). Then, the National Labor Relations Board, or NLRB, was considered necessary to protect workers' rights, to maintain and monitor the working relationship between labor unions and employers.

The NLRB was intended to guarantee the rights of employees to organize collectively – to have a free and fair choice about organization – and to promote and encourage collective bargaining between labor and management.

Today, some 42 percent of U.S. workers say they would join a union if they could. But the current system is flawed, and some unscrupulous employers have manipulated the legal system, using loopholes in the law to block workers from exercising their rights. CWA and many working families have been mobilizing to seal these loopholes.

The Employee Free Choice Act, S.1925 and H.R.3619, is intended to restore to workers the promises of the NLRA. Sponsored by Senator Edward Kennedy, (Democrat, Massachusetts) and Representative George Miller (Democrat, California), this bill will provide workers with the ability to make a fair choice about union representation, without employer interference or obstacles.

The Employee Free Choice Act will:

1. Allow employees to freely choose whether to form unions by signing cards authorizing union representation.

2. Provide mediation and arbitration for first contract disputes.

3. Establish stronger penalties for violations of employee rights when workers seek to form a union and during first contract negotiations.

More than 32 senators and 207 representatives have signed on as cosponsors.

The bills were introduced in November 2003.

The National Committee on Equity encourages CWA at all levels to continue to lobby for legislation which protects and secures our members and our union.

Hands in the (PIE) Prison Industry Employees

"They have taken untold millions that they never toiled to earn...."

As trade unionists, we sing those words proudly in a song called "Solidarity Forever." That verse is so appropriate when we look at the exploitation of prison inmates by private industry employers.

Never before has an industry profited more off the backs of workers, other than slavery, as it does through the Prison Industry Employment Programs. Today two types of programs make up inmate employment: traditional inmate employment and private industry employment of inmates. Goods produced by the traditional inmate programs can only be used by non-profit governmental entities with inmates receiving a stipend ranging from 40 to 85 cents per hour. Under the private industry employment program for the employment of inmates, federal requirements mandate that inmates be paid prevailing wages and that non-inmate labor not be displaced.

However, since the 1970s, these programs have increased along with the number of private prisons and prisons for profit. Prisons are allowed to contract out prison labor to private companies, and private prisons to employ inmate labor. CWA has already seen good union jobs in the state of New Jersey be contracted out to prison inmates.

While the prison inmate employment numbers are minimal compared to the general prison population, the prison industry now has more than 80,000 prisoners employed in work programs. The number of inmates employed in prison industries has jumped by 358 percent. From 1980 to 1994, prison industries sales went from \$393 million to \$1.31 billion.

The incarceration of Americans has become a booming business and our government has not taken steps to make it less profitable for companies to steal our jobs. Prison inmate labor is an issue of "outsourcing" of good jobs and one of exploitation and human rights.

Exploitation of inmate labor draws comparisons to indentured slavery. Inmates are subject to severe repression, being beaten and given longer sentences for refusal to work. The working conditions are among the worst in the industrialized world. There are numerous instances of labor code violations that raise serious concerns from human rights and labor activists.

Union brothers and sisters, the issue of prison labor resonates beyond prison walls. As trade unionists, when we think of outsourcing, we think about the practice of American companies sending jobs to cheaper labor markets in India and other countries. We think about those Fortune 500 corporations such as Microsoft, Dell, Boeing, and others that continue to make millions on top of millions as they move white-collar jobs overseas. Nevertheless, outsourcing of good jobs is occurring within our state and federal prison system.

As CWA members, it is important that we keep a close eye on the prisons in our area. The provisions that govern these programs require that participants consult with organized labor before the implementation of such programs. This provides an opportunity for dialogue on this issue at the state and federal level.

Then we must continue to develop alliances with other labor and community organizations to deal with the issue of outsourcing of jobs, especially during periods of high unemployment. We must also support training programs, if they are run in a way that does not exploit inmates, because meaningful work programs are an important component of rehabilitation.

A. Philip Randolph once said, "The essence of trade unionism is social uplift."

Taking Your Soul to the Polls

In precincts across the country, new voting machines have replaced punch cards, lever machines, or paper ballots. New rules will require some voters to show identification before they can vote, and nationwide, voters who say they have been wrongly left off the voter registration rolls will have the right to provisional ballots that allow them to vote and have their eligibility to do so determined after they leave the polls.

While all of this may sound good, considering what Americans went through during the 2000 presidential elections, our system is still not 100 percent error free. Recent elections indicated that voters in California, Virginia, Mississippi, and New York had to contend with malfunctioning machines, both electronic and manual.

Due to the recent problems with voting machines, studies have shown that voter confidence has been divided and torn beyond repair. Lawmakers in every state and the U.S. Congress have identified problems and are desperately searching for answers to address the 2004 election and restore the trust that we once had in our voting system. While it is imperative that we go to the polls in multitudes to ensure that our voices are heard, it is just as important that we go to the polls prepared. We must be prepared for any situation that may jeopardize our voting rights. As CWA leaders, we can help empower our members when they go to the polls by making sure they have the following information:

- * If you have not voted recently, make sure that your polling location has not changed.

- * Bring your photo ID and voter registration card.

- * If you moved recently, bring two bills that prove your residency.

- * If your name is not on the rolls, ask for a provisional ballot.

To find your state's Voting Bill of Rights, go to www.cwa-union.org/issue/civilrights/index.asp.

Brown versus Board of Education

How far have we come?

Brown versus Board of Education was the pivotal court decision in dismantling segregation in the United States. It laid the foundation for shaping future national and international policies regarding human rights. Looking back, the America of 1954 was so different from today that it is hard to believe such conditions existed in our lifetime. Minorities could not register to vote or serve on juries and thus were deprived of the most basic form of justice. Black and Latino children went to neglected, poverty-stricken elementary and high schools. They could not swim in local pools, eat at local restaurants, or stay at local hotels.

How far have we come? Some of the progress is remarkable. Not only do we have a new minority middle class, but also Oprah Winfrey, who could not have attended one of the great white universities in her hometown of Nashville, Tennessee when she was young, is now one of the most popular television hosts. Michael Jordan, who could not have played basketball for North Carolina before Brown, is considered the most popular African-American athlete.

Yet it is also true that, in many small towns, whites have created their own schools and have left the existing public schools essentially still segregated. There are reminders of both minority poverty and alienation throughout the country. The legal and political change that took place because of Brown in the years 1954 to 1965 was the easy part. The hard part is overcoming the educational, economic and psychological damage produced over a long period.

The force of Brown was the idea that by integrating schools, equal opportunity for students to be educated would be created. This has not happened. One could argue that the most serious form of racial inequality in America today is in the schools. Segregation doesn't exist by the law, but by the community one lives in. In hindsight, the nation would have been better served if the Brown decision had a two-pronged attack, not only against racial segregation, but also against inferior schools, whatever their composition.

Data shows that minority students, especially black and Latino, are consistently resource-deprived in comparison to white students. The fact that the educational achievement gap is growing in an age of pronounced school resegregation highlights the unfulfilled promise of Brown. The persistent failure of schools to provide equality of opportunity for all students is having a devastating impact on communities of color and the future of our nation. Inequalities include gross disparities in staffing, quality of school facilities, and quantity and quality of textbooks, curriculum materials, and science equipment. Only 64 percent of classrooms in schools with 50 percent or higher minority enrollment are connected to the Internet. Even those with some computer capability cite insufficient numbers of computers, outdated, incompatible or

unreliable equipment and lack of Internet access as real barriers.

If Brown versus Board of Education was not a cure-all for segregation and racial inequality, what is this 50th anniversary celebration truly about? We should celebrate the step forward but also remember that the law changed but really did not.

As we celebrate the 50th anniversary of Brown versus Board of Education, the National Committee on Equity urges the CWA leadership to continue the fight to end discrimination and segregation, not only in our schools, but at all levels in our country.

CHAIR RICHARDSON: Mr. President, the National Committee on Equity moves for the adoption of this report.

... The motion was duly seconded ...

PRESIDENT BAHR: You heard the motion. Seconded from the floor. We have no delegates desiring to speak. Are you ready for the question? All those in favor indicate by raising your hands. Down hands. Opposed by like sign. The Committee report is adopted, and please join me in thanking the Committee. Once again, a great report. (Applause)

Would the Resolutions Committee come to the platform, please. The Chair recognizes the Committee.

DELEGATE LINDA J. SMITH (Local 1082, Chair, Resolutions Committee):

Thank you, Mr. President. The Chair recognizes Frank Mathews.

DELEGATE FRANK R. MATHEWS (Local 4321): Thank you, Madam Chair.

Would the delegates please turn to page 5 of the Resolutions report and look at Resolution 66A-04-2, entitled "Making Our Country More Secure."

Resolution 66A-04-2 Making Our Country More Secure

America was born in pursuit of an idea; that a free people with diverse beliefs can govern themselves in peace.

Throughout our history, we have forged powerful alliances to defend, encourage, and promote that idea around the world. Through two World Wars, the Cold War, the Gulf War, and Kosovo, America led broad coalitions instead of "going it alone." We respected the world, and the world respected us.

The current administration has walked away from more than a century of American leadership in the world to embrace a new and dangerously ineffective path of preemptive war without an imminent threat to the United States.

In the months following September 11, 2001, America enjoyed unprecedented goodwill and global solidarity in the war on terrorism. This goodwill has been squandered by unilateral action of the Bush administration. The current administration has demonstrated American disregard for the world community. It confuses leadership with "going it alone." It bullies instead of persuades. It fails to understand that real leadership means standing by your principles and encouraging others to join you.

The Bush administration's approach toward world affairs divides us here at home and separates us from our traditional allies in the world community. Such divisions stand in sharp contrast to the unity and global solidarity that America enjoyed in the days and months after September 11. We have wasted much of that goodwill, managed to insult many of our strong allies and divided the world at a time when it should speak as one.

So far the "go it alone" approach has cost U.S. taxpayers \$144.4 billion for the war in Iraq. This money could have been better spent. Instead of engaging in a war that has already taken a thousand American lives and the lives of countless thousands of Iraqis, we could have spent the money to fund already existing security programs and other measures to strengthen our first responders. We should have spent:

* \$7.5 billion to fund the Maritime Transportation Security Act to safeguard our ports;

* \$4 billion to expedite the upgrade of our Coast Guard;

* \$2 billion for improved cargo security;

* \$10 billion to protect American commercial airliners from shoulder-fired rockets;

* \$5 billion for state-of-art baggage screening machines;

- * \$7 billion for 100,000 police officers;
- * \$350 million for integrating emergency radio systems;
- * \$3 billion to secure major roads and railways;
- * \$30.5 billion to secure from theft the world's weapons-grade nuclear material;
- * \$2.25 billion to expedite the Nunn-Lugar Cooperative Threat Reduction

Program;

- * \$24 billion to add two divisions to the Army;
- * \$15.5 billion to double the 25,000 active-duty troops in the Special Operations

Forces;

- * \$8.6 billion to rebuild Afghanistan;
- * \$11 billion to finance crop conversion in Afghanistan;
- * \$10 billion to increase American development assistance to the neediest

countries; and

- * \$775 million for public diplomacy.

We have a particularly strong interest in all conflicts involving the U.S. Armed Forces. Those who fight for the United States are, as they always have been, the men and women of America's working families. We are proud of our members and their families now serving in our armed forces. The CWA reiterates its support for all working men and women in our armed forces and honors their courage.

The process by which we, as members of the family of nations, decide how to deal with such international threats is critical to our future. The threat of terrorism with a global reach is real. We have experienced the terrible destruction it can wreak. To respond to that threat, America will need the support of our allies and the major nations of the world. Our country and our families will be more secure if America is the respected leader of a broad coalition against terrorism, rather than isolated as a lone enforcer.

RESOLVED: The Communications Workers of America calls on the Bush administration to reject the philosophy of preemptive war without a clear and present threat to the United States;

RESOLVED: The Communications Workers of America calls on the next administration to vigorously pursue the war on terror in conjunction with our allies;

RESOLVED: The Communications Workers of America encourages the President and the Congress to make federal funds available to staff and train first responders.

PRESIDENT BAHR: You heard the motion. Is there a second from the floor?
... The motion was duly seconded ...

PRESIDENT BAHR: I will be with you in one minute.

Let me again remind the delegates, to make this work a little more effectively, a little faster, don't pick up the phone before the resolution is read, but pick it up after you know the resolution and just call in order and we will call you in that regard.

On Microphone No. 3, Delegate Hemby.

DELEGATE BILL HEMBY (Local 9111): Mr. President, last year the 65th Annual Convention of the Communications Workers of America unanimously passed a resolution to take the lead in providing antiterrorism training for first responders and workers in at-risk industries.

Since that time, we at COPS CWA Local 9111, in conjunction with NCPSO and ALERT, the Antiterrorism Law Enforcement Response Training foundation, have created our own first responder training courses.

We are ready to offer this training onsite to first responders and workers in at-risk industries. What is not forthcoming is the funding by Congress to provide this training.

The Republican leadership is playing a smoke and mirrors game with Homeland Security training funds. Republicans say sufficient moneys have already been provided but local governments are not using them. Meanwhile, the word from local government is they have been asking for the money, but it is not there.

President Bush has repeatedly said, "We are fighting terrorists in Iraq so we don't have to fight terrorism at home." At the same time, his administration is heightening security alerts and there was even talk of delaying the presidential elections if there is an attack here in the United States. More smoke and mirrors.

President Bush and this Republican-controlled Congress are betting they can spend billions in Iraq, while at the same time skimp on homeland security. They are playing a dangerous game of "Russian roulette" with the lives of innocent Americans. Every expert on terrorism knows it is not if we will have another terrorist attack at home, the only question is when we will have them.

We are not dealing with a nation state. We are not dealing with an organization that has a time table. Al Qaeda has struck already in this country. Al Qaeda has cells existing in the United States. Al Qaeda has the money and they have the hatred.

First responders, especially police officers and fire fighters, are not prepared to fight a terrorist war in our communities. They are not trained, nor do they possess the proper protective equipment. Training has not been funded anywhere near the extent needed in order to protect the American people.

In California, there are over 60,000 law enforcement officers. Over 95 percent of these officers have not received any modern antiterrorist training, nor have they received any protective gear. More smoke and mirrors.

As far as protective equipment goes, if you were to stop any police patrol vehicle in any city in these United States, you would be lucky to find a spare tire in the trunk, let alone protective equipment to protect that officer.

In the event of a terrorist attack, it will be the patrol officer, the fire fighter and the ambulance driver who will be the first on the scene to the explosion, to the terrorist incidents. It will not be the National Guard, it will not be the FBI, and it certainly will not be President Bush in a flight jacket. (Applause)

As in the terrorist incidents of September 11, first responders will respond because that is their job. That is what they signed on for. That is what they are taught to do. But without up-to-date training, without up-to-date protective equipment, first responders will enter a terrorist killing field and many will die. How can first responders protect our citizens, if they can't protect themselves?

PRESIDENT BAHR: One minute.

DELEGATE HEMBY: That is the real tragedy this administration is foisting on the American people. They are so bent on their misguided adventure in Iraq; they are willing to gamble with the lives of first responders and with the safety of innocent Americans.

The need for homeland security training doesn't stop with first responders. The 9/11 Commission Report specifically calls for training of workers in other industries. That includes flight attendants, communication line workers, power line workers, nurses, hospital workers, and others at risk.

Time is running out. But a lot can still be done. If funding is forthcoming, an accelerated training program can be instituted. Thousands can receive the training they most desperately need.

Speaking for the members of Local 9111, I commend the leadership of the Communications Workers of America for bringing forth Resolution 2, and wholeheartedly urge delegates to support this resolution.

PRESIDENT BAHR: On Microphone 1, Delegate Henning.

DELEGATE WILLIAM HENNING (Local 1180): I am from New York City, home to the largest terrorist attack on this country on September 11, 2001, and home to 500,000 people in the streets of New York City on Sunday, demonstrating against the Bush agenda. (Applause)

I propose the following amendment: Following the first Resolved, insert the following: "Resolved, that CWA demands that the President abandon this failed policy in Iraq which has made our nation less, not more secure and support our troops and their families by bring our troops home safely now by providing adequate veterans' benefits and promoting domestic policies that prioritize the needs of working people who make up the bulk of the military."

PRESIDENT BAHR: You heard the amendment.

... The motion was duly seconded ...

PRESIDENT BAHR: You may speak on the amendment, Bill.

DELEGATE HENNING: The Iraq War is a perfect example of the flaws inherent in this reckless doctrine of preemptive war. President Bush justified this war based on

intelligence regarding "weapons of mass destruction." That has been discredited. Clearly, Iraq never posed a danger to the United States.

The rapid military defeat of Iraq demonstrated their weakness. No weapons of mass destruction of any kind have been found after a year of searching. So either the intelligence was grossly flawed, or President Bush and his administration was exaggerating and/or lying to justify an unnecessary military aggression.

As recently confirmed by the 9/11 Commission, in violation of international law, and based on deception, lies, and false promises to the American people and the world, the Bush administration launched its unilateral, preemptive war against Iraq. The war in Iraq has resulted in the deaths of thousands of Iraqis and hundreds of United States soldiers. Already more of our soldiers, our sons and daughters, sisters and brothers, have died in this war than any other war since Vietnam. And this war is costing our nation's taxpayers hundreds of billions of dollars.

While we recognize that there continues to be a significant danger posed by terrorists in the United States and around the world, and that the United States is a leader in combating this scourge, in fact the preemptive war doctrine actually hampers this effort. Despite the advantages to ridding Saddam Hussein from power, the war in Iraq has greatly agitated terrorists and their supporters, especially in Iraq itself. The United States conquest and neo-colonizing of an oil-rich Arab nation has greatly expanded the recruitment of fanatical terrorists. Attacks against the American military and Iraqi civilians have escalated. True democracy in Iraq remains far away.

During the 2002 election debates, President Bush insisted that he was opposed to "nation building." Now he is using American troops to impose his own conception of government onto the people of Iraq, while keeping them dependent and subservient, and under United States military occupation.

The economy of Iraq is being taken over by U.S. corporations, with the long-term aim of dominating and exploiting the petroleum industry. Meanwhile, Iraqi workers' rights are thwarted and unions continue to be banned in many sectors under a 1987 Saddam Hussein regime law.

The U.S. military has focused so much of its effort, money and manpower on the occupation of Iraq with the result that other aspects of the fight against terrorists and national and international defense have suffered. U.S. and coalition troops in Iraq remain vulnerable to terrorist attacks. Military responses, such as raids into residential areas and arrests of opposition leaders, only aggravate the situation and inspire more attacks. The U.S. military is already greatly overextended throughout the world. Mercenaries and reservists are now staffing the front lines.

The massive cost for imposing U.S. will through military power is over \$150 billion and counting. It has led to massive budget deficits, and taken funding away from vital programs in the United States. We are spending billions of dollars on building schools, roads, infrastructure, and food programs in Iraq and Afghanistan, while funding for schools, highways, transit, and social welfare programs in America face cutbacks.

The Iraq Federation of Trade Unions and the Federation of Workers' Councils and Unions in Iraq have said that the U.S. military presence is the principal destabilizing factor in the present situation, and have called for the withdrawal of U.S. troops as essential to establishing stability and a chance for democracy there.

As long as U.S. troops are in Iraq, there will be one Najaf after another. Violence will continue to destabilize Iraq. Iraqi civilians will bear the brunt of this violence and U.S. casualties will continue to mount. Democracy cannot be established in such a climate of violence.

The present administration has been and is committed to war but has no strategy for securing peace. Its policy is based on lies, distortion and misinformation. War that was predicated on a lie cannot be fixed by prolonging the occupation and sacrificing more American and Iraqi lives. Bring our troops home now! I urge your support for this amendment.

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

DELEGATE VELMA PATTON (Local 7708): My son, Brandon Taylor, is going to Iraq on Saturday. My father is a career Marine. I understand the military life, but bring our troops home. President Bush has admitted to miscalculations. As of this time, no weapons of

mass destruction have been found. Maybe they will be before the election, but not yet.

I am very proud of our country, our veterans, and our troops, and my son. Americans continue to be killed and wounded every day. There are no plans right now for peace. To paraphrase a quote from John Kerry in 1971 following the "Winter Soldier Investigation," how do you apologize to the family of the last soldier to die for a lie?

I urge you to support this amendment and bring our troops home. Thank you.
(Applause)

PRESIDENT BAHR: There is no other delegate wishing to speak on the amendment, so before us is the amendment itself. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

We are now back on the original resolution as amended. The Chair recognizes on Microphone No. 3, Delegate Milliman.

DELEGATE MIKE MILLIMAN (Local 9510): President Bahr, I would like to speak in support of this motion. This was not a miscalculation, as George Bush says. This was not an error. This was a flat-out lie. That's why we went to Iraq. It was a lie to the American people. (Applause)

The question that we as a union need to ask this administration is: Why is it that those that never served are always so willing to put our children in harm's way – our children, our parents, our brothers and sisters? (Applause)

We have a Vice President in this administration that got five deferments so he would not have to serve his country. Now, I don't consider that patriotism. I consider that cowardice. (Applause)

I want to echo the thoughts of some of my fellow delegates, that it's not worth one more life, one more American life, to stay in Iraq. (Applause) And I urge the delegates to support this motion and to urge this administration now, because we know they are not going to be there after November, but to urge these folks now to pull our troops out of there immediately. Thank you very much. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Adams – hold it.

On Microphone No. 1, Delegate Lehman because he is offering an amendment and the other one was to close debate.

DELEGATE BILL LEHMAN (Local 27066): I offer an amendment to the resolution as follows:

"Therefore, let it be resolved that the Communications Workers of America will support and take any and all action necessary to ensure that the Association of Flight Attendants" – I was still finishing writing it, I apologize – "ensure that our 46,000 members receive the mandated security training."

I would so move.

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It has been seconded from the floor. You can speak on your motion.

DELEGATE LEHMAN: Thank you, Mr. President.

Ladies and gentlemen, on September 11, 2001, our flight attendants on two American Airlines flights and two United Airlines flights, and United being part of our union, they were the first victims. They were the first casualties. Our government, under this current administration, stripped our mandated training based on one CEO and one very, shall we say, crafty person.

As a result of that, the airlines are now claiming they are too poor to train them. And a few months ago, they came out with a volunteer program in which our members will receive volunteer training, but it does not have any type of assurances that everyone will receive the same training, nor will they have the necessary recurrent training, which is necessary.

Flight attendants go through recurrent yearly training for safety. It is just as important that the security training be recurrent now that we have a program established to train us, which would be about 28 hours, but you also have to have recurrent training to keep that training fresh in our mind.

We all received two hours, and some airlines had handouts, and some airlines

simply listened to lectures. That was our security training.

Hijacking has changed. At this time it is no longer diverting a plane to Cuba. It is about killing us because we cannot get into the flight deck anymore, and they are using our aircraft as weapons of mass destruction. It does not take a rocket scientist to figure out that this form of terrorism will happen again. We have maybe two or three minutes to avoid that and to take these guys out with the necessary training that is developed, or we are going to be shot out of the sky.

And it is not only in our members' best interests, but also in the interests of the traveling public that the flight attendants, whether they belong to part of this union or not, receive the necessary training to protect themselves. (Applause and cheers) Thank you.

We know, President Bahr, that being part of this union gives us the strength, with 700,000 members, to be able to make it happen.

Thank you for the opportunity to speak on the motion. (Applause)

PRESIDENT BAHR: Thank you.

There are no other speakers on the amendment. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

The Chair now recognizes at Microphone No. 1, Delegate Adams.

DELEGATE JOHN D. ADAMS, JR. (Local 9421): I would like to call for the question.

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been made to close debate. It is not debatable. It takes two-thirds vote. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

Before the convention is Resolution 66A-04-2 as twice amended. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. The resolution is adopted. (Applause and cheers)

Would the Escort Committee please bring House Minority Leader Nancy Pelosi to the podium.

... The delegates arose and applauded as House Minority Leader Nancy Pelosi was escorted to the platform ...

PRESIDENT BAHR: Our next speaker this morning is the Democratic Minority Leader Nancy Pelosi. We had the privilege of hearing Nancy at our Legislative Conference this past March. We are delighted to welcome her to our annual convention.

Nancy was elected Minority Leader in January of 2003. She came to the leadership at the most challenging time. In the November 2002 elections, the Republicans expanded their majority in the House and remained in control of the Senate. They also made significant gains in state legislatures. The Democratic Party appeared to be rudderless, without a unified message for the voters or a vision for America.

Leader Pelosi immediately brought discipline, unity, and firm leadership to the House Democratic Caucus. We should not be surprised. She learned her politics in what we say in quotes, "big city style." Her father, Thomas Delasandro, Jr., served as Mayor of Baltimore for 12 years after representing the City for five terms in Congress. Her brother, Tom Delasandro, III, also served as Mayor of Baltimore.

Nancy has now made her own political mark. Along with the other members of her leadership team, she has molded House Democrats into a fighting party that is challenging Republicans and President Bush on their right-wing, ultra-conservative agenda. As a result, House Democrats this year have a real chance, with our help, of taking back the House. (Applause)

I am convinced that when the votes are counted – and all of them will be counted this time – on November 2, Nancy will be the first female Speaker of the House of Representatives. (Applause and cheers) She will make a great Speaker. Brothers and sisters, Nancy Pelosi.

... The delegates arose and extended a warm CWA welcome to Nancy Pelosi ...

THE HONORABLE NANCY PELOSI (Democratic Leader, U.S. House of Representatives, D-CA): Thank you very much. Good morning, Communications Workers of America. Are we ready for victory?

... Cries of "Yes" ...

CONGRESSWOMAN PELOSI: All right!

Morty Bahr – I am going to tell them all, in front of thousands of people here today, I love Morty Bahr. What a great guy he is. (Applause) Thank you for your gracious introduction, of course, but also for your many years of friendship and, more important, thanks for your service to our country, whether it was – it couldn't be World War II, no – through a half century in the labor movement. You have never stopped fighting for America. Let's hear it for Morty Bahr. (Applause and cheers)

Let's hear it for some more of CWA's great leaders – Secretary-Treasurer Barbara Easterling. Barbara, thank you. (Applause)

Executive Vice President Larry Cohen. (Applause)

And my good friend and your vice president here in California, Tony Bixler. (Applause)

I was very honored to be escorted to the podium by so many members of the California delegation who are here. Let's hear it for all the Californians who are here. (Applause)

I especially want to acknowledge, Morty, with your permission, Marie Malliett. Marie Malliett was important in endorsing me when I ran for Congress the first time, 17 years ago. I will never forget CWA's support in that very difficult campaign, and Marie Malliett's leadership. Thank you, Marie. (Applause)

My friends, I come here today to talk about what is at stake in this election, to thank you for what you do for America's workers, and to talk about how we are going to go to the next step to win.

Before I get into what I want to talk about, about what is the risk for America's workers, specifically at home domestically, I want to congratulate you for the debate that I just heard about the war resolution and to see the unanimity, the consensus here that we can do better when it comes to protecting America. Thank you for what you have just done. (Applause)

You never forget that as we gather here today and, indeed, as the Republicans gather in New York, our men and women in uniform are risking their lives in Afghanistan and in Iraq. We all understand why we had to go to Afghanistan following 9/11, but Iraq is a different story. And whatever you might have thought about going into war, once we were there, we were united in protecting and supporting our troops who put their lives on the line.

But let me say this: It is astounding. As much as I have seen and Morty and the rest of us have seen in politics, it is still astounding to see the level to which the Republicans questioned the valor of John Kerry when he went to sacrifice his life for our country in the Vietnam War. How dare they question anyone's service to this country, especially for the President who can't even account for his whereabouts at the time of the war. (Applause)

I will tell you this: People ask about what is different about John Kerry and the President in terms of Iraq. John Kerry, of course, will never run from a fight. He will protect our country and he will do so very, very well, with great strength. We know that. But John Kerry will not send our men and women into battle and in harm's way without just cause. He will not send them in without the proper equipment to help save their lives. He will not send them in without the proper military intelligence so they know what they are getting into. He will not send them in without the proper training so that their lives will not be even more at risk.

Don't take it from me, but the Department of Defense. This is a report they issued that said that at least 25 percent of those who have lost their lives or have been injured in Iraq could have been saved if they had the proper equipment.

What an indictment of this President that he would send our kids into harm's way without the proper equipment. When you ask them, they say, "Oh, that equipment is for people on the front line." While the mortar shells are coming into their barracks in a guerilla war, everyone is on the front line. (Applause)

And then – and don't take it from me; again, generals have spoken out. In May, in front of the Senate Foreign Relations Committee, General Joseph Hoar, who was formerly the head of Central Command, said of this war, "We are looking into an abyss." And the President says, "Stay the course."

"We are looking into an abyss."

"Stay the course"? I don't think so. I think we need a new Commander-in-Chief.

(Applause)

And General Zinni, who also was the head of Central Command, he said, "We're going over Niagara Falls in Iraq."

"Stay the course"? I don't think so.

General Zinni also said this – and this is a very powerful indictment against the conduct of the war by President Bush. In his book, "Battle Ready," General Zinni said, "At a minimum, in the lead-up to the war, at a minimum I saw true dereliction, negligence and irresponsibility. At worse, I saw lying, incompetence and corruption."

And they say they are the party of the National Security? Listen to the generals. Listen to the generals. And when we send out men and women in uniform, the expression – and you who have served know what it is – "We will never leave any soldier behind on the battlefield." That has been the American tradition. And it, too, should prevail when our soldiers come home. We must not leave any veterans behind. (Applause)

But just let me tell you this. Before I get into my actual speech, let me tell you this: Here are some votes before the Congress of the United States just before adjournment. Tell me how you would have voted?

The Democrats put together an amendment to take five percent, just five percent for one year from the tax cut for people making, making over \$1 million a year. Not people who have \$1 million; people making over \$1 million a year. If we took five percent of that, we would have almost \$1 billion to provide for housing for our military men and women and their families. The Republicans voted no.

Tax cuts for the rich making over \$1 million instead of housing for our military families. Is that how we support the troops? I don't think so.

We put another amendment that would take some of the tax cut for people making over \$1 million to give a \$1,500 bonus to our troops coming home from Iraq and Afghanistan. Fifteen hundred dollars. Many of them are in the Reserves and National Guard, and this would help them readjust back into civilian life. Fifteen hundred dollars. The vote was 213 to 213, every Democrat voting "Aye."

The Republicans twisted arms to make sure no one else would vote for it, and it failed because of lack of majority on a tie. Fifteen hundred dollars for our troops coming home. No, we'd rather give more of a tax cut to people making over \$1 million. Where is the sense of values in that? How do we support the troops if we just want to talk about it, but not allocate any resources to supporting them?

And over and over again the Republicans rejected Democratic amendments to expand access to health care for our veterans. Some of our veterans have to wait 117 days for an appointment. How does that support the troops and honor our veterans? They are all talk when it comes to putting some resources there; they are never there.

So we have to change the Commander-in-Chief to change the conduct of the war. We have to change the Congress and the administration in order to give a fair shake to support our troops and to our veterans to whom we owe a tremendous debt. Let's hear it for America's men and women in uniform and for our veterans. (Prolonged applause)

And while our men and women in uniform are fighting, we must build a future in America worthy of their sacrifice; and that is what you have done – and working with you, Democrats fighting to preserve the fundamental freedoms of American workers. The right to form a union; the right to quality health care; the right to bargain collectively; the right to a safe workplace; the sanctity of the 40-hour week. These are nonnegotiable. These are nonnegotiable. (Cheers and whistles)

Thank you, CWA, for what you do every day; not only building and connecting America, but also building a more just and equitable society.

My friends, our country is at a crossroads, and we need you more now than ever, and I know that you are ready for this fight, because the CWA has been winning fights for America's workers, because you stood up to SBC, because you stood up at Verizon, because you stood up at BellSouth. You have won major victories for health care, for your wages, and for your job security. Congratulations, Morty Bahr. Congratulations to the CWA. (Applause)

And because you are standing up for John Kerry, we will win a critical victory for the American people in November. (Applause)

As we gather here today, as I said, the Republicans are gathering in New York for their convention, and if you have watched anything, you will see the misrepresentations that they are presenting to the American people. They are there, and one of their main goals is to have economic policies prevail which exploit America's workers. We cannot let that happen.

From the moment he assumed office, President Bush and the anti-union Republicans in Congress have waged an all-out assault on America's workers; they are attacking the right to organize and we are re-fighting the same fights that workers fought 100 years ago. These are fights in history. They shouldn't be revisited. We should be making progress.

For the sake of your fundamental rights, George Bush has got to go. (Cheers and whistles)

In addition to fighting for the right to organize, we have to fight now again for overtime. Just last week, President Bush put in place new regulations on overtime. The overtime American workers need to put food on the table, to buy a home, to send their children to college. The regulations will impact millions of workers and are the biggest middle-class pay cut. This is a pay cut for the middle class. For the sake of overtime pay that American workers deserve, George Bush has got to go. (Applause and cheers)

Under President Bush, millions of Americans have fallen out of the middle class. This is not the American way of opportunity, for the middle class to lose members, to poverty.

As the Census Bureau reported last week, nearly two million Americans have lost their jobs. 4.3 million Americans are living in poverty, many of them children. And 5.2 million Americans have lost their health insurance. What a disgraceful record for the President of the United States. For the sake of the middle class, George Bush has got to go. (Prolonged applause)

When you watch them on TV, you would think that they are job creators, but the fact is that President George Bush has the worst record of job creation of any President since the Great Depression. Since Herbert Hoover was President, no American President has been a job loser except George W. Bush.

People have talked about what bounce the President and the Republicans in Congress are going to get out of the convention. We, working together at the grassroots level, must make sure that the bounce they get is the bounce out of the White House and the bounce out of the majority in the Congress of the United States. (Prolonged applause)

Americans can do better, and when we elect John Kerry President and John Edwards Vice President, America will do better.

But let me be clear, our work will not be complete unless we elect a pro-labor Democratic Congress. On behalf of the House Democrats, as their leader, I am here to say that Democrats stand with you. Every day, in every debate, in every vote, Democrats are fighting for your jobs.

President Bush says the economy has turned the corner. His evidence? As of July, America's \$11 trillion economy produced 32,000 jobs. 32,000 jobs? John Kerry, John Edwards and the Democrats in Congress have a plan, and our commitment to you and to the American people is to produce 10 million new jobs in the first term of the Kerry administration. Ten million new jobs. (Applause)

Instead of loopholes for big corporations to export jobs, as is the Republican policy, Democrats propose tax breaks to create millions of good jobs here at home. Imagine that we give tax breaks to companies to ship jobs abroad. "Duh!" I mean, what are we missing here? We are fighting for the telecommunications jobs of the future.

The most technically-advanced nation in history should not rank 11th in the world when it comes to the number of households with high-speed Internet. America – in the Industrial Age we made railroads, telephones and highways national priorities. We need to make national broadband networks in this Information Age, and you are helping to make that possible.

Democrats are fighting to give you a secure and healthy retirement. Democrats are fighting to protect pensions from corporate greed, and we are fighting for a real prescription drug benefit under Medicare, not a prescription drug bill that Republicans have put out there.

There is a crucial hoax on American seniors that puts American companies and HMOs first and puts seniors way last. We have introduced legislation to repeal and replace the Republican prescription drug hoax. Let's hear it for the prescription drug bill. (Applause) We

must make the change that the American seniors need.

When I was elected Democratic Leader I said to my colleagues, I promise you this: Never again will Democrats go into a campaign where the public doesn't know who we are and what we stand for. How different we are from the Republicans and what we are willing to fight for. (Applause)

First, we had to build our unity within the Democratic Party, and with the clarity of message we have already won two special elections from the Republicans. One in Kentucky – is anybody here from Kentucky? (Applause) Thanks for helping us win this special election there.

And, one in South Dakota in June; and just last month, we won a special election in North Carolina to hold a Democratic seat. How were we successful? We were successful because we had a clear message of how different we are from the Republicans. We were successful because we owned the ground, working with our friends in labor and other grassroots people. We were able to put hundreds of people on the ground to turn out massive votes, to change the universe of people who are considered likely voters, to win races that were in very, very Republican districts, and turn red states into blue.

Democrats and labor are on a roll. Republicans are on the run. And, House Democrats again are leading the way to turn red states into blue. Our victories in South Dakota and Kentucky and North Carolina send a powerful message to George Bush and the Republicans: The American people are ready for change! (Applause)

This election is going to be won by the party that mobilizes best, and nobody mobilizes better than labor. So, I ask you, are you ready to organize?

... Cries of "Yes" ...

CONGRESSWOMAN PELOSI: A little more, are you ready to mobilize?

... Cries of "Yes" ...

CONGRESSWOMAN PELOSI: Are you ready to win?

... Cries of "Yes" ...

CONGRESSWOMAN PELOSI: Standing together, we will take back the House of Representatives and elect a Democratic Speaker, first woman Speaker of the House, as Morty indicated. We will take back the House for the American people, and standing together we will take back the United States Senate and make Tom Daschle once again the Majority Leader. (Applause)

And we will do that starting in California by sending Barbara Boxer back to the Senate with her greatest majority ever. (Applause)

And, standing together, we will take back the White House for the American people by electing John Kerry and John Edwards the next President and Vice President of the United States. (Applause) And we will give the pink slip to the person who deserves it the most, George W. Bush, and send him packing back to Texas. (Applause)

From what I have seen today in the debate on the war resolution, from what I have seen today in your enthusiasm to organize, to mobilize, and to win, I think that the CWA is indeed ready for victory. Let's get moving for a great Democratic victory in November. Thank you all very much. Bye-bye.

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

SECRETARY-TREASURER EASTERLING: To the next person who will head up the Congress, who happens to be a woman, a little gift from CWA. (Presentation - applause)

CONGRESSWOMAN PELOSI: Thank you very much.

PRESIDENT BAHR: I think you know that Nancy Pelosi will make one of the greatest Speakers of the House of Representatives that this nation has ever had. Thank you, Nancy. (Applause)

The Chair recognizes the Resolutions Committee.

DELEGATE LINDA J. SMITH (Local 1082, Chair, Resolutions Committee):

The Chair recognizes Lillian Covarrubias.

DELEGATE LILLIAN COVARRUBIAS (Local 34043): Thank you, Madam Chair. Would the delegates turn to page 6 of the Resolutions report and look at Resolution 66A-04-3.

Resolution 66A-04-3 Economic Equality

As trade unionists, we believe all workers are entitled to a discrimination-free workplace with full parity in benefits, pay, and fair treatment outside of the job. We hold a firm commitment that there should be equal pay for equal work regardless of race, creed, color, gender, or sexual orientation. This commitment has been a guiding principle as we have fought for the rights of minorities and women.

More recently we have fought for economic equality for gay and lesbian workers. By bargaining domestic partner language in contracts we negotiate, we have attempted to secure the same benefits for all members working under those contracts. This approach has worked for some benefit provisions but not others. Benefits defined by law as entitlements for spouses are beyond our reach in collective bargaining agreements. Governmental programs that we have endorsed and supported are not available to some of our members. Civil unions and domestic partner protections do not provide same sex couples with the legal protections afforded to legally recognized spouses.

The U.S. General Accounting Office has documented more than 1,000 federal benefits and protections acquired by civil marriage. The majority of these benefits are not available through domestic partnerships or civil unions. These include: the right to collect spousal Social Security benefits, Workers' Compensation, ERISA pension and death benefits when the spouse dies; the right to use pre-tax dollars for spouses via medical savings accounts; the right to receive benefits under the Family and Medical Leave Act to care for an ill or injured spouse or spouse's child; the right to continue health insurance for a spouse under COBRA; and the right to have an immigrant spouse accorded citizenship.

RESOLVED: The Communications Workers of America supports the rights of all our members to access the full and equal rights of civil marriage.

Mr. President, the Resolutions Committee moves the adoption of Resolution 66A-04-3 entitled Economic Equality.

PRESIDENT BAHR: You heard the motion. Is there a second from the floor?
... The motion was duly seconded ...

PRESIDENT BAHR: Microphone No. 3, Delegate Castro.

DELEGATE ROBIN CASTRO (Local 7901): I am asking for passage of this resolution so that all CWA members will be treated equally on the issue of the benefits of marriage.

Hear me when I say that same sex marriage is here and there is no turning back. I married my longtime partner after an eight-year engagement. John and I never thought that we would ever have the legal right to do so, but thanks to some brave county commissioners in Portland, Oregon, we did marry.

Those of you who are already married know what a big difference this makes in your life, but when I tried to add my legally wedded spouse to my benefits at Qwest, I was turned down. Now, I have always been told that my benefits are part of my compensation. That means that my co-workers who are at the same wage scale that sit right next to me doing the same job that happen to be an opposite sex couple who are married, they have their benefits paid for, their spouses' benefits paid for, and their children's benefits paid for.

Instead, I was offered the second-class, taxable domestic partner benefits, and I would have to provide proof of my relationship, even though no opposite sex couples had to prove theirs.

I am asking for passage of this resolution so that other unions will know that CWA will not tolerate discrimination as demonstrated by an IBEW local in Massachusetts that wrote discrimination into its pension plan to exclude the marriage of gay, lesbian, bisexual, and transgender members.

As CWA continues to grow with the recent inclusion of AFA, the face of CWA continues to change. We need to let our newest members know that CWA, their union, will not tolerate discrimination. I am asking passage of this resolution, because I am not a second-class member. I am asking for passage of this resolution because separate is never equal. (Applause)

And finally, I am asking for passage of this resolution because it's the right thing

to do. Thank you. (Applause and cheers)

PRESIDENT BAHR: On Microphone No. 4, Delegate Anderson.

DELEGATE NEVA ANDERSON (Local 3108): As a member of CWA, I do not support civil marriage or the union's involvement in recognizing the legitimacy of same gender marriage. I agree, all gay and lesbian workers should be treated fairly and with respect, but I do not think it is the union's responsibility or right to make moral decisions for all its union members at this convention or any other time. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Perkey.

DELEGATE JAMES A. PERKEY (Local 7102): Thank you, President Bahr. James Perkey, Local 7102, Des Moines, Iowa, from the Bible Belt. (Laughter)

My partner and I have been together for 15 years. I can't think of a lot of married people that I know who are heterosexuals that can make that statement. My brothers and sisters of the same persuasion I know of for 25, 15, 18 years, it's not a moral issue. It is a rights issue. (Applause) My union believes in rights and liberties.

I am asking, I am begging, I am pleading with my brothers and sisters to show me equality, show everybody equality, and pass this resolution. It's the right thing to do. (Applause)

PRESIDENT BAHR: No other delegate wishes to speak on this resolution, so before the convention is Resolution 66A-04-3.

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

I would just make one observation. I call to the attention of everyone the title of this resolution, "Economic Equality." I think this union and every union has a responsibility to do what it can, without getting into anybody's morals, to see that every member and, indeed, everyone in our society enjoys economic equality, and that's what this is all about. Thank you. (Applause)

It is now my pleasure to introduce someone who has been on the front lines of the battle against corporate efforts to completely monopolize the nation's mass media. I spoke about it in my opening remarks yesterday, about the danger to our democracy.

Now, John Connolly, I am sure, will be a familiar face or voice to many of you because of his professional career. This is his 33rd anniversary as a professional actor spanning a career that has taken him from Broadway, where his credits include the lion in the "Wizard of Oz," to Hollywood and plenty of stops in between. You have seen or heard him on hundreds of radio and television commercials. He has played recurring roles on shows as varied as "NYPD Blue" and "As the World Turns," and he has guest starred on everything from "ER" and "The West Wing" to "Star Trek - The Next Generation." But that's not why he is here.

John Connolly isn't just an entertainer. He is a labor activist. He was first elected as president of the American Federation of Television and Radio Artists in 2001. He was reelected to a second term last year, in part because it has increased after his commitment to organizing. He also is a vice president of the Los Angeles County Federation of Labor, serves on the Board of Directors of the Los Angeles Entertainment Industry Development Corporation, and is Co-chair of Voices for Working Families.

Voices for Working Families – I don't think there is anyone here who hasn't heard of it – is one of the 527 new organizations that the Bush administration would like to see eliminated. And no wonder. Voices for Working Families registers new voters, and among its programs is one targeted specifically at hip-hop fans.

The first ever national hip-hop political convention was held just a couple of months ago in Newark, New Jersey, and addressed such issues as universal health care and living-wage jobs, issues as foreign to the White House as the hip-hop culture itself.

John Connolly is also noteworthy because he has been a leading voice on behalf of media diversity and democratic discourse. Last month he was one of the prominent union leaders, along with our own Linda Foley and John Clark, who joined Congressman Maurice Hinchey from New York and several other representatives at a Capitol Hill press conference demanding that the FCC hold public hearings before it makes any more attempts to rewrite media ownership rules.

A day later, John was in Monterey, here in California, addressing a forum

attended by three FCC commissioners on the same subject. He was unsparing in his criticism condemning corporate hunger and the altar of the bottom line, and he made sure that the three FCC commissioners understood that media consolidation has an adverse effect, not just on the public and on democratic values, but on all media workers affecting not just AFTRA, but also the Guild and NABET members as well.

All these many years after walking the Yellow Brick Road, John is still a lion and he is roaring on behalf of all of us. Brothers and sisters, please welcome my good friend, John Connolly.

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

JOHN CONNOLLY (President, AFTRA): The Yellow Brick Road lives. Thank you, President Bahr. You know it's nice to be at the right convention that is taking place this week. (Applause) Some of my members are working the other convention professionally. But what do you know, the progressive workers are meeting in Anaheim and the right-wing Republicans are meeting in New York. Go figure. (Laughter)

It is a particular pleasure, as well as an honor, to address your convention and I would like to thank President Bahr, Secretary-Treasurer Easterling, Executive Vice President Cohen, along with NABET President Clark, IUE President Bindas, and particularly my good friend, Newspaper Guild President Linda Foley, for reaching out to me and AFTRA with this great courtesy. I look forward to working with many of you and your other impressive sectors as well as time goes on.

I appreciate the invitation and I am proud to be here. My first duty is to bring you greetings on behalf of my colleagues, the 80,000 professional actors, broadcasters and recording artists of the American Federation of Television and Radio Artists, AFL-CIO, and so I do. Greetings, good luck and good work.

From "Joan of Arcadia" to "Joan Jett," from "As the World Turns" to "Arrested Development," from Placido Domingo to "A Prairie Home Companion," from Bob Edwards to the Black-Eyed Peas, Johnny Cash to Joni Mitchell, from Streisand to Schwarzenegger to Usher, from "Monday Night Football" to "Fear Factor," from "Saturday Night Live" to "Soul Train" and, most proudly, from Bruce Springsteen to Bill Moyers, AFTRAns report, interpret, celebrate, sing and bring the world to Americans and tell our stories around the globe in every electronic medium that media artistry and discipline can provide.

Our very occupations, like many of yours, give us a special responsibility to our class, to our nation and to the world's people. For in return for the privilege and gift of self-expression, we must at core be tellers of truth to power and to our fellow citizens. When we are not, we become the lapdogs of the powerful. It ain't a pretty sight.

In addition to personal integrity and individual intellectual and artistic firepower, media professionals need our unions. We need our unions in order to give our artists and reporters some safety, some elbow room in speaking truth to power, not to mention a fair shot at a living wage, health care and a pension.

Performing artists discovered that in an industry where people will work free just to have a chance at self-expression, building trade unions to set and protect professional standards is no easy feat. And no one understands that fact better than you. An accurate understanding of reality and getting beyond nostalgia and denial are the first necessary steps to wisdom and power.

And that, of course, is your job when you meet in convention. Your other job is deciding what to do about that reality once you understand it.

Over recent years, the Communications Workers of America have consciously constructed a union that recognizes crucial truths about modern corporate capitalism and the future of the American working class, and is developing an organizing strategy to meet the fundamental challenges of change right now, rather than waiting until the pillars and arches of the Old World come tumbling down around our heads.

I admire your bravery, I admire your brains, and I admire your brawn, for it is in these three qualities combined that working people in this country and around the world can develop strategies to save political democracy from the corporate wrecking ball. (Applause)

Of course, these days the corporate wrecking ball is always adorned with the Wal-Mart smiley face. (Laughter) Though you may not recognize it until it hits you in the head.

And our work is to create the power to turn back the second coming of slavery and indentured servitude as hard-won workers' gains, as standards of living and fairness are wiped away by a carefully constructed, legalized, undemocratic and nearly stateless grindstone of corporate globalism.

CWA's understanding of the changing nature of industry and work in the United States as the world economy inexorably develops and the division of work among countries and regions evolves, it gives us a leg up in confronting both the pace and imposing some humanity upon these changes, as our employers and finance capital reorganize the global economy to find ever-lower costs, wholly enriching themselves.

In Sunday's *Los Angeles Times*, there was a story detailing the breathtaking expansion of the international outsourcing of hundreds of thousands of jobs. Formerly reasonably-compensated U.S. workers' jobs, especially in customer service, technical services and research, good CWA and other union jobs, have been outsourced – first to India and now, to the chagrin of the desperately under-employed Indian workforce, to countries where wages for an educated and motivated workforce are even lower.

I know that this virus is reflected in every CWA organized industry – and in mine as well – where performing artists see nation after nation genuflecting to offer ever-greater incentives and ever-lower wages to motion picture and television companies to produce in those countries. And it's all in the vain hope that they will be the final stop in a global race to the bottom in wages and labor costs.

It will never stop. The employers won't stop. They can't stop. They can't stop wringing every possible penny out of technologically-advanced, instant worldwide communications and labor productivity gains – gains that we created in our work.

But those pennies that they wring begin to drip with blood, a drip growing to a flood that promises to bleed the planet dry of consumers, as working people worldwide can no longer afford what they produce. Where does it end?

If the employers and financiers can't stop themselves in this blind-greed rush to our penury and world depression, it falls to us. It falls to us, the forces of democracy and unionism, to put the brakes on and to organize an orderly transition to the new world economy.

I believe it is going to take a massive campaign on the part of working people in the advanced countries to humanize the pace and content of change. The challenge of political democracy in the 21st century is for the majority of people to be awakened to vote and to mobilize in their own interests, to build the democratic institutions – such as our unions – that give them the power in their lives, and to use that power to cut through the foggy obfuscation of propaganda passing as news and information, and then to act in their own interest, which is what our unions are about.

That is why I believe that the next great battle for democracy will be the battle for media democracy; the battle to break up the vast powers of vertically integrated ownership of our major media that today threatens my members and yours, undermining their integrity and determination to speak truth to power by elevating profits above responsibility, by compromising independence of the news media by cozying up to the powerful, by eroding the wall of integrity between advertising and editorial content. (Applause)

I understand that many of you saw "Outfoxed" last night. So I don't have to go into too much more detail, do I? (Applause)

But the good news is, we actually have a handle on this problem, on this situation, both as citizens and as unionists. One of the wisest documents of the Republic – living in a direct line from the Declaration of Independence to the Constitution to the Emancipation Proclamation – is the Federal Communications Act of 1934 which states the deceptively simple proposition that the airwaves belong to the people. And I think it is high time that the people took them back. (Applause)

With the huge expansion of communication systems, we need to expand the reach of the Communications Act to include cable, satellite, Internet and other technologies in recognition that freedom of the press is increasingly restricted to those who own one.

The American people need to reassert their right to unvarnished truth, unmassaged fact, to vital, diverse and really competitive voices to give us a fighting chance to understand, interpret and act in this complex world.

I am personally tired of being patronized by the powers-that-be, told that it's all too complex for me to understand, to be fed the pabulum of passivity by those who know better than I what's best for me, my family, my class, my country. That, brothers and sisters, is the increasingly sneering voice of oligarchy, not democracy, and it is our responsibility as artists, journalists, workers, and citizens to make sure that political democracy – governance representing the interests of the majority – is not supplanted by the "Rule of Law...Commercial Law" embodied in NAFTA, WTO, and the like, where decisions affecting every aspect of our lives – from the food we eat to the air we breathe, to what we can be paid – become subject not to the sovereign people envisioned in 1776, but in the unelected "Tribunals of Experts" bureaucratically wearing our rights and livelihood away at the altar of imaginary free trade. "Freedom for Capital, Slavery for People" is not the political slogan I wish to live by.

So I appreciate the leadership that the Communications Workers of America has shown in every aspect of social and political policy in our country, and in proving a powerful and inspiring ally to we AFTRA artists who know it well, and to the American people who may not yet, but who will in time, learn the truth. Our work together, AFTRA and CWA, has been impressive and far-reaching.

In collaborating with CWA-IUE in the Coordinated Bargaining Council of GE Unions, AFTRA learned first-hand that our instincts are correct: that industrial workers and artists have much in common, especially when they work for the same employer, and in understanding that General Electric/NBC/Universal/Telemundo has laid down the law for all of us: No More Union Workers – not making turbines, not making telenovelas. Well, together we will see about that. (Applause)

With your help, we have taken the first steps to ensure that Spanish-language artists and newscasters are not relegated to second-class citizenship, forced to work nonunion at substandard terms and conditions and wages side-by-side with English-language AFTRAns and NABET colleagues. This is going to be a long fight, but we will prevail. (Applause)

In sponsoring and driving forward with CWA's leadership in the work of the National Coalition on Healthcare, AFTRA has helped to place the crisis in healthcare back at the center of national debate, after it has been shamefully and against all reason swept under the rug by government and much of industry.

In helping to create and lead Voices for Working Families, a "527" nonprofit, nonpartisan organization, that is doing exactly what its charter says: registering tens of thousands of working men and women, focusing on African Americans, Latinos and working women. And not only registering these workers, but making sure that they get to actually exercise their right to vote and that every vote is counted. (Applause)

We have learned so much in standing with CWA-NABET, not only in Spanish-language organizing but also in our negotiations and in supporting each other. In network negotiations with media employers we have strengthened each other dramatically.

Working with our closest CWA cousins, The Newspaper Guild and President Foley, we bring the authoritative and unified voice of professional journalists across the media to the growing controversy over ownership and control of our media, and to the right of Americans to a diverse, untamed and honest media that satisfies the needs of American democracy, tells the truth to the world, and guarantees the independence and integrity of our members to do our job without fear or favor. (Applause)

Not only have we carried this fight to a Federal Communications Commission who refused to hold hearings on media ownership, and so we did, but together with The Newspaper Guild, NABET, the Writers' Guild, and the Department for Professional Employees, we polled media workers and found that their levels of alarm at the fraying of democratic values in the corporate media are even higher than we suspected.

In this great work, I am so pleased to include joint work with your telecommunications and cable TV locals as well, extending to our mutual campaign around the Comcast-Disney merger, now well deceased; indeed, at the same time AFTRA joined in your campaign to pressure SBC for a fair contract. (Applause)

Together, brothers and sisters, we are at the dawn of a new and exciting mass peoples' movement for media democracy and I am happy to be here and be part of it. All in all, quite an impressive barn-raising crew we have developed here working together for the common

good and for an intellectually richer, economically fairer, and simply more democratic perspective in American life.

You know, I knew in the summer of 2000 when CWA telephone workers refused to cross an AFTRA-Screen Actors' Guild picket line during our momentous radio and TV commercials strike against the advertising industry, I knew, I had a sense that there was a new relationship for AFTRA on the near horizon, an alliance with sisters and brothers who understood the stakes, immediate and for the future, in what was going on in our country.

I knew that when AFTRA members reciprocated by joining a CWA-Verizon picket line in Westchester County later that year, I knew we were family, in an alliance, in the family, in good company with the Communications Workers of America. (Applause)

"Morty," says I to myself at the time, "this is the beginning of a beautiful relationship," and so it has been. Let's do more.

Thank you and I wish you the greatest success at your deliberations. Thank you, brothers and sisters.

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

PRESIDENT BAHR: Thank you so much, John. We look forward to working closer in the years ahead. Thanks for sharing your thoughts with us.

The youngsters that just came on the platform are the union builders of yesterday, the members of the board of the CWA National Retired Members' Council to whom we owe so much. (Applause)

I know when I speak to a new group of stewards, I always point out that one of the hardest jobs a steward has or, for that matter a local leader, is to explain to that new member who just hired on that the salary, the benefits, the health care, the pensions, the working conditions did not somehow appear out of the goodness of the heart of that employer, but rather as a result of the struggles, the sacrifices and the commitment of the people on the platform behind me and the tens of thousands of others, many no longer here.

Please, let's show our appreciation for what they did and for what they left us, the union of today.

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

PRESIDENT BAHR: Because they have given so much and still have so much more to give, several years ago we changed our rules where they now have representation on the convention floor. Then again a year or two ago we gave them the additional recognition, well deserved, of having the president of the Retired Members' Council address the convention each year.

It's my real honor and privilege to introduce to you the current president of the RMC, a very dear friend of mine for many, many years, former president of Local 1106, Eddie Creegan. (Applause)

ED CREEGAN (Chair, Retired Members' Council): Thank you. Thank you very much. It's a lot more fun talking at the convention from up here than down there. I wish I had done this sooner.

At this time, I would like to take the privilege of introducing to you your National RMC Executive Board so you can meet us and we can meet you. From District 1, the most articulate member of the Executive Board, the president of District 1 from New York, Ed Creegan. Oh, that's me. (Laughter) Did you write that down, Morty? I didn't realize I was on there.

... As each officer of the Retired Members' Council was introduced, the delegates responded with applause ...

CHAIR CREEGAN: The vice president from District 1 from New Hampshire, Audrey Buchanan-Swan; the president of District 2, RMC from Maryland, Mike Vivirito; the vice president from District 2 from Virginia, Roger Wood; the president of District 3's RMC and also the RMC vice chair from Georgia, James Starr; the vice president of District 3 also from Georgia, Fuzzy Finch.

I would just like to take the privilege of the Chair to make a comment, if you would keep the camera on Fuzzy for a second. I want to show you how effective we are in organizing. We actually organized Santa Claus. (Applause and Laughter)

From District 4, the president from Wisconsin, Bonnie Murphy, and also the RMC secretary-treasurer. The vice president from District 4 from Ohio, Anne Macko; the president of

District 6 from the big state of Texas, Bobby Brown. Bobby is vice president. Tommy Parsons had serious personal reasons and could not be with us today.

From District 7, the president from District 7's RMC, from Minnesota, Ann Cummings; the vice president from District 7 from New Mexico and Arizona – I guess she has probably rich homes in both states – Lorraine Miller; the president of District 9 from California, Addie Brinkley; the vice president of District 9 from California also, Chuck Latimer; the president of District 13 from Pennsylvania, Jack Caldwell; the vice president from District 13 also from Pennsylvania, Ray Myers; our president from the merger partner sector, who could not be with us today, that is Joanne Brook. Thank you very much.

I just have a couple of comments. Morty said I could take as much time as I want as long as I'm out of here in five minutes. (Laughter)

I would like to thank our mentors, Secretary-Treasurer Barbara Easterling, Executive Vice President Larry Cohen, and our leader, President Morty Bahr, for giving me and our RMC Executive Board the opportunity to address the convention and give you the chance to meet us. They are all very strong supporters of the Retired Members' Council. I also want to thank them for providing space in every other edition of the *CWA News* for a retiree article for the first time. Also for the first time, you have a Retiree Committee Report in your folder.

This past year has been very difficult for retirees. Due to the structure of CWA we have many different retiree issues. Two of the main problems for most CWA retirees are the protection of our existing medical benefits and COLA increases in our pensions. In the area of medical benefits, our union was successful in bargaining with Verizon, BellSouth and SBC in maintaining our existing medical benefits with some changes in prescription drug cost and co-pays for doctors' office visits. This was a major achievement.

The union was able to get these companies to postpone the application of caps on our medical benefits for at least five years. The union was unable to negotiate any COLA increase in pensions. We have other communication companies bargaining sessions due in the near future, such as Lucent and AT&T, where the same problems plus others exist.

Our Executive Board met with Mary Jo Sherman, a CWA Lucent bargaining representative. Her report on Lucent's position on retiree medical was shocking.

If Lucent was able to achieve their demands, many retiree pensions would not only be wiped out to pay for medical, they would have to send in a check to the company each month to pay for their medical. Well, that is not going to happen.

Our retirees nationwide will align ourselves with our union brothers and sisters to teach Lucent a long overdue lesson. If you try to do something so outrageous, you will think that retirees and active members are your new neighbors.

We will not only be demonstrating outside your company locations, but we will be camped out on the lawns of the Board of Directors. (Applause) We are well aware that if we allow Lucent to impose their outrageous proposal on retiree medical, all other companies will follow their lead.

We have formed a National Retiree Committee to work with our union to deal with Lucent. Mike Vivirito, the president of District 2 RMC, and Anne Macko, the vice president of District 4 RMC, will head up our Committee which includes our entire RMC Executive Board. Together we will win this battle with Lucent. (Applause)

You know, we have many companies that have had extremely over-funded pension plans that have not increased pensions for over thirteen years. The most consistent question I am asked at retiree meetings I attend is "How can they do this to us? How can they be so cruel and unfeeling?" Well, the answer is simple: It's because they can. And they have no concern or feelings for any of us. Some retirees have a difficult time accepting that answer, but it is the truth.

Can you imagine a company CEO reporting to his board and shareholders that he agreed with the union to give a good wage increase to his employees and a good pension increase to the retirees because it was the decent and compassionate thing to do? He would be fired by the board and stoned to death by the shareholders.

The facts will never change. They will give us what we can make them give us and they will take away any benefit we let them take away. Every employer in the public or private sector responds to only one thing, and that is, "Do you have the ability to hurt them?" If

you do, all of a sudden they become reasonable and compassionate. If you can't hurt them, they will finish you off.

We also have many contracts outside of the communications industry to bargain with, with many other problems.

With all of these retiree issues, something very important has happened. Retirees have been very involved in the bargaining process and we intend to continue to be in the future. We participated in the bargaining process to make sure our concerns were understood and supported. We were also very involved in many demonstrations, rallies, picketing, letter writing, and attending shareholders meetings. You name it, and we did it.

In return, we were strongly supported by the rank-and-file members, local union leaders, bargaining committees and national leaders, led by President Morty Bahr. All retirees thank our rank-and-file local union leaders and their members as well as our national leaders for their support in the past. We also expect your support in the future and we will be there to support you.

I also expect our retirees to be very involved in the critical upcoming elections. The worst enemy of working Americans and seniors is George Bush. (Applause) Please make November 3 a happy day for all of us. John Kerry and John Edwards are our future. (Applause)

We have never needed each other as much as we do now with the employers we have to deal with and the anti-union, anti-retiree, political atmosphere we all have to deal with until we force many changes, which we can do, together. So once again, I ask you to form a retiree club if you do not already have one. Also, do whatever you can to support your club financially. Keep your club members informed of the issues. I also expect the clubs to keep the locals informed of their issues.

If you are interested in forming a club, please contact one of your RMC district representatives and we will be glad to help. You have a list of all of our names, e-mail and phone numbers in your packet.

Besides being involved with the CWA and the national retiree movements, I served as a full-time union officer for over 27 years. I assure you that from my experience, not only is a retiree club needed for your retirees to stay active and informed, but as far as the local is concerned, an active retiree club can be a tremendous help in dealing with your employers, as well as your legislative agenda. We sure as hell need and will always need our union, and our union will always need us. So let's build a strong CWA retiree organization together.

In closing, let me say what I always say, we are not just retirees, we are and will always be proud union retirees. Thank you. (Applause)

PRESIDENT BAHR: Thank you very much, Eddie and all.

Would the Appeals Committee come to the platform, please.

While they come up, I want to call to your attention that we have been in a dispute, Local 1104 and District 1, representing several thousand graduate students in New York, for over a year, trying to get a renewal contract with Governor Pataki. The Local will be distributing a letter to the Governor, which they would like for you to sign and send to Governor Pataki. So we hope that you will cooperate.

The members of the Appeals Committee are as follows:

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

Joseph Barca, Vice President, CWA Local 1103; Becky Morris, Executive Vice President, CWA Local 3808; Tim Donoghue, President, CWA Local 4400; Mark Rocha, President, CWA Local 7102; and Edward Carr, President, CWA Local 13000, who is the Chair.

The Chair recognizes the Chair of the Committee. Also, I want to recognize our own CWA Research Economist, Pat Hunt, who helped support the Committee.

Eddie Carr.

DELEGATE EDWARD CARR (Local 13000, Chair, Appeals Committee): The Appeals Committee convened August 26 through August 29, 2004, at the Anaheim Hilton in Anaheim, California, for the purpose of receiving and disposing of appeals in accordance with the CWA Constitution and the Internal Appeals Procedures of the Union, as established by prior conventions and the Executive Board.

The Committee was available to meet with interested parties on August 26 through August 29 between the hours of 2:00 p.m. through 6:00 p.m. Outside of these hours, the Committee was available by appointment.

I would like to personally thank Committee members Becky Morris, Tim Donoghue, Mark Rocha, and Joseph Barca for their hard work and the time they devoted to these appeals. Also, the Committee thanks Dave Palmer, Area Director, District 1, Upstate New York and New England, for his support and assistance.

The Committee would like to announce that Appeals 1, 10, and 11 have been withdrawn. The vice presidents have agreed to arbitrate.

DELEGATE BECKY MORRIS (Local 3808):

APPEAL NO. 2

Reisha Roy-Holman, a member of Local 6377, has appealed the Executive Board's decision not to arbitrate her termination grievance.

Ms. Roy-Holman, was employed by Western Union Financial Services, Inc., as a Customer Service Representative. At the time of her termination, she had approximately 23 months' service (NCSO: 6-19-00). Ms. Roy-Holman was terminated on May 9, 2002, for two incidents of insubordination: harassing a fellow employee by repeatedly calling her work station and hanging up, and disruptive behavior in the call center. Ms. Roy-Holman was previously disciplined on two separate occasions for sleeping on the job. There are also other instances of defiant behavior documented by the company.

The Appeals Committee, having fully reviewed the record in this case, recommends that the Executive Board's decision be upheld and Reisha Roy-Holman's appeal be denied.

PRESIDENT BAHR: You heard the recommendation. There is no delegate seeking to speak. All those in favor of the Committee's recommendation indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the Committee.

CHAIR CARR:

APPEAL NO. 3

Linda Sexton has appealed the Executive Board's decision regarding her "appeal and complaint against President Bahr for violating the CWA Constitution by removing her from office." Ms. Sexton is the former president of CWA Local 9509. The complaint filed by Linda Sexton concerned Ms. Sexton's alleged "involuntary" removal as president of Local 9509 by President Bahr.

Ms. Sexton claims that this action was: "[P]ersonally carried out by Sandra Felix Martinez, executive vice president of the Local Union, under the explicit direction and general assistance of Jim Weitkamp, Southern California Area Director, District 9, CWA. Weitkamp, in turn, claimed to be acting directly upon the authority of Morton Bahr, President of CWA."

The complaint claims that the actions of Martinez, Weitkamp and Bahr violated provisions of the CWA Constitution. The Executive Board determined that the complaint against Martinez and Weitkamp could not be pursued because they were acting under the authority and direction of President Bahr and, therefore, did not violate the CWA Constitution. The Executive Board therefore only considered the actions of President Bahr and denied the complaint because the membership action suspending Linda Sexton had become final since no appeal or complaint concerning the membership action had been filed within the time limits set forth in the CWA Constitution.

The background facts of this matter are as follows: On approximately October 17, 2002, Local 9509 member Foxyne Hinton filed charges against then-Vice President Linda Sexton for "threatening to report [a] member for misuse of company time." A trial was held on those charges and on November 12, 2002, the Local 9509 Trial Court issued its decision that Vice President Sexton was guilty as charged and issued the following penalty:

(a) Fine of \$5,000.00;

(b) Suspension from membership in the union for a period of three years,

effective November 12, 2002.

The decision was appealed to the 9509 membership meeting on November 19, 2002, and the membership voted to overturn the decision of the Trial Court. Subsequently, at the January 21, 2003, membership meeting, a timely complaint was filed by Local 9509 member Frank Sarmiento challenging the conduct of the vote. The membership passed the following three motions:

(1) That the November 19, 2002, vote to overturn the Trial Court be considered null and void, and a new vote be taken at this meeting;

(2) That the original Trial Court decision be upheld; and

(3) That Ms. Sexton be suspended immediately and such suspension remain in effect throughout the appeals process regarding the Trial Court decision.

At that meeting, the minutes reflect that Ms. Sexton stated that she is appealing the membership's decision. The membership action had to have been appealed within thirty days pursuant to Article XX of the CWA Constitution. Or alternatively, a complaint under the Internal Appeals Procedures could have been filed within 60 days alleging that the membership had no right to change its November 29, 2002 decision. Ms. Sexton did not take either action. Once the time limits for filing an appeal or complaint had expired, the decision of the Local became final.

Ms. Sexton continued to hold the office of President during the time for filing an appeal and continued to hold office once the time limits for filing an appeal or complaint had expired, in contravention of the membership action. On or about March 20, 2003, member Foxyne Hinton filed charges with Secretary-Treasurer Easterling against Local 9509 President Linda Sexton, Secretary-Treasurer Robin King, and Executive Vice President Sandra Martinez. These charges alleged that Ms. Sexton had not surrendered her office in accordance with the January 21 membership action and that Secretary-Treasurer King and Executive Vice President Martinez failed to comply with the membership action. The National Executive Board appointed District 9 Northern Area Director Jim Gordon as prosecutor to investigate the charges.

Prosecutor Gordon issued his report on July 7, 2003. He found no probable cause to proceed against either Secretary-Treasurer King or Executive Vice President Martinez because they had attempted to comply with the membership action. Prosecutor Gordon also recommended that no trial be convened against Linda Sexton, but that the matter of her prior suspension be enforced immediately because the membership action upholding the Trial Court decision had become final due to no appeal having been filed.

On July 8, 2003, President Bahr distributed Prosecutor Gordon's report to the CWA Executive Board as well as to the accuser and the accused. On July 16, 2003, Ms. Sexton appealed the "recommendation and investigation of Prosecutor James B. Gordon, Jr." By letter dated August 1, 2003, President Bahr advised Ms. Sexton that because she was not an accuser and because she had waived any appeal of the January 21, 2003, membership action, she had no further appeal rights.

Linda Sexton then filed a complaint and appeal against President Bahr for wrongful and unlawful removal from her elected position as President of Local 9509. Ms. Sexton's complaint against President Bahr was based on his enforcing the membership action that suspended her from membership and his ruling that Ms. Sexton had no further appeal rights. Since Ms. Sexton did not appeal the January 21, 2003, membership action at any time, she had no further "appeal" rights concerning this membership action. Accordingly, the Executive Board upheld President Bahr's decision on this point and agreed that President Bahr had a responsibility to enforce the January 21, 2003, membership actions once the time for filing a complaint or appeal had expired.

Ms. Sexton makes several claims about being denied constitutional rights during the Trial Court proceedings. She claims that she was denied the right to an "unbiased" Trial Court; that she was denied a postponement of the trial proceedings to prepare her defense; that she was denied sufficient time to present her witnesses; and that she was denied the opportunity to present a "critical" witness in her defense. These claims, if true, are troubling and could, in fact, have been sufficient reason to overturn the Trial Court. Ms. Sexton, however, never appealed the membership action of January 21, 2003. Therefore, that membership action has

become final.

Ms. Sexton further claims that the reason she did not appeal was that two District 9 staff advised her not to appeal and that she had witnesses. She made this clear to the Appeals Committee during her interview. The Committee met with both of these staff members and both deny that they told Linda Sexton not to appeal. Ms. Sexton claims to have two witnesses who heard one of the District 9 staff tell her not to appeal. One of those witnesses appeared before the Committee and admitted that he had lied and submitted a false statement earlier in stating that he and the other witness had heard the District 9 staff while on a speakerphone tell Linda Sexton not to appeal. He now states that that conversation never occurred.

After a thorough review of the file and interviews with several individuals, including Ms. Sexton as well as representatives of the Local, the Appeals Committee agrees with the Executive Board that the complaint against President Bahr is totally unfounded and that Ms. Sexton has no further appeal rights. The issue in this case is ultimately reduced to a single question. Did Ms. Sexton file an appeal or a complaint regarding the January 21, 2003, membership action? She did not. When the time limits to either appeal or to file a complaint expired, the Local action became final and it was proper for President Bahr to enforce that action by removing Ms. Sexton from office.

The Appeals Committee therefore recommends that the decision of the Executive Board be upheld and the appeal of Linda Sexton be denied.

... The motion was duly seconded ...

PRESIDENT BAHR: You heard the recommendation. It's been seconded. On Microphone No. 3, Delegate Martinez.

DELEGATE SANDRA MARTINEZ (Local 9509): My brothers and sisters, I stand before you today in support of the Appeals Committee's recommendation to deny Linda Sexton's complaint. I know that there is a lot of confusion and muddied waters circulating everywhere. I would like to clear it all up for you.

Linda Sexton was brought up on charges for turning a member in to management. The Local tried her and found her guilty. The membership upheld the decision of the trial panel. Linda never filed an appeal.

We can liken it to the grievance process. Time and time again, we tell our members they have a right to file a grievance and that they have 30 days from the date of incident to do it, or else it times out. Once it times out, there's no more chances. They don't get an extension. Well, our Constitution is very specific as to how many days you get to file an appeal. Nobody gets an extension, no matter what the excuse happens to be.

Linda filed a complaint against President Bahr saying that he removed her involuntarily. My brothers and sisters, I am here to tell you that President Bahr didn't remove Linda; the membership of Local 9509 removed her.

You know, yesterday we stood up and voted against the Frequency of Conventions Committee's recommendation to have a convention every three years. There were many questions raised, but one of the most important ones was how the appeals were going to be handled. Well, brothers and sisters, when it's brought up again, we may as well vote to have a convention every five years, because if today you vote against the Appeals Committee's recommendation to deny Linda Sexton's complaint, you will be destroying the appeals process and it will put in jeopardy the integrity of the Constitution.

Let's not forget that the membership that elected her president is the same membership that removed her from office. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Gavin.

DELEGATE BILLIE GAVIN (Local 6151): Thank you, Mr. President. Brothers and Sisters, I need you to listen carefully. As I, too, when I was first approached with this issue, decided that it was based on process, and process had been violated. But I ask your permission to give you a few more facts.

I have read most, if not all, of the information that has been distributed on this appeal, as well as the Committee's report. After reading all the information, the only thing that I am absolutely sure of right now is that there are always two sides to every story, and somewhere in the middle is the truth. Our charge today is to search for the truth.

I have discussed this issue with both sides. I have discovered many alarming

facts that lead me to believe that Ms. Sexton has been railroaded. The Committee reports that one of Ms. Sexton's witnesses recanted their sworn written statement. Mr. Alex Tejeda now states he lied when he gave a written statement. He took pen in hand and wrote out a statement and swore to it, verifying Ms. Sexton's claim that her staff rep, Ed Venegas, directed her not to file an appeal. How do we determine when he's lying and when he's telling the truth? (Applause)

Two short weeks ago he was appointed vice president of 9509. Two weeks ago. Two weeks ago he was appointed vice president. The secretary-treasurer and the president of 9509 saw fit to issue him credentials to sit on the floor of this convention. We all know that you must be elected to sit on the floor of this convention.

It was ultimately appealed or brought to the attention of the Credentials Committee. His credentials were revoked. At that time, he addressed Ms. Sexton, using profanity and personal jabs at her.

It's true, Ms. Sexton did not file a timely appeal. I am not challenging that today. But what you don't know is the challenge filed over the membership meeting of November 19, where everything that the Trial Court had done was reversed, was not timely either. It is dated January 18, which is a Saturday.

How many local offices are open on a Saturday? It doesn't happen. This local has standing operating hours of Monday through Friday. The membership meeting was held on the 21st. That challenge was never dated or time stamped, as is the normal operating procedure of this local.

Ms. Sexton trusted the direction she was getting by her staff rep Edward Venegas. Brothers and sisters, please ask yourselves this one question: How many times have you experienced or heard horror stories of a staff rep getting involved in local politics? It's not their job. (Applause)

Had Mr. Venegas not directed Ms. Sexton to trust the National and not file an appeal, as he stated that Legal is handling this, Ms. Sexton would have filed an appeal.

Brothers and sisters, please remember, democracy is the foundation of this great union, and this is the very reason we voted down the triennial convention yesterday. The will of the membership of Local 9509 has been tossed aside.

The membership of Local 9509 continues to support Ms. Sexton, as many of them have taken personal time and used personal funds to attempt to have a wrong righted today.

I will end the same way I began: Always remember, and don't ever forget, there are always two sides to every story, and somewhere in the middle is the truth. The members of 9509 deserve to have the truth exposed. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Reyna.

DELEGATE VALERIE REYNA (Local 9415): I have a question, Morty. If the Committee is overturned on this complaint, what will be the result?

PRESIDENT BAHR: The result would be that Linda Sexton would have the right to appeal. We are dealing with just a very narrow question here. You are not dealing with the merits of the Trial Court. It would be a reversal; the Appeals Court would give her the opportunity to appeal.

You are entitled to a second question.

DELEGATE REYNA: If the Committee is overturned on this issue, what will be the impact on the Constitution as it relates to the time limits in the appeals procedure?

PRESIDENT BAHR: Well, I would refer that to the Committee, because they – well, why don't I just refer that to the Committee. They have made their position pretty clear. The question – and I am reading from their report, and like you, I saw this report just a little while ago because they have been working very hard.

The simple question was, "Did Ms. Sexton file an appeal or a complaint regarding the January 21, 2003, membership action? She did not. When the time limits to either appeal or to file a complaint expired, the Local action,..." et cetera, et cetera.

They followed the Constitution. A reversal of their decision would be, in the judgment of a majority, to overturn what they followed, the rules laid out in the Constitution.

On Microphone No. 3, Delegate Young.

DELEGATE JOHN T. YOUNG (Local 9509): Good afternoon, brothers and

sisters, fellow delegates. Let me clarify something. The reason Mr. Tejeda was issued credentials has nothing to do with this appeal. He did not benefit from Mrs. Sexton's removal. We had a death in the EVP spot, and I was moved up to that position two weeks ago. He then, properly approved by the membership, got my position. I needed to clarify that before we went any further.

I ask that you uphold the Appeals Committee. This is not a complicated issue. It is about whether or not we follow the Constitution with an appeals process.

But in order to understand the entire thing, let me just say that Linda ratted out a political opponent supporter to management for misuse of company time. That is what started this. That happened on August 18, 2004.

In the official transcript and record of the August 18, 2002, membership meeting, once Linda was confronted about this, Linda's response was, and I am quoting from the record, "Linda said she was unable to find a second level manager but did speak to a first level manager," as though the level made a difference.

If it is the union that turns your members in to management, then who the hell represents them? Because it certainly can't be the union. (Applause)

Ms. Sexton is an experienced union person, by her own admission. She was married to a president, she was a steward, she was an elected VP when this incident happened, and then a president, and now she claims that because someone else told her not to appeal, she didn't appeal.

I am sorry, Linda, if a member had come to you and asked you what to do, as president you would have told them to appeal. Please own up to your own responsibility. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Hennig.

DELEGATE WILLIAM HENNIG (Local 9410): President Bahr and delegates, I have read this. I have read it a dozen times. Frankly, I don't know what the issues are.

But a couple of things are fairly clear. One of the paragraphs that jumped out at me from what the Committee has written, and I quote, "These claims, if true, are troubling and could, in fact, have been sufficient reason to overturn the Trial Court. Ms. Sexton, however, never appealed the membership action."

January 21, 2003, is this a time-out issue? If it is, then I want to ask those of you who are stewards here, what steward has never timed-out a grievance or come close to timing it out?

I ask this convention to overturn the Board's decision and hear this appeal. I think that is the least we can do, considering the outrageous assessment of \$5,000 and three years' loss of membership. Ms. Sexton deserves her day in court. Thank you. (Applause)

PRESIDENT BAHR: I have to apologize. I recognized the delegate on Microphone No. 4. I thought Delegate Young was finished, but all he did was stop to take a breath. They told me you still have two minutes, and I have to apologize. I am very sorry. So with the concurrence of the convention, we will let you finish your time.

DELEGATE YOUNG: Thank you. I do accept your apology.

Since we have been here, there has been quite a bit of literature passed out about this issue. One thing that was passed out yesterday alleged that there were 700 members that had her support. However, only page 1 of those signatures was presented.

I know those signatures. First of all, those signatures were collected over a year ago. Three of the 20 names on that list are no longer employees of SBC nor union members, and seven to ten of them are in the guest section.

I would like to have those guests stand, because they came here. They are appalled that their names were put on a list for this appeal when they gave her no permission to use their names for her purpose.

I am not finished. In closing, I would like to say to the delegates--

PRESIDENT BAHR: You have one minute.

DELEGATE YOUNG: I understand.

If you allow this appeal, as of today you will destroy the appeals process and put the integrity of the Constitution in jeopardy. The Constitution cannot, should not, and will not be manipulated for personal, self-serving reasons.

Linda, your 30-day time limit to appeal had expired on February 20, 2003. We are 18 months later, and to give you an appeal process today will destroy the democracy of CWA and its Constitution. Thank you. (Applause)

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

DELEGATE JOHN D. ADAMS, JR. (Local 9421): Mr. President Bahr, Executive Board, and Delegates: I would like to call for the question.

PRESIDENT BAHR: A motion has been made to close debate. It's not debatable. It takes a two-thirds vote. All those in favor, indicate by raising your hands. Down hands. Opposed by like sign. Debate is closed.

Would everybody take their seats. It's a little easier to see.

The motion before the convention is Appeal No. 3. All those in favor of the Committee's recommendation, indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause and cheers)

The Chair recognizes the Committee.

DELEGATE JOSEPH A. BARCA, JR. (Local 1103): Good morning, fellow delegates.

APPEAL NO. 4

Monazir Khan, a member of Local 1104, has appealed the Executive Board's decision regarding Local 1104's denial of expenses and salary.

Mr. Khan submitted vouchers to Local 1104 during the period of October 2002 through August 2003. Local 1104 declined to pay some of the expenses associated with those vouchers. Mr. Khan also claims that he is entitled to a salary from the Local from December 2002 to the present. Local 1104 has also declined to pay that salary.

The expenses that Mr. Khan submitted fell into three categories: Per diem expenses, Salary, and Office/administration expenses.

First, Mr. Khan submitted vouchers for one-half of the daily per diem on days when he did not have an overnight stay. The Local's policy, however, is to pay per diem only when an overnight stay is involved and to pay actual expenses with submission of receipts for expenses associated with travel that does not include an overnight stay. Mr. Khan never submitted receipts. Accordingly, the Local was correct in not paying the per diem.

The second category of expenses that Mr. Khan submitted were for office expenses for labels, and the cost of folding mail at Kinko's in Binghamton and renewal of a post office box. The Local has an office in Binghamton and these expenses were not authorized.

Finally, Mr. Khan claims that he is entitled to payment of a salary in addition to the stipend he receives as a Business Agent of Local 1104.

Mr. Khan had been the Executive Vice President of the Education Division of Local 1104 prior to December 2002, and claims that he is still entitled to a salary. The Local has established the salaries and stipend amounts for Officers and Business Agents and it is clear that Mr. Khan is only entitled to the Business Agent stipend and not the salary for Executive Vice President as he no longer holds the position of Executive Vice President.

Accordingly, the Appeals Committee recommends that the decision of the Executive Board be upheld and the appeal of Monazir Khan be denied.

PRESIDENT BAHR: You heard the Committee's recommendation. The Chair recognizes Delegate Lilja on Microphone No. 3.

DELEGATE ROBERT LILJA (Local 1104): On the first issue, I rise in support of the first issue, the issue of salary. In May 2001, we had an Executive Board meeting, and at that Executive Board meeting, Monazir Khan was on the board. He was executive vice president of the Education Division. We voted on what the officers' and business agents' salary or stipend would be. At the time, Monazir was an executive vice president, and we voted on a salary and stipend for the executive vice president. However, the business agents, when they voted on that, they were just to get a stipend.

We also agreed at that Executive Board meeting that we would use two business agents as full-time organizers, the business agent in Albany and the business agent in Binghamton. So they would get a salary in addition to their stipend for the next year, and after a

year, we would review it again.

Mr. Khan was at that Executive Board meeting. Mr. Khan voted in favor of these issues. In the fall of 2002, Mr. Khan ran for business agent in Binghamton and won. He was now no longer the executive vice president, but he kept submitting vouchers for weekly salary, and we kept not paying them. We continued to pay him his stipend as a business agent, but not his salary as EVP or business agent, because there was no salary associated with that job.

The next issue is per diem expenses. Mr. Khan put in half-day per diem requests on his voucher when he attended meetings in Albany and returned home that night to Binghamton, the same day. He was told that there are no half-day per diem expenses, but if he had expenses associated with attending the meetings for the local, they would be reimbursed if he had receipts. Well, he had no receipts, so he did not get reimbursed.

The next issue was the use of Kinko's. It was Kinko's in Binghamton, not Kinko's out of town. We have an office in Binghamton with a full complement of office machines and a staff. But instead, Mr. Monazir Khan chose to use non-union Kinko's to reproduce letters, fold them, and stuff them in envelopes for mailing out to the membership.

The first couple of times he did that, the vouchers were paid, and each time we advised him not to use Kinko's, that this could be performed in the union office. We did not need the extra expense. But he continued to put in vouchers and use Kinko's. So finally, we stopped paying him. This is why I urge you to support the Committee and deny Monazir Khan's appeal. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Sims.

DELEGATE KATHLEEN D. SIMS (Local 1104): I was present at our first Executive Board meeting when Monazir Khan was Executive Vice President. Our policies about local per diem expenses could not have been more plain. All of our discussions about that policy were perfectly clear, and we all know these are the procedures of the local. Overnight stays, receipts for hotels and toll plazas, or some associated expenses must go with your vouchers.

On the question of salary, Monazir Khan is not hired for any position. He has been paid in full for the position he ran for and was elected to fill. The business of serving as an executive officer, serving as a business agent, and being elected to serve is a phenomenal learning experience and it is a privilege to be elected and to stand up and serve. No one is entitled to anything when they are neither elected nor hired.

On the third question of office expenses, our membership should not be expected to pay redundant administrative expenditures. All emergency expenditures have a procedure, and we are able to get approval for those in the event that they are necessary. He never requested any of that, nor did we hold it against him whenever he needed to do something. However, he was well aware of the prior approval for expenditure policy. He was well aware of the Binghamton union hall, and it was a key reason that we were established in the Binghamton area.

The fact is that any of us can write anything on the green voucher we want to, and we can appeal it all the way to this convention. Should members' money be used to pay it? No, not our members. Vote to uphold the decision of the committee.

... Secretary-Treasurer Easterling assumed the Chair ...

SECRETARY-TREASURER EASTERLING: Microphone No. 3, Delegate Caponi.

DELEGATE SABATO CAPONI (Local 1104): President Bahr, Executive Board, and Fellow Delegates: I don't want to beat a dead horse. There is no one at the Against mike. I just ask that you support and uphold the Committee's recommendation. You have heard from my president and my executive vice president in the Education Division. I just ask for your support. Thank you.

SECRETARY-TREASURER EASTERLING: Ready to vote on Appeal No. 4? All those in favor, signify by raising your hand. Those opposed by like sign. It is adopted. The Appeals Committee.

DELEGATE MARK ROCHA (Local 7102):

APPEAL NO. 5

Richard Lombardi, a member of CWA Local 6174, has appealed the Executive Board's decision not to arbitrate his termination grievance.

Mr. Lombardi was employed as a Communications Consultant with Sprint for 17 years with NCSO of 7-29-86. Mr. Lombardi was working in a Central Office and says he accidentally clipped on to his wife's line and listened to her conversation with her stepfather. Mr. Lombardi called his wife questioning the conversation to which he had listened. At a later date, when the grievant and his wife were divorced, the ex-wife and her husband contacted Sprint and complained about a possible wiretap by an employee. Mr. Lombardi admitted to security that he tapped onto the line and listened to her conversation. Mr. Lombardi was terminated for violation of the company's Principles of Business Conduct and Secrecy of Communications.

After carefully reviewing the entire file, the Committee recommends that the decision of the Executive Board be upheld and the appeal of Richard Lombardi be denied.

... President Bahr resumed the Chair ...

PRESIDENT BAHR: You heard the Committee's recommendation on Appeal No. 5.

Are you speaking on this appeal? Nobody has called in. Do you want to speak on Appeal 5?

DELEGATE GLENDA G. TURNBO (Local 6174): Yes.

PRESIDENT BAHR: I'm sorry. They slipped it to me. Okay, I got it. My fault. Microphone No. 4.

DELEGATE TURNBO: I represent Sprint local telephone workers in Texas. I am here to ask my union brothers and sisters and fellow delegates to look at more than what CWA and Sprint has already considered as the bottom line. My member, the grievant, Richard Lombardi, signed a statement without thoroughly reading it or really understanding what he was signing. He was foolish. He admits it. He was going through a terrible trauma in his personal life.

I don't know how to really say all of this, so I am just going to make it really quick, if I can. His wife and best friend at the time were having an affair. This started in early 2002. Then as it proceeded, his wife left him for his best friend and they moved in together, and then they were married.

Richard is accused of listening to a conversation which he actually did not listen to. He tapped on the line – I know it sounds outrageous, but it truly was an accident – in the course of the day. Nine months later after the incident, his ex-best friend is mad at him because the wife that he stole and married is now wanting to go back to Richard.

So nine months later, he calls Sprint and makes a complaint, and the fact that Richard did not believe he had done anything wrong, he didn't maliciously listen to any calls. He did not go directly to them and say, I heard you talking about the chainsaw. All of it came months and months later, but the only thing Sprint heard was that he admitted that he made a mistake, that he clipped on accidentally, and that's all.

Richard had been betrayed by his best friend and his wife. There was a ten-year-old daughter in the home. There were conversations going back and forth. He learned a lot of what he knew from the daughter between the homes. It wasn't that he was listening to conversations.

The people, the ex-wife and the ex-best friend that made the complaint, sent three handwritten recanted statements to Sprint and to CWA that went with his file saying that they made a mistake. They couldn't prove what they said, and they basically had done it out of vengeance and retaliation.

And Richard being honest and not having the good sense to not sign anything – and if you are going to sign it, you certainly should read it first. Has anybody in here ever signed something without reading it? He did, but he had admitted to something that he didn't really do. Unfortunately, that is the bottom line.

And we want to go to arbitration. We believe an arbitrator will look at these documents and listen to Richard's story, as he tells it a little more clearly now with a sober mind and a better state of mind.

We want a chance at arbitration. That's what we are asking for. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Campbell.

DELEGATE ROBERT B. CAMPBELL (Local 3176): Time and time again you try to counsel your members that they don't sign documents about security because of all the known tricks and gimmicks that security uses to get you to say things that aren't so.

Unfortunately, time and time again we have to battle with these signed statements that have falsehoods and innuendoes. And this is the case in this incident where an employee was brought in who was distraught, had many things going on his life, and he made a mistake.

I appeal to the floor to give this individual a right to have his case heard before an arbitrator and, as Glenda said, while he is in a clearer state of mind to present the evidence that does not show up in the official record of appeals and have his day in court. Thank you.

(Applause)

PRESIDENT BAHR: No other delegates desiring to speak. Before you is Appeal No. 5. All those in favor of the Committee's recommendation indicate by raising your hands. Down hands. Opposed by like sign. It is reversed. (Applause)

I just want to make an observation. I will be honest with you, in listening to Delegate Turnbo. I almost interrupted her and said, "Let's arbitrate it," but – and I always say this – you already acted. The record is still clear. In the last 19 years, in every case like this, not like this but where you reversed the Appeals Committee, we've lost.

Now, those of you who were here last year heard somebody come to the Privilege mike and correct me, but then she later corrected herself and said that we didn't win; we settled.

But notwithstanding that, I am ready to give the person his day in court, but I think what we ought to do – I am talking in-house here – is that when this is handled back home, let's admit to one another that in this case a person signed a confession. And our history is such that in arbitrations, in every union, it is almost impossible to get the initial confession reversed to convince the arbitrator. But if we feel that strongly, just say to the staff rep, just say to the district vice president, goddamn it, this guy screwed up. Let's give him his day in court, and let's not go through a bunch of charades with each other. (Applause)

You know, we have no problem with doing it, but at least just be honest with each other. Look, there is no way that any of us, being human as we are and trade unionists could go against the heart-rending plea that Delegate Turnbo spoke from the center of her heart and her gut. But if we just want to get down to basics, when it originally gets rejected – and it goes through a great process before it gets rejected – say, "Hey, I really need this one for this guy," go through all the reasons, you are going to find that nine times out of ten the vice president is going to go along with you. But what we have to be careful of is a string of losses that arbitrators take a look at, and then when you've got a good case, they are looking at the bad ones.

But in cases like this where it is emotional, let's not have it come here. Let's settle that back home. But you persuaded me.

Having said that, the Chair recognizes the Committee. In this case, we will be arbitrators. (Applause)

DELEGATE ROCHA (Local 7102):

APPEAL NO. 6

Robert Saucedo, former Secretary-Treasurer of CWA Local 6143, has appealed the Executive Board's decision regarding charges he filed with the National Union. Mr. Saucedo had charged Local 6143 President Ralph Cortez and Executive Vice President Andy Ramos with violating the CWA Constitution and Local Bylaws.

The CWA Executive Board appointed CWA Staff Representative Mark Franken as prosecutor to investigate the charges and make a report and recommendation as to whether there was probable cause to go forward to a trial. Prosecutor Franken conducted his investigation and found no probable cause to believe violations of the CWA Constitution and Local Bylaws had occurred and therefore recommended that no trial be conducted.

By letter dated July 10, 2003, President Bahr sent Mr. Saucedo a copy of Prosecutor Franken's report by both certified and regular U.S. mail. The letter informed Mr.

Saucedo he had 30 days from the date of President Bahr's letter to appeal to the Executive Board. The certified letter was returned as "unclaimed" with notations that three deliveries had been attempted by the Post Office on July 14, July 18 and July 29, 2003. The letter sent by regular U.S mail on July 10, 2003, was never returned as undeliverable.

On August 7, 2003, Mr. Saucedo called Mr. Franken saying he had not received the report. Mr. Franken sent another copy of the report on August 7, 2003. By Mr. Saucedo's own admission, he did receive the report on August 11, 2003. On August 12, 2003, Saucedo again called Mr. Franken and stated that he just received a copy of the report and to request an extension of time to appeal the decision. Mr. Franken advised Mr. Saucedo of the following:

1. Records show multiple copies of his report were sent on multiple dates;
2. Mr. Franken did not have authority to grant or deny an extension;
3. The official notification was sent out by the office of the President and stated

that any questions should be referred to the President's office.

On September 16, 2003, President Bahr's office received Mr. Saucedo's letter dated September 9, 2003, appealing Mr. Franken's report. The letter refers to an original request for the report dated August 18, 2003. There is nothing in the file indicating that Mr. Saucedo wrote or called anyone on August 18, 2003.

The return address on Mr. Saucedo's September 9 letter was the same address to which all previous copies of Mr. Franken's report had been sent.

The Executive Board determined that the appeal was untimely. After carefully reviewing the entire file, the Appeals Committee recommends that the decision of the Executive Board be upheld and the appeal of Robert Saucedo be denied.

PRESIDENT BAHR: You heard the Committee's recommendation on Appeal 6. There is no delegate caring to speak. All those in favor of the recommendation indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

CHAIR CARR:

APPEAL NO. 7

Henry Moreno, a member of Local 6143, has appealed the Executive Board's decision not to arbitrate his grievance.

Mr. Moreno was employed by AT&T as a Customer Representative and had approximately 12 years of service (NCS-11-26-90) with the company. He was terminated on September 12, 2002 after the expiration of 52 weeks of sickness disability benefits, and applied for and was placed on long-term disability. On December 17, 2001, he was out of work on sickness disability benefits when his office in San Antonio was permanently closed. Mr. Moreno was not paid termination pay. He argues on appeal that since he was receiving full pay at the time of the closing, he should have received termination pay.

The contract specifies that only regular employees shall receive termination pay. As Mr. Moreno was not an active employee at the time of the facility closing, he was not entitled to termination pay.

After reviewing the entire file, and speaking with Mr. Moreno, the Appeals Committee recommends that the Executive Board's decision not to arbitrate Mr. Moreno's grievance be upheld.

PRESIDENT BAHR: You heard the recommendation.

On Microphone No. 5, Delegate Perez.

DELEGATE JUDITH PEREZ (Local 9400): Morty, my question is what is the difference between a regular employee and an active employee?

PRESIDENT BAHR: I will refer to the Committee. They are getting the file.

CHAIR CARR: According to the document we have, it states "however, as is the case with the other employees, you will terminate employment at the expiration of sickness and disability benefits and, therefore, no longer be eligible for any further extended compensation payment or any other termination pay." That is what we based this on.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE PEREZ: Pass.

PRESIDENT BAHR: Microphone No. 5, Delegate Raborg.

DELEGATE LAURIE E. RABORG (Local 2201): The first question I have is: Was there an agreement made in regard to these affected employees, and, if so, what was that language? By that I mean were they offered transfers, downgrades?

PRESIDENT BAHR: The Committee.

CHAIR CARR: From the correspondence we have, he was not offered anything because he was out on benefits.

DELEGATE RABORG: Thank you. And the second question: Do we have the language that is specified under the AT&T long-term disability plan? And if so, how were the employees classified under this plan?

PRESIDENT BAHR: The Committee would like you to repeat that last question, please.

DELEGATE RABORG: The question is: Do we have the language as specified under the AT&T long-term disability plan? And if so, how are the employees classified under this plan?

CHAIR CARR: The information we have is that he does not get anything unless he returns to work, which he never did.

PRESIDENT BAHR: Vice President Maly just confirmed that.

Microphone No. 5, Delegate Hough.

DELEGATE GARY P. HOUGH (Local 6325): Yes. Is Mr. Moreno still receiving long-term disability benefits?

CHAIR CARR: No.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE HOUGH: I have no other question.

PRESIDENT BAHR: On Microphone No. 5, Delegate Green.

DELEGATE FREDDIE GREEN (Local 3410): My question is: If in fact you have someone who is on short-term disability, would they still not be considered a regular employee?

PRESIDENT BAHR: That is the information we have. That was what I used to answer the other question.

DELEGATE GREEN: My second question is, he was not officially removed from the payroll until September '02; am I correct?

PRESIDENT BAHR: Vice President Maly is standing back here. He's helping us because he knows the contract. He says it does not make any difference. You have to come back as an active employee. You have to come back on the roll, and he did not. That is the problem.

No other delegate cares to— one more?

On Microphone No. 5, Delegate Evans.

DELEGATE LESLIE D. EVANS (Local 2100): Thank you, Morty. When the office closed, was Mr. Moreno – let me ask it this way. When the office closed, were the employees that worked in that office offered jobs elsewhere?

CHAIR CARR: I don't know the answer to that.

PRESIDENT BAHR: Vice President Maly says yes.

DELEGATE EVANS: My second question then is: When the office closed, was Mr. Moreno offered employment in another office?

PRESIDENT BAHR: You get back to the original question. He could not be. He had to come back to work before he could exercise those options. So we keep coming back to the fact that he never came back to work.

Nobody else?

Before us is the Committee's recommendation on Appeal No. 7. All those in favor of the recommendation please indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Let me just ask you now—

VOICE FROM THE FLOOR: Roll call.

PRESIDENT BAHR: Did I hear somebody say "Roll Call"? (Laughter)

The orders of the day call for lunch. Now, I want to be guided by you. I feel we have about an hour and a half to two hours of work. So I leave it up to you by a show of hands. Shall we stay and go through, or break for lunch? How many want to stay and go through?

How many want to break and go to lunch? Roll call? (Laughter)
We are recessed until 1:30 p.m.
... The convention recessed at 12:00 o'clock noon ...

TUESDAY AFTERNOON SESSION

The convention reconvened at 1:30 p.m., President Morty Bahr presiding.

PRESIDENT BAHR: Would the delegates take their seats. The convention will be in order. The last song that was playing as I came into the hall is called "No Wealthy Tax Cuts - I Need a Job." It was recorded by Gimmick. The singer is married to Alice Dingerman from our Iowa office. The lyrics were written by Steve Abbot, CWA's political coordinator for Iowa. Next week you will be able to download this song from the CWA-COPE website. So go to www.cwa-cope.org and you will be able to download it. (Applause)

Now I want to recognize Barbara Easterling for the purpose of the Pediatric AIDS Awards.

SECRETARY-TREASURER EASTERLING: Thank you, Morty.

It is time again for our Pediatric AIDS Awards, but before we continue I think you will enjoy the video we are about to show.

... A very informative and moving video regarding pediatric AIDS was shown depicting how the Foundation is moving forward in its mission to create a future of hope for children and families around the world through cutting-edge AIDS research. It also highlighted the Foundation's "Call To Action" Project ... (Applause)

SECRETARY-TREASURER EASTERLING: We are honored today to have two representatives of CWA's Charity of Choice, the Elizabeth Glaser Pediatric AIDS Foundation, with us at this year's Convention. Joining us today are Kate Carr and Cameron Seimers.

Kate is the president and chief executive officer of the Pediatric AIDS Foundation. Under Kate's leadership since 1998, the Foundation has expanded its work around the world through the international "Call to Action" project to prevent mother-to-child transmission of HIV, and "Project HEART," which delivers anti-retroviral care to both children and adults.

Kate, who is no stranger to CWA and CWA conventions, does an outstanding job in leading the Foundation and directing its global mission of funding extensive research and promoting education, awareness and compassion about children with HIV/AIDS. Please join me in welcoming Kate Carr. (Applause)

KATE CARR (President-CEO, Pediatric AIDS Foundation): Thank you very much, Barbara, for that very warm and wonderful introduction.

We at the Pediatric AIDS Foundation are indebted to you. Not only do we have Barbara Easterling as a member of our Board of Directors, and let me tell you, she is every bit a dynamo there as well as she is here. (Applause and cheers)

She followed in some pretty large footsteps. For a number of years we were equally pleased to have Morty Bahr, who served on our Board for awhile and turned it over to Barbara. What a great combination. Morty still allows us to use his name many times, and it opens lots of doors. And he gracefully serves as a member of our Executive Advisory Board.

I was watching that video and the footage of Elizabeth Glaser brought back a lot of memories. The speech that you saw her give in 1992 was actually a speech to the American people that was delivered at the Democratic National Convention in New York in 1992. That was twelve years ago. Some things have changed. Elizabeth is no longer with us, but the need for our work is every bit as urgent as the day she stood up and said, "This is a matter of life and death."

While in our video you had the opportunity to see some faces that looked distinctly American and some faces that looked distinctly from other countries, we are here today to talk about the importance of this work for children everywhere.

I want to deliver a personal word of thanks to each and every member of the Communications Workers of America for having the vision, the foresight, to be a part of our dream and to use your mighty muscle. That means so much, not only to your workers, your families, but its reach is felt around the world.

So I am here today to deliver to you a great big thank you from the bottom of my

heart for your support of the Elizabeth Glaser Pediatric AIDS Foundation as your charity of choice. (Applause)

You have seen what that support has done. We have grown from an organization that was started by three moms around a kitchen table to one whose reach is felt in the farthest corners of this world as well as in the corners that are as close as a few minutes away.

To bring that point home, I want to ask you to think that today while we are meeting, 2,000 children will become infected with HIV, just today alone. Multiply that out day after day, month after month, that turns into years and years and years.

These are infections that can largely be prevented if we have the resources to do that. Your resources are helping us to do just that.

They are also helping us to insure that children can lead healthy lives and actually have the opportunity to grow into healthy adults.

How happy did it make you to see Elizabeth's son, Jake Glaser, in that video. I can't tell you how happy it makes me. (Applause) Jake is an extraordinary young man and he wanted to be with you here today. He is turning 20 next month and one of the important milestones that he is now just facing is one that is important for any young person in and around that age: he started college yesterday.

We said to him that you would understand that it's more important that he get his college career off to a good start and that I could bring his good wishes to all of you today, and so I am dutifully delivering them.

We do have an important speaker. As I said before, AIDS touches us in places both near and far. Cameron Seimers was actually featured in that video, and you will have the opportunity to meet him today, because he joined me for this presentation. Cameron's mom and grandma are here as well. He and his mom live just about 15 minutes away from here.

Cameron's story is one of a person of true courage. You will see what I mean. Let me give you some sense of it.

While today he is a freshman at Cypress College and pursuing a career in communications – and you will understand his passion about public speaking after you hear him speak – I want to tell you about a recent challenge that Cameron faced. Cameron was infected with HIV when he was two years old through a blood transfusion, and his battle has been a lengthy one. But he is 22 years old today and still going strong. (Applause)

Some days are a little bit more challenging than others. On a normal day, Cameron takes upwards of 30 pills to help control the virus. Now he's been doing this, and he has had more than 10 different combination cocktail therapies that he has worked his way through one after another.

You see, AIDS doesn't just stand still. It constantly mutates, and the need for new treatment is an ongoing one.

This past December, Cameron faced probably one of his toughest challenges. He started with pneumonia. The pneumonia turned into pancreatitis, he hemorrhaged. He needed to be transfused with ten units of blood. He tells me that he can't even remember at least a week, if not more, of that time period, and his mom is fortunate to have a job and an employer who understood that she needed at least six weeks of time when Cameron was facing those tough days.

He recovered, he's here today, but it was a battle to recover, that meant almost learning how to walk again, having to use a cane, having to regain full mobility. That's a lot of courage for a young person. I look at my own children and wonder, could they make it? Could I be there to help them make it through? And I have to tell you, it's that question that keeps me working really hard.

My words pale in comparison to the words that you are about to hear from one of the true heroes in the fight against AIDS, because this is a man of courage, a great survivor. I want to ask you if you will please join me and stand and give your most rousing, warm welcome to this young man, Cameron Seimers.

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

CAMERON SEIMERS: Thank you very much for that. (Applause)

In that video that you just saw, I was saying that this disease isn't manageable,

and that was a while ago. Actually, I was maybe about 16 in the video. And for me, I mean, right now I am doing very, very well. Since that last bout in the hospital, I have seen a trainer and worked with him and have been going and working out. I just started to run again, and I am able to do all these things now.

Now I am just trying to get the HIV under control, and with the money you guys donate to research to get new drugs out there, I just want to thank you guys, because you guys deserve a lot of credit for me standing up here today. So I want to say thank you very much, and you guys deserve a round of applause. (Applause)

Like Kate said, I do go to Cypress. I just went back and it has been almost an entire year since I have been back to school due to the hospitalizations. So I started Cypress and I only have one class, but it's more than I have taken in a long time. And I feel like I could finish it, and next semester I am going to do just as well, and I am going to start living my life the way it should be. (Applause) Yeah.

I am still waiting for a new cocktail. The one I am on now is a temporary one. I have pretty much been through them all. You name it, I've heard of it, done it, tried it. But I hopefully will be getting on a new cocktail in the next couple of months.

I just can't get over how important this is, because there are a lot of my friends just in the past couple of years that have passed away, and they are no longer with us. A lot of people think, well, if you get HIV, there's so much out there. Yes, there is, but everybody's HIV is different, and mine in particular is the one that still needs to be treated. There are a lot of kids out there who just don't have the money to get the drugs. But the Elizabeth Glaser Foundation is very helpful in that, and I am very, very pleased with what the CWA has done for them and is doing for me.

So I just want to say, thank you very much, and I am happy to be here and thank you very much.

... The delegates arose and gave a rousing, prolonged applause ...

PRESIDENT BAHR: I would just like to repeat something that many of you have heard me say in the past. About four or five years ago, I was in the Santa Monica office, the headquarters of the Pediatric AIDS Foundation. And I was just walking around when a card caught my eye. It turns out that it was a card that Cameron wrote – and this is the first time I met him – to the staff of the Foundation, thanking them for all the Foundation does on behalf of all the children.

He said he had just graduated from high school, and "If you listen closely you can hear my mother's fingers uncrossing." And I think that says it all in very clear, succinct language. (Applause) The fact that it stayed with me, and I keep repeating it, I think, tells you the impact it had.

But the other thing is, we support so many charities nationally, locally, individually, personally, but it is very rare that we actually can see and measure what our dollars do for real human beings like our support of the Pediatric AIDS Foundation since Elizabeth Glaser addressed our Convention in Toronto many years ago. I am glad to give first place to Bill Gates, but until Bill Gates started to support this work, all of you and our members were the single largest contributors to the work of this Foundation. And I think each of us should be very proud of the work we have done. (Applause)

SECRETARY-TREASURER EASTERLING: Let me introduce to you Cameron's mother. Would you please stand. That is Cameron's mother. (Applause)

We have reached that part of our program when we present the Elizabeth Glaser Pediatric AIDS Foundation Awards. This year, 404 locals participated in our "Charity of Choice" program, contributing a grand total of \$430,615. (Applause) And I want to first of all thank each and every one of you who made that possible, and urge you to keep up the great work.

CWA is the Foundation's largest single donor. We are proud of that, but just think what we could be if we got 100 percent participation, and that is what we should be striving for.

But there is still so much more to do. Please make that effort this year to contribute to CWA's Charity of Choice, the Elizabeth Glaser Pediatric AIDS Foundation.

And now to the awards. The Ariel Glaser Award is presented to the local that contributed the most money in 2004. And once again this year, the award goes to CWA's Local

9400 for a contribution of \$77,211. (Applause)

President Michael Hartigan, please come forward to accept the award.

... The delegates arose, applauded and cheered ... (Presentation - applause)

SECRETARY-TREASURER EASTERLING: Now, many of you wonder why Local 9400 can raise that kind of money, and also, as a result, receive the award. The message that they have is that they took the time to go to the United Way and had the Pediatric AIDS Foundation listed as one of the United Way's agencies. As a result, the contributions that are made to the agency by our members amount to that kind of money, as well as the money that they raised on their own.

Our next award is the Hope Award. That is presented to the local that achieved the highest percentage of their quota. And in 2004 that figure was 1,940 percent and was given by CWA Local 2382. Our thanks and congratulations go out to all the members of Local 2382 for their dedication and support. They are not here, but Vice President Pete Catucci will accept the award for that local. (Presentation - applause)

Now, that would normally conclude the awards but I want to do a couple of extra things because a couple of extra things have occurred this year. So if you do not mind, I will recognize Dan Danaher, president of Local 4998, and Dan is on the Privilege microphone.

DELEGATE DAN DANAHER (Local 4998): President Bahr, Executive Board Members, Delegates: I stand before you at this time as proof that something good can come from something bad. Earlier this year, our local was approached by Local 4351 in Cincinnati with a request to merge. It is truly sad that a local chartered before 1949 and with 1,800 members at one time was forced to the brink of extinction. At their last membership meeting as a local, they decided to do two things: The first was to merge with Local 4998; the second was to make a donation to the Pediatric AIDS Foundation as their last official act.

It is my privilege to present this check today, due to their decision to merge with us. But never being a member of Local 4351, I feel it is not my place to do so. I have asked Secretary-Treasurer Easterling to do this on their behalf. She is not only the classiest woman in this union, but she is also the only true dues-paying member to all locals. Therefore, I consider her a member of Local 4351, as well as my own.

President Bahr, this act is proof that the union isn't just an organization; it's a belief in a philosophy. The members of Local 4351, in their last official act, were only thinking of helping others. In the face of extinction, this selfless act represents why we are all here, and why we believe.

It was my privilege to deliver this check for \$9,000 on behalf of Local 4351, and would ask everyone here to stand and salute those members, past and present. We will never forget you, and we commend your actions. Putting others ahead of yourself is what we are all about, and you have made us proud. Thank you.

... The delegates arose and applauded ...

SECRETARY-TREASURER EASTERLING: Local 6326, in addition to raising their COPE quota, which they always do, did an additional fundraiser. And they have brought a check for \$500 from that local, and they will be presenting that to the Pediatric AIDS Foundation and also to Cameron.

One of the things that I want to say to you is it's not only how important the Pediatric AIDS Foundation is, but I think it's very important what we all do. And one of the things you do that is also helping the fight on AIDS is your contributions to the Eduardo Diaz Union-to-Union International Solidarity. The money you contributed from your locals in 2003 was distributed to five unions in Africa. All of those unions had submitted a project, and every one of the projects dealt with AIDS, a terrible scourge on that continent. So, you really ought to be very proud of yourselves, because really and truly we are leading the fight against AIDS in this world. Thank you.

... Applause as the check was given to Cameron Seimers ...

PRESIDENT BAHR: It's hard to get back to business after this experience. Oops, she says I can't. She forgot something.

SECRETARY-TREASURER EASTERLING: I got so carried away that I forgot. Everybody out there is standing around waiting to see who won the three trips they contributed to. It's about time for us to announce the three winners of the American Dream Vacation Giveaway.

That's where all of you contributed to Pediatric AIDS Foundation and to another charity, and sent the proceeds of that in to our partners in this program, the Principal Financial Group. I am going to call on Bill Evans to tell us a little bit about how it went, and then we are going to have Cameron open the envelopes to tell us who the winners are. Bill?

BILL EVANS: Thank you, Barbara. I am very happy to be here today to help announce the winners to the American Dream Vacation Giveaway. We have teamed up with CWA and the Pediatrics AIDS Foundation to help encourage and support charitable giving through this method. This year, we received over 20,000 entries, which represents over \$200,000 gifts to charities from all over the country, along with your last-minute contributions there at the booth to the Pediatric AIDS Foundation.

In just a minute we are going to reveal the three winners for this year's giveaway. Because of some state legal requirements, we were required to hold the drawing back in our home office in Des Moines, but we did include all the entries, including everyone that contributed here at the convention. So it's for sure that you were tallied in that effort.

The Grand Prize is a seven-night vacation for two in Hawaii. You will have two runners-up. We are going to announce them first, and they will receive their choice of a vacation package to either Florida, Las Vegas, or New York. All these vacations include the roundtrip airfare and other amenities.

I just want to thank Barbara Easterling and her entire staff, the Elizabeth Glaser Pediatric AIDS Foundation, and everyone else that helped us make this program a success this year.

Finally, thanks to all of you. Thanks to all of you who were kind enough to support your favorite charities and enter the drawing. Good luck and thank you very much. (Applause)

CAMERON SEIMERS: The first runner-up winner is Vincent Cody of Local 2222. (Applause)

SECRETARY-TREASURER EASTERLING: That is Vincent Cody from the Virginia Local 2222 and that entitles him to a vacation package, and this one was a choice of destinations. It could be Vegas, New York or Fort Lauderdale. It includes airfare and some other amenities.

CAMERON SEIMERS: The second runner-up is Cheryl Barber, Local 6016. (Applause)

SECRETARY-TREASURER EASTERLING: If Cheryl is here or someone from her local, you can come up and accept this and, if not, we'll make sure that Andy Milburn takes it back. That award will be the same, the choice of one of four locations for a vacation.

Now for the grand prize, Hawaii.

CAMERON SEIMERS: Here's the big one. Craig Salmon of Local 1170. (Applause)

SECRETARY-TREASURER EASTERLING: Craig Salmon, Local 1170. That package includes seven nights in Hawaii at the Sheraton Kauai or Sheraton Maui, either one of the choices or Hilton in Honolulu. Of course, there will be other amenities added to that.

In addition to that, Kate has just returned from Hawaii so she has a little bit of icing for that cake for the winner.

KATE CARR: I just had a great vacation. I know Craig is going to have fun. This is just a little bag that he can use to get started, some things to get you thinking about, including a calendar to count the days, some coffee, some Maui chips, some Macadamia nuts, a T-shirt and, of course, a photo book so next year he can show you all the highlights of that trip. Thanks for your support everyone. (Applause)

SECRETARY-TREASURER EASTERLING: Linda McGrath is the president of 1170, and she will accept the gift and carry it back to Rochester, New York. And Vincent Cody, Virginia, Local 2222, he will accept his own award. (Laughter and applause) Barry is accepting the award from 6016.

Thank you all for participating, and especially a great big thank you to Principal Financial, who really spends a lot of time working for Pediatric AIDS and CWA. (Applause)

PRESIDENT BAHR: Will the Appeals Committee come back to the platform, please. The Chair recognizes the Appeals Committee.

DELEGATE ED CARR (Local 13000, Chair, Appeals Committee): Committee member Becky Morris will read it for us.

DELEGATE BECKY MORRIS (Local 3808):

APPEAL NO. 8

Daniel Benne, a member of Local 6377, has appealed the Executive Board's decision not to arbitrate his suspension grievance.

Mr. Benne is employed by Western Union Financial Services, Inc., as a Customer Service Representative with 16 years of service. (NCS 8-20-88). Benne was suspended for five days for violating the Employee Guidelines. On May 16, 2003, Mr. Benne entered the recording room in an effort to find a holiday substitute. Entering the room was a violation of the Employee Guidelines. The Tower Manager waived the grievant out of the room. The grievant then had a conversation outside the recording room with Supervisor Patton. The grievant claims he was given permission to enter the room and find a substitute. Supervisor Patton denies he gave Mr. Benne permission to enter the recording room. Mr. Benne entered the room a second time and again the Tower Manager waived him out of the room. Mr. Benne then entered the room for a third time, which resulted in a five-day suspension for insubordination.

Mr. Benne's past disciplinary record includes instances where he defied management directives or company policies, none of which were ever grieved.

The Appeals Committee, having fully reviewed the record in this case, recommends that the Executive Board's decision be upheld and Daniel Benne's appeal be denied.

PRESIDENT BAHR: You heard the Committee's recommendation. There is no delegate at the microphone. All those in favor – – sorry. Under the wire. On Microphone No. 5, Delegate Smith.

DELEGATE DEAN R. SMITH (Local 7026): Yes, President Bahr, the question that I have is, it says here that Mr. Benne had prior instances where he was disciplined, none of which were grieved. I am wondering, were there no stewards or officers on the premises, or did the local or union receive any notification of any prior disciplines?

PRESIDENT BAHR: Committee?

CHAIR CARR: There was nothing contained in the file to tell us.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE SMITH: No.

PRESIDENT BAHR: Thank you. All those in favor of the Committee's recommendation please indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Committee.

DELEGATE JOE BARCA (Local 1103):

APPEAL NO. 9

Former Secretary-Treasurer of Local 6143, Robert Saucedo, San Antonio, Texas, has appealed the Executive Board's decision to uphold the National Trial Court.

Multiple charges were filed by the local's president, Ralph Cortez, and members Nancy Froment and Sean McKenna.

On September 16, 2003, a National Trial Court convened at the local. On September 17, 2003, a decision was made and notification given to Robert Saucedo on the following day finding him guilty of all charges and suspending him from the union for a period of 10 years pursuant to Article XX, Section 3 of the CWA Constitution.

Examples of the 23 charges are as follows:

1. Robert Saucedo failed to work at the direction of the local's president;
2. He did not execute and discharge his assigned duties and oath of office;
3. He failed to pay 2002 taxes in a timely fashion;
4. He paid a terminated office employee lost time wages after being directed not to;
5. He attended a hearing at the Texas Workforce Commission to support said

terminated office employee's lawsuit against Local 6143;

6. He failed to pay medical benefits payments resulting in the loss of coverage for office employees;

7. He failed to pay pension plan payments.

For these reasons and after a full investigation of the facts, the Appeals Committee recommends that the decision of the CWA Executive Board and the National Trial Panel be upheld.

PRESIDENT BAHR: You heard the recommendation. No delegate desires to speak. All those in favor, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Committee.

DELEGATE TIM DONOGHUE (Local 4400):

APPEAL NO. 12

Brady Brooks, a former member of Local 3372, has appealed the Executive Board's decision to uphold the findings of the Local's Membership and Trial Court. Mr. Brooks is employed by Alltel of Kentucky. Mr. Brooks is charged with violating the CWA Constitution Article XIX, Section 1(e) by working during an authorized strike.

A Trial Court was held on January 17, 2004. Mr. Brooks was present and spoke for all of the accused. The trial met all procedural requirements of the CWA Constitution. Mr. Brooks didn't deny working but claimed he had resigned prior to returning to work. A resignation letter was received July 25, 2003. Mr. Brooks was charged only for time he worked during the strike prior to his resignation.

The Appeals Committee, having fully reviewed the records in this case, recommends that the Executive Board's decision be upheld and the appeal of Brady Brooks' be denied.

PRESIDENT BAHR: You heard the Committee's recommendation. We do have someone coming to a mike. On Microphone No. 5, Delegate Hennig.

DELEGATE WILLIAM HENNIG (Local 9410): I ask the Committee if it's fair to assume that, in some other subsequent appeals regarding scabs working during a strike and have outside support, we can expect that they will probably take it further than this.

PRESIDENT BAHR: The Committee.

CHAIR CARR: We don't know that.

PRESIDENT BAHR: Do you have a second question, Bill?

DELEGATE HENNIG: No, thank you.

PRESIDENT BAHR: No one else cares to speak. All those in favor of the Committee's recommendation, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

DELEGATE DONOGHUE:

APPEAL NO. 13

Tim Woodall, a former member of Local 3372, has appealed the decision of the Executive Board to uphold the findings of the Local's Membership and Trial Court. Mr. Woodall is employed by Alltel of Kentucky. Mr. Woodall is charged with violating the CWA Constitution Article XIX, Section 1(e) by working during an authorized strike.

A Trial Court was held on January 17, 2004. Mr. Woodall was present at the hearing. The Trial Court met all procedural requirements of the CWA Constitution. Mr. Woodall didn't deny working during the strike, but claimed he resigned prior to returning to work. The Local never received a letter from Mr. Woodall. Mr. Woodall was charged for all time worked during the authorized strike.

The Appeals Committee, having fully reviewed the records in this case, recommends the Executive Board's decision be upheld and Tim Woodall's appeal be denied.

PRESIDENT BAHR: You have the recommendation on Appeal 13. No one is at a mike. All those in favor, raise your hand. Down hands. Opposed by like sign. It is adopted.

The Committee.

DELEGATE DONOGHUE:

APPEAL NO. 14

Fred Hill, a former member of Local 3372, has appealed the Executive Board's decision to uphold findings of the Local's membership and Trial Court. Hill is employed by Alltel of Kentucky. Mr. Hill was charged with violating Article XIX, Section 1(e) of the CWA Constitution by working during a duly authorized strike.

A Trial Court was held on January 17, 2004. Mr. Hill was not in attendance. The trial met all procedural requirements of the CWA Constitution. Mr. Hill didn't deny working, but claimed he had resigned prior to returning to work. A resignation was received on June 16, 2003. Mr. Hill was charged only for time worked during the strike, prior to his resignation.

The Appeals Committee, having fully reviewed the records in this case, recommends that the Executive Board's decision be upheld and the Appeal of Fred Hill be denied.

PRESIDENT BAHR: You have the recommendation on Appeal 14. No delegate is at a mike. All those in favor, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Committee.

DELEGATE DONOGHUE:

APPEAL NO. 15

Carl Justice, a former member of Local 3372, has appealed the decision of the Executive Board to uphold the findings of the Local's membership and Trial Court. Mr. Justice is employed by Alltel of Kentucky. Mr. Justice is charged with violating the CWA Constitution Article XIX, Section 1(e) by working during an authorized strike.

A Trial Court was held on January 17, 2004. Mr. Justice was present. The Trial Court met all procedural requirements of the CWA Constitution. Mr. Justice didn't deny working during the strike, but claimed he resigned prior to returning to work. The Local never received a letter of resignation from Mr. Justice. Mr. Justice was charged for all time worked during the authorized strike.

The Appeals Committee, having fully reviewed the records in this case, recommends the Executive Board's decision be upheld and the appeal of Carl Justice be denied.

PRESIDENT BAHR: You have the recommendation. No delegate is at a mike. All those in favor, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Committee.

DELEGATE JOE BARCA:

APPEAL NO. 16

Harry Kelber has appealed the Executive Board's decision regarding his membership status.

Mr. Kelber was a member of Local 14156 from approximately 1991 until March of 2001. March of 2001 was the last time Mr. Kelber paid dues to the Local. In August 2003, Mr. Kelber contacted the Local requesting reinstatement.

The Local 14156 Bylaws require that once membership has lapsed, in order to be reinstated as an active member an individual must be employed within the jurisdiction of the Local. Mr. Kelber was not employed within the jurisdiction of the Local. Accordingly, the Local denied Mr. Kelber's request for membership.

Mr. Kelber claims that his nonpayment of dues for over two years was a "lapse of memory," and claims that he had contacted the Local about reinstatement in July of 2001. There is no evidence that Mr. Kelber contacted the local in 2001, and, in fact, the evidence indicates that Mr. Kelber did not contact the Local for over two years.

The Appeals Committee, after a thorough review of the file in this case, agrees with the Executive Board that the Local was correct in denying Mr. Kelber's reinstatement.

Accordingly, the Appeals Committee recommends that the Executive Board's decision be upheld and the appeal of Harry Kelber be denied.

PRESIDENT BAHR: You have the Committee's recommendation. On microphone No. 3, Delegate Deianni.

DELEGATE ARTHUR DEIANNI (Local 14156): I speak in support of the Committee's report. In 1965 Mr. Kelber withdrew from our local to pursue other interests. He sought to rejoin the local in 1991, and it was granted, not at the trade status, not at the trades ITU status that some locals still maintain.

He paid dues through 2001 of March, 2001. Now he had no further contact with the local. He sought to rejoin the local in 2003. The local bylaws require that members joining a local be working in the industry for an employer under contract with that local. Kelber was told that he could rejoin if he was working in the industry. He chose not to join the union at that time. He did not appeal the decision of the local to the local, nor did he appeal to the district.

Our local membership is dwindling. We just can't have people decide to come in and out of the union as a revolving door and decide to pay dues when they choose to. This would kill us.

I just recommend that you uphold the decision of the Board. Thank you.

(Applause)

PRESIDENT BAHR: On microphone No. 4, Delegate Sims.

DELEGATE KATHLEEN D. SIMS (Local 1104): This man is a labor educator in his early nineties. I think we need union members. I think that my effort here to stand against this motion is to say let's make him a lifetime member. Anybody who wants to be a member of CWA, I think we need to reach a hand out to, particularly somebody who has been a progressive labor educator for years. The man just wants a union card. Let's give it to him.

PRESIDENT BAHR: I normally don't inject myself in these, but Harry Kelber not only is an old friend – and the delegate is right; he is 90 years old – but he is the reason why I went back to college and got a Bachelor of Science degree. I offered Harry the Lifetime Membership. Notwithstanding everything that has been said here, I still offered him the Lifetime Membership for the very reasons that you stated. He denied it, and chose to go this route. So for the record, since you raise that issue, I wanted you to know that we did offer it and I did it personally.

On Microphone No. 5, Delegate Fahrenholt.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): Good afternoon, Mr. President.

My question was going to be how old he was, but you have already said he is in his nineties. That means he paid dues when he was in his eighties. I would just like to know exactly how long this man worked in the printing industry.

PRESIDENT BAHR: Well, I think the record shows that he left the union in the middle of the 1960s and didn't rejoin the union until 1991 when he was already quite old and not working in the industry. And as the president of the local stated, within the Printing Sector, they permit people to come back, not as trades people but kind of as retirees, as we would call it in the core CWA. But once he was guilty of not paying dues, then another section of the bylaws kicked in that says you must be working in the trade in order to get back in, and, of course, he is not working in the trade. That's the reason I offered him the Lifetime Membership, and he turned it down.

You are entitled to a second question, Mike.

DELEGATE FAHRENHOLT: For once, I will not abuse this mike by asking one.
(Laughter)

PRESIDENT BAHR: That doesn't mean you get three next year. (Laughter)
On Microphone No. 3, Delegate Mitchell.

DELEGATE WAYNE MITCHELL (Local 14170): From New York City, where right now they are throwing the largest going-away party for a sitting President this country has ever seen. (Applause and cheers) And that, I know, no one in this convention hall will have any dispute with.

Now, brothers and sisters, I take no great pleasure in standing here and asking you, although I must, to support the Committee and their recommendation not to let Mr. Kelber

back into Local 14156 as a dues paying member with membership rights.

Like Mr. Kelber, I was a member of the old ITU before we merged with the greatest union in the world, the CWA, and so was my father, my grandfather, and my great grandfather. Knowing from these ITU members about fraternalism and taking care of your own, all of us in this room and the ones that aren't, spent a lifetime doing that. But Mr. Kelber left the industry for over 30 years.

The local has bylaws. The local has a Constitution. And once you open that door, there is no closing it. As sympathetic as this can be, age cannot be a factor. When we merged with the CWA in 1987, one of the things we, as the new CWA rather than the old ITU, were asked to do was to stop paying dues for our retirees. We came into this union and from day one we paid our full freight. We paid our full dues, but it was required of us not to pay the dues for retirees.

Of course, like anything else, in the beginning we didn't get that message. But at some point, President Bahr slammed down the gavel on the podium after an argument on this floor about how we were handling our dues and taking care of the retirees and not complying with CWA and said, "That's enough. I don't want this debate anymore."

Brothers and sisters, we complied. Mr. Kelber didn't comply. He left. He came back. He wanted to be a member. And the reality is, sympathies aside, he came back and he left and he came back because he needed the status in that local to run for district offices throughout the AFL-CIO.

We appreciate that he educated many of our leaders, including President Bahr, and he did great things. But neither Mr. Kelber nor anybody else should be able to use and abuse membership in this union to run for office anywhere in the land or in the union movement. (Applause)

The message to our brothers and sisters must always be: We protect your rights and your democracy, but you need to pay your dues and support this union all the time. Thank you very much, and please support the Committee. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Campbell.

DELEGATE ROBERT W. CAMPBELL (Local 2108): The question came up earlier during the reading, and there were some snickers in the audience about a lapse of memory. I have taken care of a family member who was over 85 years old and she couldn't remember what she ate for lunch.

Is it possible in your personal opinion, since you know this man personally, was there an occasional – could there have been a chance that that is a valid excuse, that this man was not recognizing his obligation to pay the dues because of a lapse of memory?

PRESIDENT BAHR: I wish I am as astute as Harry is when I reach his age, God willing. (Laughter)

DELEGATE CAMPBELL: Thank you.

PRESIDENT BAHR: No one else. All those in favor of the Committee's recommendation indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

The Committee.

DELEGATE MARK ROCHA:

APPEAL NO. 17

Carol Walters, a member of Local 6310, has appealed the Executive Board's decision not to arbitrate her termination grievance.

Ms. Walters was employed by Verizon Midwest as a Customer Contact Associate. At the time of her termination she had approximately 11 years of service (NCSO: 3-9-92). Ms. Walters was terminated for violating the Business Code of Conduct. Ms. Walters was observed by the department coach speaking to a customer in a derogatory and rude manner. The coach then monitored the call and Ms. Walters hung up on the customer.

Ms. Walters denied hanging up on the customer; instead, she claimed the system dropped the call. Even if the system dropped the call, Ms. Walters did not follow procedure and attempt to call the customer back or notify a manager of what had happened or

immediately log notes on the customer's account.

President Bahr's decision to not arbitrate Ms. Walters' grievance was dated May 21, 2004. Ms. Walters did not appeal President Bahr's decision until July 6, 2004. In accordance with the CWA Constitution, "the decision of the President may be appealed in writing by the grievant to the Executive Board of the union within 30 days following the date of the notice of the President's decision." The Executive Board ruled that Carol Walters' appeal was untimely.

The Appeals Committee, after review of the file in this matter, recommends that the decision of the Executive Board be upheld and the appeal of Carol Walters be denied.

PRESIDENT BAHR: You heard the motion. On Microphone No. 5, Delegate Gavin. Withdrawn?

DELEGATE BILLIE GAVIN (Local 6151): Yes, I have withdrawn that, Mr. President.

PRESIDENT BAHR: Sorry, okay. There is no delegate at the mike. All those in favor of the Committee's recommendation on Appeal 17 indicate by raising your hands. Down hands. Opposed by like sign. Adopted.

Committee.

DELEGATE BARCA:

APPEAL NO. 18

Karen Agee, a 19-year employee of US Airways, was terminated on September 24, 2001, for violation of six Corporate Rules of Conduct.

US Airways demonstrated on nine different dates from January 2001 through July 2001, Ms. Agee's time card showed her at work when in fact she was not. On two of those occasions, Ms. Agee flew out of town while her time cards show her at work. Ms. Agee argues that she accrued unusually high amounts of comp time, but US Airways proved that no such logging of those hours was done.

In addition, US Airways policy states that when an employee uses comp time it must be pre-approved by the immediate manager. Ms. Agee failed to present any evidence to the contrary to the CWA Representative handling the grievance.

Accordingly, the Appeals Committee, after thorough review of this matter, recommends that the decision of the Executive Board be upheld and the appeal be denied.

PRESIDENT BAHR: You heard the recommendation. No delegate cares to speak. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Committee.

DELEGATE DONOGHUE:

APPEAL NO. 19

J.D. Williams, President, CWA Local 6215, has appealed the Executive Board's decision not to arbitrate 12 Seniority/Force Adjustment grievances. The grievants are employed at Southwestern Bell Company.

A surplus was declared during December 2001. The company offered lateral transfers and downgrades to at-risk employees as required by the Collective Bargaining Agreement. Each of the grievants filed a transfer request and was downgraded during February 2002. During the Committee's review of this appeal, it was discovered that ten of the twelve grievances have been settled. Further, the remaining two grievants no longer work for the company and the file does not reflect any contact with either of those individuals. President Williams advised the Committee that he had no knowledge of their whereabouts.

Based on the Committee's findings, we believe that there are no grievants pursuing this case. Therefore, the Appeals Committee recommends that the decision of the Executive Board be upheld and the appeal of J.D. Williams be denied.

PRESIDENT BAHR: You heard the recommendation. On microphone No. 4, Delegate Allen.

DELEGATE JAMES ALLEN (Local 6215): Mr. Bahr, I'm going to read the statement from Mr. Williams that he asked me to read on behalf of himself.

"President Bahr:

"The Appeals Committee Report on Appeal No. 19 fails to describe how the 10 of 12 grievances were settled or why Southwestern Bell agreed to settle on this past Friday, August 27, 2004. The reason is because Southwestern Bell denied these good members accurate seniority lists during the surplus window. Southwestern Bell failed to inform these members that they were not at risk when they accepted downgrades.

"President Bahr, I wish to withdraw Appeal No. 19 and wish to thank the Committee for all of its hard work and consideration."

PRESIDENT BAHR: Thank you. Then the appeal is withdrawn by the person who submitted it. Thank you.

Please join me in thanking the Appeals Committee on this very thankless assignment. If you have never served on this committee, I want you to know they look at these files. They really do a good job. On behalf of the convention, I want to thank you. (Applause)

Would the Resolutions and Rules Committee come to the platform, please. And in the meantime, I want to recognize on the Privilege mike Delegate Young.

DELEGATE KIM YOUNG (Local 1104): President Bahr, can you tell me of the cases in which the delegates have overturned the Appeals Committee, how many went to arbitration versus how many were settled, fully settled, prior to reaching arbitration?

PRESIDENT BAHR: I don't have that information here, but we track all the cases. We do have a list. In fact, since I know what you're going to raise, Kim, it might be a good idea if at next year's convention or the one after that, that we make a report.

I think it would be educational for all of us as to what arbitration case was overturned, where the Committee was overturned on arbitration. Certainly within that year there is going to be the case heard and we would be very happy to come back and report what the results are. It's important for us to track it because I think we want to know whether we were right or wrong as well as the Appeals Committee wants to know whether we were right or wrong. So we'll be very happy to do that.

DELEGATE YOUNG: May I ask you another question?

PRESIDENT BAHR: Surely.

DELEGATE YOUNG: Would you not agree that if a case is fully settled in the member's favor prior to the arbitration hearing taking place in an overturn situation, that is as good as a favorable decision in an arbitration?

PRESIDENT BAHR: Absolutely. It begs the question whether that case could have been settled earlier, because we do that – many times we settle in the arbitration room. Certainly I would agree.

DELEGATE YOUNG: Thank you, Mr. President.

PRESIDENT BAHR: Sure. Thank you. The Chair recognizes the Resolutions and Rules Committee.

DELEGATE LINDA SMITH (Chair, Resolutions Committee): The Chair recognizes Lillian Covarrubias.

DELEGATE COVARRUBIAS: Thank you, Madam Chair. Would the delegates please turn to page 10 of the Resolutions Report and look at Resolution 66A-04-6.

Resolution 66A-04-6 Economic Policy Resolution 2004

Under the watch of the Bush administration, millions of jobs have been lost, health care costs have skyrocketed, worker safety protections have been stripped away, and overtime pay has been taken away from millions of hard-working Americans.

While the Bush administration has declared the recession over and the economy in recovery, working people are not receiving the economic benefits. 1.1 million private sector jobs have been lost since March 2001. In that time, 35 states experienced net job losses and 47 states had higher unemployment rates. Underemployment – which is the combination of workers unemployed, those involuntarily working part-time, and those discouraged from searching for a job – is higher now than it was in 2001: a staggering 9.6 percent.

This jobless recovery has negatively affected paychecks. Almost six out of every

ten workers who find new work after unemployment have lower pay. Overall, the inflation adjusted weekly wages for production workers in manufacturing and non-supervisory personnel decreased between November 2001 and June 2004.

At the same time, the growth in executive pay is astronomical. CEO compensation rose 7.2 percent in 2003. While 80 percent of private sector workers saw their pay drop, this median total compensation for CEO's was \$6.2 million. This is 232 times the average earnings of a production worker in the U.S.

Job anxiety has been driven partially by outsourcing and offshoring. The growing trend of companies to contract out core functions – what many call the "hollowing out" of the firm – is a frontal attack on the standard of living of American workers. When outsourcing becomes offshoring, it becomes a global race to the bottom. The "hollowing out" of American companies has lowered average wages, weakened job security, reduced access to affordable health care, and made retirement less secure. Outsourcing and offshoring have weakened decades of efforts to reduce income disparities and to sustain a middle class.

CWA members in every industry have lost jobs to outsourcing and offshoring. In the last year, job security and outsourcing have been high on the bargaining agendas with General Electric, Verizon, SBC, and BellSouth. At AT&T, Sprint, Delphi and countless smaller companies, outsourcing and offshoring are significant concerns for employees.

The number and types of jobs now considered vulnerable is frightening. According to the University of California-Berkeley Business School, 14 million white-collar jobs are now at risk to offshoring. This figure does not include the manufacturing sector which has already lost almost 3 million jobs to offshoring.

The attack on employment security and living standards has been marshaled by corporate "low-road" decisions and also by government trade policies. The North American Free Trade Agreement (NAFTA) and the World Trade Organization (WTO) have caused 3 million actual and potential job losses. The Central American Free Trade Agreement (CAFTA), signed in May 2004, and on its way to Capitol Hill, will expand NAFTA to five more countries. Unbalanced trade agreements such as these force down the wages of American workers.

Privatization of both federal and state government jobs has lowered the wages and benefits of government employees. Changes in Department of Labor regulations will deny overtime to millions of American workers and lower take-home pay. The cost of health care continues to increase at double-digit levels, and employers pass more of these costs onto employees. Retirement security remains unpredictable, as employers increasingly refuse to fund defined benefit plans, and the federal government is threatening to privatize Social Security. Misguided federal tax policy rewards the wealthy and disproportionately shifts the tax burden onto working families.

RESOLVED: The Communications Workers of America calls on the President and Congress to invest in America. An investment in working families promises to retain and create the better paying jobs of the future and to help reduce the current job anxiety.

RESOLVED: The Communications Workers of America calls on the President and Congress to reinvigorate domestic manufacturing. CWA promotes tax reform that forces companies that export jobs to pay their fair share of taxes and gives tax cuts to those companies that create American jobs. The Defense Department should tighten domestic content regulations for military equipment procurement.

RESOLVED: The Communications Workers of America calls on Congress and state legislatures to address outsourcing and offshoring issues. In terms of government procurement, CWA supports legislation that denies public subsidies to companies that offshore jobs. On the issue of customer service, consumers should know where a company fields its telephone calls or where it sends its data. CWA supports legislation that gives consumers greater rights to confidentiality in the handling of their sensitive financial information. CWA also promotes efforts by government agencies to collect data on offshoring.

RESOLVED: The Communications Workers of America calls on the President and Congress to enact trade policies that stem the mass exodus of domestic manufacturing jobs. All trade agreements should provide for jobs with justice and the adoption and enforcement of core international labor standards, the right of association, the right to organize and bargain collectively, as well as prohibitions on employment discrimination, child labor, and slave labor.

RESOLVED: The Communications Workers of America continues its opposition to federal, state, and local tax and budget policies that hurt working families by reducing vital public services and by cutting and privatizing public sector jobs. CWA will continue to work to restore fairness to federal, state, and local tax and to oppose privatization of public sector jobs.

Mr. President, the Resolutions Committee moves adoption of Resolution 66A-04-6, entitled "Economic Policy Resolution, 2004."

PRESIDENT BAHR: You heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: There was a second from the floor. On Microphone 3, Delegate Arbogast.

DELEGATE DONALD ARBOGAST (Local 84717): I serve as the shop chairman of IUE-CWA Local 84717. We proudly represent the employees of Packard Electric Division of Delphi Corporation in Warren, Ohio.

Mr. President, today the American worker faces the most significant challenge of our lifetime. That challenge is the wholesale movement of American jobs from all sectors – manufacturing, technology, service, defense, administrative, engineering and more – to low-wage, offshore countries like China, Vietnam and Pakistan.

This massive movement of American jobs has been fueled by a corporate greed that has not been seen in this country for 100 years. It has been sponsored by our own government who gives tax incentives to companies to move work offshore. Our own elected government uses good American jobs as the payoff to less developed countries in exchange for their support for our questionable foreign policy incentives.

Mr. President, the Commerce Secretary of the United States has gone on record as saying that the outsourcing of American jobs overseas is good for America. This "Let them eat cake" response to the American worker is a clear signal to the business community that the Bush administration agrees with and supports their outsourcing activities.

Delphi Packard Electric manufactures wiring and components for the automotive industry, principally General Motors Corporation. Recently, General Motors outsourced a battery cable harness from Warren, Ohio, to China. In an effort to compete for this business package, our local union did a cost analysis of the product and determined that even if our employees worked for free we still could not produce the product for the price quoted out of China.

Mr. President, the members of Local 84717 have shown repeatedly that they can compete with anyone in the world so long as the playing field is level. We cannot, however, effectively compete against offshore countries whose wages are as low as 27 cents an hour while carrying the Bush administration on our backs.

So I rise in support of this resolution, and I ask my brothers and sisters from all sectors of this great CWA union to rise with me and rid this country of the great champion of outsourcing himself – George W. Bush. (Applause and cheers)

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

DELEGATE JAIME MARTINEZ (IUE-CWA Local 86780): I want to make, President Bahr, a friendly amendment to this resolution: That this convention goes on record to defeat the Central American Free Trade Agreement, which is an extension of the North American Free Trade Agreement that has been very devastating to the workers throughout this country. (Applause)

DELEGATE MELVIN JONES (IUE-CWA Local 86106): And I would second the motion.

PRESIDENT BAHR: I think you already had a second from the floor. You may speak on it, Jaime.

DELEGATE MARTINEZ: Thank you, Brother Bahr.

Latinos who work and live in the United States are the fastest-growing communities in the nation. Globalization and the way in which it has affected jobs and the environment and public health have become a major issue for U.S. Latino communities. Whether we are recently arrived immigrants from El Salvador or fifth-generation Mexican-Americans, U.S. Latinos are among the groups that have been and will be most affected by the so-called "free trade" model driving corporate globalization.

It is critical to understand the adverse impact that this model has had. We must

revisit what NAFTA has done. NAFTA was a 2,000-page document that only talked about intellectual property rights, investments, and protecting multinational corporations; nothing about democracy and helping the standard of living for all workers in the three countries – in Canada, Mexico and the United States. During the ten years of NAFTA, the U.S. manufacturing sector has been devastated with the loss of almost 2.5 million jobs – one in six of that sector since 1994.

What has not been recognized widely is that the U.S. Latino workers are some of the hardest hit by the U.S. job losses to date. In 1999, an astounding 47 percent of the total number of workers who received federal assistance under a program for workers certified as having lost jobs as a direct result of NAFTA were Latino.

The economic fallout from NAFTA in both Mexico and the United States has been concentrated in the low-wage labor market that affects both displaced Mexican workers and U.S. Latino manufacturing and agricultural workers concentrated in the western and border regions of the United States.

Brothers and sisters, on May 28, U.S. and Central American trade ministers signed the Central American Free Trade Agreement (CAFTA). CAFTA doesn't rhyme with NAFTA, the North American Free Trade Agreement, for nothing. Its provisions are so similar that the agreement represents essentially an expansion of NAFTA to five Central American countries – Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. The official signing means that the agreement can now be sent to Congress at any time for a yes or no vote, with no amendments for changes.

We need to be part of this great negotiation. We know that false trade agreements have devastated the industrial base. I know. I come from the IUE and I've always been proud of the IUE. And we have lost our industrial base. Let this convention go on record that the brothers and sisters in IUE and CWA tell our representatives to say "no" to CAFTA. Defeat it and move forward and get it on the table to negotiate fair trade. (Applause)

PRESIDENT BAHR: On the amendment. Microphone No. 3, Delegate Elder.

DELEGATE MADELYN ELDER (Local 7901): I rise in support of the resolution to oppose CAFTA. We have seen what NAFTA has done, in particular to women workers. And I want to talk about that.

In Mexico, there are murders along the border of women workers in the maquiladoras, and no one is doing anything about it. What CAFTA will do is spread this sort of danger for workers throughout Central America.

Yes, I agree with the brother and the other remarks, and I urge everyone to vote for this resolution. Thank you. (Applause)

PRESIDENT BAHR: No one else cares to speak on the amendment. All those in favor of the amendment to oppose CAFTA indicate by raising your hands. Down hands. Opposed by like sign. It is adopted. (Applause)

On Microphone No. 3, on the resolution as amended, Delegate Kepler.

DELEGATE STACIE KEPLER (Local 7050): Hi. I rise in support of this resolution because as an employee of AT&T, I have watched over the years as one CEO after another continued to destroy the business, costing our members thousands upon thousands of jobs. I have watched and seen them move the work overseas to low-wage workers while senior executives receive bonuses and their golden parachutes.

In 1998, we represented over 44,000 members in AT&T. Today we are down to 17,000. Almost all the jobs that were lost are a result of failed business plans and mismanagement of the business.

This problem is not only within AT&T. Many of the members within CWA are facing similar fates. Lucent, Sprint and other companies continue to look for ways to outsource good-paying jobs.

It is time to tell Congress and the President that they must invest in working families in America. I ask you to support this resolution. Thank you. (Applause and cheers)

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

DELEGATE SEAN McVAY (Local 7201): President Bahr, I would like to offer a friendly amendment to line 66. After the word "privatization," that the words "outsourcing, or offshoring of public sector jobs" be added.

PRESIDENT BAHR: I think the Committee has agreed that this is a friendly

amendment and would be automatically included.

DELEGATE McVAY: Thank you. (Applause)

PRESIDENT BAHR: No other delegates desire to speak. Before us is 66A-04-6. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

The Chair recognizes the Committee.

CHAIR SMITH: Thank you, Mr. President. The Chair recognizes Frank Mathews.

DELEGATE MATHEWS (Local 4321): Thank you, Madam Chair. Would the delegates please turn to page 9 of the Resolutions Report and look at Resolution 66A-04-5.

Resolution 66A-04-5 Mobilizing for Health Care Reform

The scope and scale of the national health care crisis is growing worse. Here are the facts:

- * The number of Americans without health insurance coverage rose to 43.6 million in 2003. That total reflects the largest year-to-year increase – a jump of 2.4 million – since 1987. Eight out of ten uninsured are from working families.

- * Rather than deal with the problem of rising costs, employers are merely shifting increases to workers in the form of higher premiums, co-pays and deductibles, along with cuts in benefits. That trend has resulted in 9 million fewer people covered by employer-sponsored health insurance plans since 2001.

- * The United States spends \$1.8 trillion on health care – more than twice the per-person average of other developed nations. Yet, it is behind most of the developed world on major health indicators such as infant mortality and life expectancy.

- * Prescription drug costs consumed 1.8 percent of personal income in 2002 – up by half in just four years. Still, one in four Americans lacks drug coverage. The Bush administration's Medicare prescription drug plan will cover only 25 percent of the average senior's expenses after 2006, while giving away billions to drug makers, HMOs, and employers.

- * Instead of strengthening the largest and most successful public health insurance program – Medicare – the administration's recent "reforms" promote Health Savings Accounts and high deductible insurance plans to make patients pay more.

By every measure, the current health care system is failing the needs of working families. We cannot be idle. It is time for action. During this election season, we must urge all politicians to provide bold leadership to enact legislation that will guarantee quality and affordable health care for all.

The National Coalition on Health Care recently released its recommendations for reform that provide a road map to a meaningful and lasting solution to the national health care crisis. The Coalition's recommendations include universal coverage so that every American would be protected by a health plan; cost management systems and equitable financing to keep health plans affordable; and quality improvements so that the care we receive is based on best practices. Legislators and political candidates should be urged to read the Coalition's booklet, "Building a Better Health Care System: Specifications for Reform" and to follow those recommendations.

To build a grassroots demand for reform, Jobs with Justice – and many of our health care reform allies – are sponsoring "Affordable Health Care for All" week. Beginning October 3 through October 9, participating groups will host days of action to send a message to all politicians and employers demanding real healthcare reform. Actions during the week will include rallies and marches, educational forums, workplace sticker days, outreach to nonunion workers, and town-hall-style forums. The "Week of Action" will complement efforts by labor unions and other organizations to conduct membership education and get-out-the-vote efforts.

RESOLVED: The Communications Workers of America endorses the "Jobs with Justice; Health Care for All" campaign and encourages every local to mobilize and participate in Health Care Action Week, October 3-9, 2004.

RESOLVED: The Communications Workers of America recommends to every

leader, activist, and member, as well as to politicians and advocates, to read the recommendations for health care reform in the publication, "Building a Better Health Care System: Specifications for Reform."

Mr. President, the Resolutions Committee moves the adoption of Resolution 66A-04-5, entitled "Mobilizing for Health Care Reform."

PRESIDENT BAHR: You heard the resolution.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

On Microphone 3, Delegate DeVinney.

DELEGATE PATTY DeVINNEY (Local 1168): As President of Local 1168, in Buffalo, New York, I represent 4,500 health care workers. Many of you are coming to know me as the person who speaks to the health care issues facing our health care workers, our union and our communities. While we do not have universal coverage, the crisis in health care impacts us universally.

Since I spoke with you at last year's convention, our working conditions have deteriorated further and the quality of our health care has deteriorated further. Fear of losing employee coverage and retiree coverage is real and bargaining for health care is becoming impossible. Band-Aid measures have only in the end hurt all of us.

There is no health policy in this nation and there is no health care planning in our communities. While we all view health care as a public good, the reality is this: The Bush agenda on health care only protects and enhances corporate profiteering at our expense.

Under the Bush administration, health care is only about making money. Fair and proper distribution of health care dollars does not exist.

Last year, we passed a health care resolution to educate our members regarding the pressing health care issues confronting all of us. As a result of this resolution, our National Union has produced an educational booklet summarizing the issues in a very understandable format.

Our local also took this resolution to heart and, working in coalition with our local "Jobs with Justice" chapter, we have developed a Power Point training program which was presented here during the health care meeting on Saturday. We are looking forward to distributing this program to each and every local of this great union.

Clearly, I stand in support of the "Mobilizing for Health Care Reform" resolution. I urge every local to mobilize and participate in Health Care Action week, October 3 through the 9th. I urge every local to participate with their Jobs with Justice chapter if there is one in their community. And I urge everyone to read the recommendations for health reform, which is found in your convention packet.

In order to hide the outrageous profiteering, our health care system has been purposely made complex and fragmented. It does not have to be this way. We need a National Health Plan in this country. (Applause)

Always remember, real reform will only happen with grassroots mobilization and education and the removal of the Bush administration. I urge you to support this resolution. (Applause)

PRESIDENT BAHR: We are getting complaints about the noise. Please hold it down.

On Microphone 3, Jelger Kalmijn.

DELEGATE JELGER KALMIJN (Local 9119): Just a couple of brief words to support this resolution. What we need now is real health care reform. We had incredible contracts last year where we have been able to retain some of our health benefits, but we all know the system is going down.

We have a finger in the dike. It's a strong finger, a finger based on our solidarity, and we have done some miraculous things over the past year to get contracts that protected our families, incredible contracts. But we know the system is going down.

We need real health care reform. I want to strongly encourage you to read the pamphlet on health care reform. And more than that get involved, build real health care reform movements in your state. Here in California, we have a critical health care reform initiative coming before us. You are all going to hear it. It is called Proposition 72. We have the chance to

make the first breakthrough in a major state on getting some serious health care reform.

Under this proposition, if it gets passed, it will reinforce a bill that was passed through our legislature that will make all companies with 50 or more employees pay for health care, whether you are Wal-Mart, McDonald's or SBC, or the University of California where I work. (Applause)

They are going to have to pay their way. We know that only 20 or 30 percent of our health care dollars are actually going to pay for the health care of Wal-Mart employees. That is not fair. Wal-Mart has to pay its share, and this is a bill that is going to make it happen. (Applause)

I call on everybody to do whatever you can to make Proposition 72 pass. If it fails, we know that health care reform will be shoved back another decade. We cannot afford that. We must get out and make this proposition pass in California and make it pass everywhere else.

Many of your states have health care initiatives going on. We know we have our health care, but it is in jeopardy. We are one contract away from losing this. My health care premiums went from zero to \$80 a month for my family. That is what is going to happen for all of our families. And we are getting no pay increases because they say they have no money. We cannot afford this. Our employers are saying, "We can't afford it."

We have to get our employers and everybody else behind it.

We need health care reform. The system is broken. I call on all of us to find the best, most appropriate way in your state to make this system work and take the profiteering out of it and put health care back in the system. Thank you very much. (Applause)

PRESIDENT BAHR: Are there no other delegates that care to speak?

Before us is Resolution 66A-04-5, Mobilizing for Health Care Reform. All those in favor indicate by raising their hand. Down hands. Opposed by like sign. It is adopted. (Applause)

At this point, we want to move into the COPE Awards program.

We talk repeatedly about political action being one of the three legs of the Triangle. I think it goes without saying, particularly in this Election Year 2004, that the political leg of that Triangle is probably the most important; because, if that doesn't work, we can forget about effective collective bargaining and organizing.

Our new COPE program went into effect last year. I want to commend the delegates for their wisdom in adopting that program two years ago. With the change in federal campaign laws and the downturn in the economy that impacted our COPE giving, we could have experienced a drastic falloff in COPE funds without this new program. Thanks to your efforts, our members in 2003 contributed a record amount of voluntary dollars to CWA-COPE.

We also significantly increased the number of members who give to CWA-COPE, and we raised the necessary funds to operate the most extensive grassroots field political operation in our history. We will be doing that between now and Election Day.

In 2003, we raised more than \$2.7 million in voluntary dollars from our members, an increase of more than \$400,000 from 2002, and set a one-year record for our union. I want to congratulate all of you. (Applause)

On the screen is the list of CWA-COPE Honor Locals that met the challenge in 2003. I was pleased to host a special reception for them last night. The list of CWA-COPE Honor Locals was distributed this morning and will be incorporated in the official Convention Proceedings. Let's give them a round of applause for a job well done. (Applause)

<u>LOCAL</u>	<u>PRESIDENT</u>
1009	Daphne L. Clark
1020	Elizabeth A. Christy
1080	Joan Topia
1082	Linda J. Smith
1084	Doris Walker-Rice
1086	Judith Street
1101	Joseph F. Connolly
1108	George C. Welker

1110	G. L. Finnigan-Einterz
1152	Mary Mazzeo
1301	George R. Alcott, III
1395	Thomas V. Lane
81232	Robert C. Bowditch
81250	Richard Chenevert
81251	Bruce A. Pierce
81255	Harry Chandler
81259	Wayne Souza
81303	Alfred Broomhead
81331	Daniel Dowd
81340	Claude L. Austin
81361	Carl Kochersberger

<u>LOCAL</u>	<u>PRESIDENT</u>
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81380	Howard Connors
81382	Adrienne Russo
81384	Bruce Briggs
81401	Syed M. Shah
2001	Claudia K. Mathews
2003	Jeffrey A. Lewis
2007	Richard D. Mabrey
2100	Wilbur S. Holland, Jr.
2101	Gloria T. Pack
2107	Denise A. Burns
2202	Louis J. Scinaldi
2206	Richard D. Wallace
2385	Gary J. Harding
82162	Thomas L. Dillon
82173	Jeffrey P. Taylor
3102	Royce J. Ulibarri
3106	William De Loach
3115	Samuel J. Bake
3151	Judith K. Robertson
3201	Roger L. Todd
3217	Ronald P. Ennis

<u>LOCAL</u>	<u>PRESIDENT</u>
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3220	John M. McInnis
3309	Timothy L. Goodwin
3313	Gary A. Shewmaker
3317	Chester B. Hogston
3514	R.G. Trammell
3516	James J. Hudson
3517	C.R. Oliver
3518	Oscar Denton
3605	Richard F. Honeycutt
3706	Debra C. Brown
3716	M.E. Parks
3719	F.B. McKerley, Jr.
3802	Christopher Williams
3904	W.H. Walker, Jr.
3910	L.R. Palmer
33229	Bruce Engel
83709	Cathrine R. Wilson

83777	Gregory Williams
83793	Elijah Houser
4013	Phillip S. Truran
4017	Gary Odom
4039	Jeffrey L. Ampey
4100	W.J. Irvine
4101	D.G. Osim
4107	Janet Rich
4216	Mabel Huff
4217	Bryon Capper
4309	Brenda J. Mallory
4310	Margaret B. Henderson
4326	Paul Storms
4371	Tami Drollinger
4485	Anthony Sweeten
4611	Michael J. Goebel
4670	Ron Vechinski
4998	Daniel P. Danaher
84081	Debra Ramsey
84716	Robert A. Peterson
84727	Nathan R. Offerdohl
84745	Earl H. Joe
84749	John A. Wise
84771	Ralph E. Foster
84773	Richard J. Kroger
84774	Richard Snow
84811	Jack C. Garrett
84848	Clifford Payton
84859	Mel E. Luigs
84907	Earl Wilson
84999	Pamela D. Edwards
6009	Jerry L. Butler
6012	David F. Ratcliff
6113	David A. Rawson
6127	W.C. Everett
6132	Luz Riley

<u>LOCAL</u>	<u>PRESIDENT</u>
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6137	Robert A. Jones
6139	Ron L. Harmon
6151	Billie Gavin
6200	Angela R. Guillory
6201	Denny K. Kramer
6206	Brian T. Goonan
6214	Glynne R. Stanley
6215	J.D.D. Williams
6222	Claude Cummings
6228	Ronald Gray
6301	Sandra L. Grogan
6310	Anthony Ellebracht
6311	Timmy K. Skimmer
6312	James R. Billedo
6313	Steven R. Wood
6314	Bryant D. Liddle
6316	Jeannine M. Thomure

6320	Michael V. Neumann
6325	Gary P. Hough
6326	Stephen M. Schadler
6327	Barbara J. Leuty
6350	Robert K. Huss
6377	Earline Jones
6395	Dwight L. Spencer
6401	Jason P. Bums
6407	Kandace E. Lehmann
6409	Steven K. Shelley
6450	Judy A. Sterns
6500	Johnna R. Carlon
86818	Ronald McDonald
86122	Antonio G. Cruz
7001	Jose R. Araiza
7019	Linda R. Glass
7026	Linda L. Hatfield
7032	Dennis Nielsen
7102	Mark J. Rocha
7103	Kenneth J. Mertes
7108	Linda L. Schaffer
7110	Francis J. Giunta, II
7150	Jeffrey W. Maly
7171	Dennis R. Dunbar
7172	William F. Zeigler
7202	Thomas M. Eaton
7214	Terrance L. Newman
7219	Chester F. Nettetstad
7250	Shari Wojtowicz-Schalwig
7290	Alton C. Mumm
7303	Patricia M. Berlin
7500	Rozanne Dubois
7505	William L. Glover
7603	David B. Duvall
7621	Ronald D. Marsden
7704	Kent C. Anderson

LOCAL PRESIDENT

7705	Lee B. Linford
7708	Velma J. Patton
7716	Larry P. McCormick
7717	Thomas W. Costello
7800	Brenda A. Roberts
7810	Bill D. Jenkins

LOCAL PRESIDENT

7812	Kenneth C. Harding
7906	Kenneth J. Saether, Sr.
9419	Jimmy D. Frederickson
13100	Patrice Mears-Swift
88022	James Prentice
88640	Eric G. DeJohn

PRESIDENT BAHR: While we emphasize the basic one-dollar-a-week level of giving, we also appreciate the higher-level donors who are an important part of CWA-COPE. The President's Club is the highest level of giving at \$520 a year. At the end of

2003, we had 1,400 members in the club. You can identify them by the distinctive watch they wear.

Within the prestigious CWA-COPE Quorum program, we have over 15,000 COPE Club members at \$52 annually; almost 6,000 Gold Quorum members at \$104 annually; 1,700 Platinum Quorum members at \$260 annually; and 1,100 Triple Quorum members at \$364 annually. We thank all of our high-level donors. I urge all of you who are not members to consider joining one of these quorums.

I also want to remind you that the best way to raise CWA-COPE dollars is to use the tools and the training that you have received through our organizing and our mobilization programs. The National Office provides the materials necessary to enable you to talk to your co-workers about CWA-COPE, and incentive gifts at no cost to encourage them to participate in the union's political action program. Your continued participation in CWA-COPE and the work you do in signing up new members will ensure that we achieve our goals.

Part of our fundraising work is the great work done by our retired CWA Retired Members' Clubs. They are ready, willing and able to assist your local with their vast experience in any state or local campaign. Use them! As I have said many times, they are our greatest asset.

Before I announce this year's convention award winners, I want to ask all the winners to gather for a photo session just off the stage to my right when these proceedings are over. In addition, some of the COPE awards have been written to reflect the new program.

The first award is presented to the local that contributed the most COPE dollars last year. The winner of the award this year also was honored at last year's convention for their outstanding fundraising activities. We are pleased to present this Special Local Award to Local 1101, who raised \$86,763.90. (Applause) Terry Daly, secretary of Local 1101, will accept the award. Congratulations, Terry. (Presentation - Applause)

The next award goes to the local that achieved the highest percentage of membership participation in 2003, and that award goes to Local 7072 with 88 percent of their members contributing to COPE. (Applause) Congratulations to Local 7072 President Estella Madrid, and all the members of Local 7072. (Presentation - Applause)

The next award is for the local that had the highest number of members signed up in COPE in 2003. The winner is Local 1101 with 2,990 members signed up in the program. Come on back, Terry. Terry Daly, come back. (Presentation - Applause)

I want to now present the District Achievement Awards for COPE fundraising. The district that raised the most COPE dollars – and it's their habit – is District 6 (cheers and whistles) with \$511,374.54. Congratulations, Andy Milburn and everybody in District 6. (Presentation - Applause)

Now, the district with the highest percentage of membership participation in CWA-COPE is District 6 with 12.63 percent of all of the members in the district contributing. (Presentation - applause)

The district with the largest number of members participating in COPE is District 1 with 10,318 members. Would Larry Mancino please come forward. (Cheers and whistles, presentation - applause)

I am now pleased to announce the President's Distinguished Achievement Awards for Political Action. The local that had the highest percentage of members contributing to COPE at \$1 or more per week is Local 1301 with 68.34 percent of their members contributing. Local 1301 President George Alcott. Congratulations to Local 1301. (Presentation - Applause)

The local with the largest number of members contributing to COPE at \$1 a week or higher is Local 1101 with 1,217 members. Come on back, Terry Daly. (Presentation - Applause)

The district with the highest percentage of members contributing to COPE at \$1 or higher per week is District 6 with 5.52 percent of their membership contributing. Don't go away, Andy. (Presentation - Applause)

The district with the largest number of members contributing to COPE at \$1 or higher per week is District 6 with 4,090 contributors. (Presentation - Applause) I want to congratulate all the locals, staff and officers of District 6.

I want to now present our two Platinum Quorum awards. The first goes to the

local that had the most PQ members in 2003: Local 6222 with 95 members contributing. Congratulations. (Presentation - Applause)

The second Platinum Quorum award is presented to the district that had the most PQ members last year. The award goes to District 6 with 470 members contributing. Congratulations. (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 in last year. With 95 members, I am pleased to present the award to Local 1301. (Presentation - Applause)

The second award is presented to the district that had the most Triple Quorum members last year. Again, I am pleased to present this award to District 6 with 237 members. (Presentation - Applause)

The first President's Club award goes to the local that had the most members contributing at the highest level in 2003. The local receiving this honor is Local 4302 with 43 members contributing. (Applause)

SECRETARY-TREASURER EASTERLING: That's my local.

PRESIDENT BAHR: That's Barbara Easterling's local. (Applause)

The second President's Club award is presented to the district that had the most members participating in 2003. We are proud to present this award to District 6 with 308 members. (Presentation - Applause)

Last year, we created a new award to recognize the individuals, locals or district that used political action to further the union's collective bargaining, organizing or legislative goals. We call this award the Paul Wellstone ACTION Award, in memory of a special man and the special relationship that our union had with Paul. His death was, and still is, a tragic loss for working families and our nation. Would you show the Wellstone slide.

... A photo image of the Late Senator Paul Wellstone was shown on the screen ...

PRESIDENT BAHR: CWA is committed to keeping Paul's legacy alive with this award. When the Executive Board created it, we did not anticipate that it would be an annual award.

Political action usually is a long-term solution to moving our agenda forward; very rarely a quick fix. It can take time to see the results of our political action in support of our agenda. However, we received several outstanding nominations this year that fulfilled both the spirit and vision of this award. In fact, it was very difficult to select an honoree. I want to acknowledge two runners-up:

First, we salute the court interpreters in California who won the right to organize and bargain through legislation passed by the state legislature.

Second, we recognize the outstanding political work of Local 7011 of New Mexico in the election of Governor Bill Richardson in 2002 (applause), which led to public employees winning the right to organize and bargain collectively. With the active involvement of Local 7011, CWA has since been certified in ten agencies and departments representing about 3,000 workers, and just recently completed negotiations for a first contract. So please join me in recognizing these two locals. (Applause)

In my address yesterday, I gave the details of our ongoing fight with Comcast, how they resist organization by their employees and then refuse to accept the outcome of the vote. So, we then have to battle a deceit and rarely get into serious bargaining.

While this scenario played out in southeast Michigan, there was a different result. In this case, we were able to coalesce political and community pressure to overcome the company's vicious anti-union conduct.

Brothers and sisters, the co-winners of the 2004 Wellstone ACTION Award are: Locals 4100 of Detroit, and 4107, Port Huron, Michigan. (Applause) Local 4100 President Bill Irvine and Local 4107 President Jan Rich, please come to the stage. (Presentation - Applause)

In addition to this award, CWA will also contribute \$25,000 in the name of the winners to the Wellstone ACTION Foundation. (Applause and cheers)

I want to tell you how these two locals stood up against one of the biggest anti-union corporations in America and won. A year before the expiration of the contract on June 1, 2004, Local 4100 launched a campaign to bring the concerns of the Comcast workers to the Detroit City Council and the city cable commission.

Assisted by CWA Staff Representative Shannon Kirkland and CWA Research Economist Patrick Hunt, the local built a network of elected officials, community activists – including Jobs with Justice – and religious leaders to keep the pressure on Comcast.

They met with the Cable Commission on three occasions and made a 40-minute presentation to the Detroit City Council regarding the behavior of Comcast. They also pressured members of the City Council and their staff, meeting with them on more than ten occasions. Council Member Joanne Watson held a public hearing on Comcast where our staff representative was the primary speaker.

The monthly public meetings of the Cable Commission became a regular platform where the union brought Comcast's problems to the public's attention. CWA also paid for a technical audit of the Comcast cable system, which uncovered 50,000 safety violations that were confirmed by the Detroit Cable Commission.

The result of all this activity was that Comcast – completely out of character – came to the bargaining table ready to negotiate. We reached an agreement on a new contract in late June, which has since been ratified. (Applause)

And to show that Local 4100's political activity doesn't stop at the bargaining table, Bill is running this November as a candidate for the Detroit City Council. (Cheers and applause)

In Port Huron, Comcast instigated a decert, which we won. The company, as expected, filed objections to the elections. Rather than go through a lengthy NLRB fight, Local 4107 President Jan Rich decided to voluntarily rerun the election and build community support in an area that is much more conservative than Detroit.

Comcast tried to block a quick election, but failed. We won the rerun by a larger margin than the first decert. Comcast again filed objections, but during this time the local had created broad political and community backing for the workers.

Local 4107 engaged in a systematic campaign to talk with elected officials in every community served by our members. They met with the Port Huron Mayor, addressed the city councils in the largest towns in the Comcast service area, and later met with the city councils in eight smaller communities. All council members were sent follow-up letters. On June 1, the Port Huron City Council heard a 15-minute presentation about Comcast's abuse of the community. Faced with incredible community pressure, Comcast backed down and the unit was certified.

After nine months of battle, two decertification elections, and the discharge of a bargaining team member, Local 4107 on August 12 reached agreement on a new three-year contract with Comcast Cable. (Applause)

This, brothers and sisters, is commitment at its very best. In both cases, the locals used political and community power to support the survival of two relatively small units – 50 in Detroit and 37 in Port Huron – against one of the meanest, most powerful employers in America.

Let these locals send a message to every employer, particularly Comcast, no matter how big the company or how small the number of workers involved: CWA will fight with all of our resources to bring the benefits of union organization to working families. And I think this commitment, if we can have it in every community in which Comcast operates, knowing what the end result will be – and that's a contract for those workers – we can bring Comcast around and change their character. So I want to thank all of the winners; and this concludes our COPE awards. (Applause)

We are now at that point in our convention when we acknowledge those who helped build our union who are no longer with us and have passed away in the last year.

Assembled here in Anaheim, California, for the 66th 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 14 members of the CWA family who have passed from us.

VICE PRESIDENT CLARK: Howard T. "Howie" Atlas.

Howard Atlas served more than 30 years as vice president of NABET's Region 1, ending his career as vice president of NABET-CWA. He started his career as an engineer for NBC. During his 38 years with the company, he worked his way up to president of what is now NABET-CWA Local 51011 and was elected Region 1 vice president, representing members at ABC, NBC and other independent broadcasting stations and production units in the greater New York City area.

He retired from NBC in 1987, but still held his Region 1 office. In October 1993, he rose to be NABET-CWA's vice president. When Howie retired as international vice president in 1994, he was appointed as national retiree coordinator, a post he filled until earlier this year. His local honored him with the title president emeritus. He died on July 8 after a long illness. Howie's leadership transcended his own retirement and has become an inspiration for those of us he left to carry on.

VICE PRESIDENT BIXLER: Wright Alan Baker.

Alan Baker's career saw CWA develop from 17 independent telephone unions into the strong international that represented telephone workers across the United States and Canada. Born June 30, 1906, in Alberta, Canada, "he first traveled with his father by horse and buggy and went into the mountains to do logging by steam tractor. By the end of his life, it was travel by modern jets," his son, Donald, said after Alan's death at age 97 on December 3, 2003.

From 1928 to 1949, Alan worked in the switch room of Associated Telephone in Santa Monica, California, and was active in helping telephone workers organize. When CWA was formed in 1947, Alan Baker's union became its Division 7, headquartered in San Francisco, and he served as Division 7 president and organizer. In 1949, he became a CWA representative for what is now District 9, serving in Fresno. From 1960 until his retirement in June 1971, Alan worked out of the district's San Francisco headquarters. Said then-District 9 Vice President Louie Knecht, "Alan was a good man, dedicated to serving our union."

VICE PRESIDENT MALY: Elaine Gleason.

Elaine Gleason, who began work as an operator and reports clerk for AT&T and became CWA's national director for AT&T Long Lines, was a skilled negotiator and one of the first women to serve on the CWA Executive Board. Elaine became a member of Local 1150 in New York City and served in several leadership positions, including as president from 1952 to 1955. She also served on the executive boards of both the city and state AFL-CIO.

She was only 27 years old when elected at the CWA convention in 1955 as Long Lines director. In 1967, Elaine was assigned as a CWA representative in District 1. She served briefly in New York City, spent most of the next two years at CWA's Washington, D.C., headquarters and retired in 1983 after three years in the Union City, New Jersey, office.

She died on November 10, 2003, at age 76. Jim Irvine, retired Communications and Technologies vice president, credited her with landmark contributions to pre-divestiture AT&T contracts that survive to this day.

VICE PRESIDENT SMITH: Wayne Gray.

Wayne Gray, once an installer for Western Electric in Chicago, ended his career as administrative assistant to the vice president of CWA District 3. Active in the union from the outset of his career, Wayne rose to vice president of CWA Installation Division 6. Recognizing his ability, founding President Joe Beirne quickly brought him to the Washington, D.C. headquarters as a research associate. In February 1957, Wayne became a CWA representative and was assigned to the Greensboro, North Carolina, office in District 3. In January 1967, he won promotion to area director for North Carolina and South Carolina, and in December 1975 became administrative assistant to then-District 3 Vice President Allen Willis.

He retired in June 1980 after a brief move to the Atlanta, Georgia, office. He died on November 12, 2003, at age 85. His insight and dedication to the union have provided a beacon many others have followed.

VICE PRESIDENT RECHENBACH: Richard T. "Dick" Jordan.

Dick Jordan, a retired CWA representative in District 4, literally made the CWA family his own. Shortly after joining the staff in March 1988, Dick, the former president of Local 4009 in Southfield, Michigan, married another CWA leader, Sarah Brown. Sarah was president of Local 4016 in Troy, which later merged with Local 4009.

Today one of their sons, Tom Jordan, is an SBC technician in Royal Oak, Michigan, and a Local 4009 member. Their daughter Judy was also a member during her 10 years as an Ameritech operator and secretary. A veteran of the 1968, 1971, 1974, and 1983 Michigan Bell strikes, Dick served Local 4009 as a steward, chief steward and vice president before taking the reins.

He served on the Michigan Bell Oakland County Labor-Management Committee and lobbied successfully for legislation to protect technicians working underground in confined spaces. As a CWA representative, he served Ameritech locals in Michigan. He retired in 1997 and died January 9 at age 68 at his home in Royal Oak. CWA was his life's work.

VICE PRESIDENT CLARK: Thomas F. Kennedy.

Thomas Kennedy, a New York City native, began his career as a TV engineer working at stations in West Virginia and Illinois. He then worked for NBC in Burbank, California, and joined NABET Local 53 in April 1965. In 1973 he was elected NABET vice president for Region 5, comprising locals in the Los Angeles, San Diego and San Francisco areas.

He served as assistant to Network Coordinator and NABET President Edward Lynch, was elected to the bargaining committees for ABC and NBC and in 1986 was named network coordinator, the union's chief spokesman in negotiations with the two networks.

During a bitter 17-week strike against NBC, Tom took NABET's case on corporate takeovers of NBC, ABC and CBS to Capitol Hill, testifying before the House Telecommunications and Finance Subcommittee and calling for licensing of the networks. Tom retired from NBC in 1989 and from NABET-CWA in 1995. Following his death March 3 in Burbank, bagpipes and strains of "Danny Boy" paid tribute to Tom's Irish heritage, at a service packed by union members, TV executives and federal mediators. His death was a tremendous loss to the union movement.

VICE PRESIDENT BIXLER: Wallace Kimball.

Wallace Kimball, a retired CWA representative in District 9, began his career in 1951 at General Telephone of California, where he became active in CWA Local 9573 in San Bernardino. Over two decades as a lineman, installer, repairman and customer field representative, Wally moved up the ranks of his local, serving as a steward, vice president and president. He participated in a 150-day strike against General Tel, served on the union's bargaining committee and handled media contacts for his local.

He joined the staff as a CWA representative in September 1973, working from District 9's Sacramento office. He worked in the Citrus Heights, California, office from May 1981 to March 1984 when he returned to Sacramento. He retired in July 1990 and died March 1 of this year at age 73. Known for his quick wit and optimism, Wally always found a way to lighten the load of friends who carry on labor's struggle.

VICE PRESIDENT MILBURN: Emmett Mayer.

Emmett Mayer, a retired District 6 CWA representative, was deeply committed to the labor movement and his community. After serving three years in the Navy during World War II, Emmett took a job as a switchman for Southwestern Bell in St. Louis, Missouri. He became vice president and eventually president of what is now Local 6310. Emmett worked nearly two years as temporary staff in St. Louis, servicing Locals 6306, 6310, 6320, and 6600, and became a CWA representative in July 1970.

Then he took on responsibility for additional locals in the St. Louis area, where he spent his career. In addition, he served as treasurer of the Democratic Club of Gravois Township and of the Gateway Chapter of the Industrial Relations and Research Association, and he served on the executive board of the state AFL-CIO. Emmett retired in 1990. He died October 1, 2003, at age 80. Emmett had a wonderful personality. He was a true unionist who believed in CWA and all it stands for.

IUE-CWA DIVISION PRESIDENT BINDAS: Gerald Moody.

Gerald Moody served as a representative for IUE locals in Pennsylvania and Virginia for 25 years. He won the love and respect of everyone his life touched, whether in tough contract negotiations or championing the position of workers in arbitration hearings. Believing that America is a stronger country when working people have good wages, health benefits and job security, he campaigned on behalf of candidates such as Tom Harkin, a Democrat and U.S. senator from Iowa.

He also was active in strengthening IUE's COPE program. In addition to his union service, Gerald made a difference in his community as an active member of Grace United Methodist Church for 38 years. He was 73 when he died on August 8. His was a fine example IUE-CWA leadership.

VICE PRESIDENT RECHENBACH: Adrian Seifert.

Adrian Seifert devoted his entire career as a local officer and as a CWA representative to making life better for CWA members in Ohio. Joining Cincinnati Bell and Local 4400 in 1955, he worked as an installer, repairman and switchman while rising through the ranks to become local president. He was Local 4400's strike director during the 1971 Cincinnati Bell strike, participated in Cincinnati Bell bargaining in 1977 and 1980, and for seven years edited the local's newsletter. He was active in local organizing and lobbying and, as secretary-treasurer of the Butler-Warren-Clinton Counties Labor Council, coordinated get-out-the vote campaigns.

He left Cincinnati Bell at the end of 1980 to become a CWA representative. For 20 years he worked out of District 4's Cleveland office, specializing in service to the District's independent telecom units including GTE, Sprint and Cincinnati Bell. He retired in March 2000 and at age 67 died on November 29, 2003. Throughout his career, he cared for the CWA family and his own with almost equal passion.

VICE PRESIDENT SMITH: Margaret "Peg" Stanton.

Peg Stanton broke new ground for women on the CWA staff as one of the union's early Kentucky directors. She worked from 1937 to 1956 for AT&T in her hometown of Pittsburgh as an operator, teletype operator, service assistant, instructor and force clerk, and rose to vice president of her local. Hired as a temporary organizer in October 1950 for a campaign at Northern Telephone, she became a CWA representative in March 1955. She worked initially in the organizing department in Washington, D.C., and was assigned the next year to the staff office in Louisville, working with locals in the western half of the state. Her title changed to western Kentucky director in November 1959.

In October 1962, she married CWA Representative Merle Stanton. Peg became eastern Kentucky director in December 1969, and Merle became western Kentucky director. Peg was active in Democratic politics, served on the executive board and as women's activities director of her state AFL-CIO, and on the Governor's Committee on Higher Education. She died December 27, 2003, at her home in Largo, Florida, at age 87. "She was cool and collected and worked hard for everybody," said her good friend Nell Horlander, who succeeded her as Kentucky director, "Everybody loved Peg."

IUE-CWA DIVISION PRESIDENT BINDAS: Vincent Vingle.

Vincent Vingle, Westinghouse Conference Board chairman and member of the IUE Executive Board, was born with union in his blood. His father was a proud member of the United Mine Workers, and famous Mine Workers' President John L. Lewis bounced him on his knee. Vince went to work for Westinghouse in Fairmont, West Virginia, in 1941 and was instrumental in the fight to organize what is now IUE-CWA Local 82627.

He served 16 years as local vice president before becoming conference board secretary in 1966. He was elected chairman in 1978. Under Vince's leadership, the conference board maintained its character as a united and progressive representative of 24,000 workers during some of their most difficult struggles.

Vince died on February 7 at age 82 after many fine years of service to the IUE and after, in the 1990s, participating in experimental cancer treatments that have since saved many lives. His dedication to democratic union principles, whatever the issue, was the trademark of his career.

VICE PRESIDENT SMITH: John Walker.

John Walker, as a bench and machine operator in Winston-Salem, North Carolina, knew that CWA representation made all the difference for his co-workers at Western Electric. That's why founding President Joe Beirne hired him in 1951 as a CWA representative. John worked six years in District 3, serving locals in Winston-Salem, Burlington and Greensboro, North Carolina.

In February 1957, he was assigned to the Organizing Department in Washington, D.C. From there he helped organize Western Electric workers in Kansas City, Missouri and Chicago. He transferred to the District 3 office in Greensboro in September 1969, moved to the

Norcross, Georgia, office the following July and returned to Greensboro two years later.

Always dedicated and loyal to CWA, he died at 80 after battling a lung disease for many years. It was fitting that he died on September 1, Labor Day, 2003.

IUE-CWA DIVISION PRESIDENT BINDAS: Gregory Whitman.

Gregory Whitman, a retired IUE representative, helped turn what is now IUE-CWA Local 84717 into the strong local it is today. He got involved in the local in 1966 when he started working for Packard Electric. His skills as a worker representative became apparent as he quickly rose through the positions of zone committeeman and shop chairman. In 1983, he was elected local president. Greg didn't just react to problems at the local, he always looked for new ways to improve the lives of its members.

In 1984, he negotiated a lifetime job and income security agreement that is a cornerstone of the local to this day. In 1987, then-IUE District 7 President Mike Bindas hired him as an international representative. Greg died this past June. He will always be remembered as a loving family man whose innovative thinking and concern embraced his entire IUE family.

PRESIDENT BAHR: Let us now pause to remember those CWA Local Officers who have passed from our midst since our last convention:

Scott Roach, Local 4700, Vice President.

Terry Antos, Local 6450, Executive Vice President.

Richard C. Wheeler, II, Local 7800, Area Vice President.

Bob Iverson, Local 7803, Vice President.

Tom Boeckelman, Local 9509, Executive Vice President.

John Belcarz, Local 30111, President.

Don Kummer, Local 34022, Administrative Officer.

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 Howard Atlas, Alan Baker, Elaine Gleason, Wayne Gray, Richard Jordan, Thomas Kennedy, Wallace Kimball, Emmett Mayer, Gerald Moody, Adrian Seifert, Margaret Stanton, Vincent Vingle, John Walker, Gregory Whitman, 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: Would the Resolutions Committee come back to the platform, please?

SECRETARY-TREASURER EASTERLING: I have some announcements to make. The CWA "Guides to the Congress" are available for \$5 each at the Secretary-Treasurer's booth.

... Convention announcements ...

For those of you who live in Cingular service areas, you are invited to stop by the Cingular booth in the vendor area for a chance to win a Cingular phone. Drop off a business card in the box there. At the end of the convention, five business cards will be drawn for five winners. We will be drawing the five winners up here from the podium. The Cingular phones will be sent to you, so make sure the business card has the proper mailing address.

The Executive Vice President's booth had a raffle and the following people have won a CWA shirt and hat: Alice D. Williams, Local 6355; Mike Devins, Local 9408; Brynn McKenna, Local 7777; Mike Schmidt, Local 2101; Jose Martin, Local 9503; Joe Cole, Local 6222; John H. Strever, 26084. Please pick up your shirts and hats at the Executive Vice President's booth.

Locals that are interested in showing "Outfoxed" to the membership can obtain a copy by e-mailing the guild@cwa/union.org. There is no charge, but you must agree to show "Outfoxed" to your members and then ask them to donate to Free Press, a media reform group

that has made this film available.

Thanks to each of you who participated in the bone marrow screening and registry yesterday and today. We screened and registered 142 possible donors. Thank you for doing that.

Those of you who have filled out these cards, if you will pass them down to the end of the table and pass them in that direction, the Sergeants-at-Arms are going to pick them up.

The Retirees' raffle winner is Joann Ethridge, Local 6201, who won the handmade afghan. The raffle made \$427 for the Retirees' COPE program, and they want to thank everybody for their participation.

The Women's Committee conducted a 50/50 raffle that was to help them pay for a Women's Conference they are going to have in that area. The winner of that raffle was Barbara Cartwright. They raised \$4,958, so you are going to get \$2,479. (Applause) I actually have it up here for you, Brandy.

PRESIDENT BAHR: Before I recognize the Committee to report on Resolution 7, just a few comments. We have spoken at length yesterday and today regarding the vicious anti-union posture of Verizon Wireless.

The 51 organized workers in New York City, members of Local 1101 – and I might add, these 51 joined CWA when it was NYNEX Mobility in 1989 and that election took place during the 17-week strike against NYNEX. So this, I guess, is the foundation for the courage and the ability of these 51 and those who joined. I'm sure there was some turmoil to resist this management, because these 51 are an island amongst some 30,000 other Verizon Wireless workers.

We have a seven-minute video where you will hear from a couple of these members and some unorganized workers about the conditions at Verizon Wireless. Play the video, please.

... A video was shown about why Verizon Wireless workers must be organized and the difference in working conditions between Core Verizon and Verizon Wireless workers ... (Applause)

PRESIDENT BAHR: The Chair recognizes the Committee.

DELEGATE LINDA SMITH (Chair, Resolutions Committee): Mr. President, the Chair recognizes Nadine Cox.

DELEGATE NADINE COX: Thank you, Madam Chair. Would the delegates please turn to page 12 of the Resolutions booklet and look at Resolution 66A-04-7.

Resolution 66A-04-7

Send a Message to Verizon Wireless and Support Cingular

Two companies in the wireless industry have made starkly different choices about the future. Cingular has taken the high road, proclaiming that it is "Proud to Be a Union Company" and displaying the CWA logo in stores. Where many companies cite industry competition as a reason to keep unions out, Cingular recognizes the advantages a union provides:

"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." (Stephen Carter, then-CEO of Cingular, at our 2002 convention.)

Cingular has honored its commitment to remain neutral in our organizing campaigns. Twenty thousand Cingular employees have joined CWA under card-check agreements. Cingular instructs its managers to treat CWA with the respect they would accord to any other partner and to refer all questions about unionization to CWA. We have been able to reach and administer contracts without undue friction. When Cingular's merger with AT&T Wireless is completed we expect thousands of AT&T Wireless employees will join CWA without opposition from management. In the past, AT&T management had opposed all organizing efforts by their employees.

At the other end of the spectrum, Verizon Wireless has established itself as the

Wal-Mart of wireless. After we struck its parent company in 2000, Verizon Wireless finally signed a card-check and neutrality agreement. Far from remaining neutral, the company runs a relentless anti-union campaign that begins during new employee orientation. Verizon Wireless holds captive-audience meetings, "educates" workers with a 30-page website of anti-union rhetoric about dues, strikes, and "union promises," and harasses and intimidates workers. Verizon has also repeatedly tried to bust the only unionized group of wireless employees, 51 CWA technicians in New York. Now after four years of shamelessly violating the card-check agreement, Verizon has refused even to provide the false appearance of neutrality. These tactics have no place anywhere, but it is especially distressing to see them at a CWA employer like Verizon, which has prospered through the skills and experience of its union workforce.

Verizon CEO Ivan Seidenberg attempts to evade responsibility for management's tactics, claiming that Verizon Wireless is a separate entity which he does not run. Truth be known, Seidenberg not only heads the parent company, he is also the chairman of the board of Verizon Wireless. He must take responsibility for the company and its treatment of employees.

We must make sure that Verizon Wireless knows that there is a price to pay for its anti-worker behavior, and we must reward good employers like Cingular with our business. It's critical that we help Cingular succeed if we are to make wireless a union industry and maintain our power in telecom. If all activists, stewards and officers in the labor movement took their business to Cingular, we would account for billions of dollars of revenue, and Verizon Wireless would have to reassess its anti-union behavior.

RESOLVED: We will promote Cingular to CWA members, retirees, our brothers and sisters in other unions and allied organizations and urge them and their families to choose Cingular for all wireless services.

RESOLVED: CWA Locals will continue to support organizing efforts of Verizon Wireless workers who seek a voice on the job through union representation.

Mr. President, the Resolutions Committee moves adoption of Resolution 66A-04-7, entitled "Send a message to Verizon Wireless and Support Cingular."

PRESIDENT BAHR: The motion has been made.

... The motion was duly seconded ...

PRESIDENT BAHR: On Microphone No. 3, Delegate Greggains. I hope I said it right.

DELEGATE JEREMIAH GREGGAINS (Local 9407): That is correct.

I represent nearly 1,000 Cingular Wireless employees here in California. I stand here today to urge your support of Resolution 66A-04-7. We must send a message to Verizon Wireless that we will not stand for their current anti-union, anti-worker practices.

At the same time, we will be sending a message to Cingular Wireless that we will continue to support their efforts for industry growth, based on their current and ongoing "union-friendly" positions.

Most important, this resolution gives the employees of Verizon Wireless and the 51 CWA members the assurance that we will not abandon them and we will continue to fight for their rights for union representation. Thank you. (Applause)

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

DELEGATE RAY POMEROY (Local 2107): Thank you, President Bahr.

Brothers and sisters, I stand before you today to ask you to support Resolution 66A-04-7, "Send A Message to Verizon Wireless and Support Cingular."

We have a large Verizon Wireless presence in our local and we have been running an organizing campaign there since the 2000 Verizon contract – which included a neutrality/card check agreement – was ratified. We've never experienced anything remotely neutral at Verizon Wireless.

When we hand-billed at their locations, be it a small store in Indianapolis, Maryland or the call center in Laurel, Maryland, they called the police. They held captive meetings with their employees to let them know what a bad thing the union is. They took information from our own local newsletter, posted it on their anti-union website, and put their own spin on it indicating that the union wanted to organize them because the union was greedy and wanted their money.

They fired our Inside Committee Leader, Clyde Rocher, for an infraction that

other employees were never disciplined for. In short, they fought us at every turn.

Two weeks ago, the neutrality agreement expired. How will they act now? On the other hand, my local represents all the Cingular Wireless workers in the state of Maryland. Cingular management has been a dream to work with compared to the Verizon management teams that we deal with every day – teams that were schooled under Ivan Seidenberg and his predecessor Ray Smith. Issues that take weeks or months to correct at Verizon can often be cleared up with a phone call or two at Cingular.

We need to support Cingular wherever we can. We need our families and friends to support Cingular. And why? Because 48 percent of CWA's members work in telecom, and 81 percent of those work for the regional Bell operating companies. The Bell companies tell you that they are losing lines and revenues to wireless companies, while at the same time every one of them has their finger in the wireless pie.

The jobs of the future will increasingly be on the wireless side of the house. As one of our brothers in the airline sector from my district, District 2, pointed out, over 30 percent of the people he deals with every day between the ages of 25 and 35 say they only have a cell phone – no landline. If you polled people between 18 and 35, I would guess the percentage would be much higher.

Analysts are now predicting that Verizon Wireless will still be the largest wireless company after Cingular's buyout of AT&T Wireless. Verizon would not be the successful company it is and they would not have had the capital to become the wireless powerhouse it is today if it were not for the hard work of our members. Now they want to leave us behind.

We can't allow this. We must send a message to Verizon. We have to show them that we will support the companies that support us. Please support this resolution. Thank you. (Applause)

PRESIDENT BAHR: There are no other delegates who desire to speak. All those in favor please indicate by raising your hands. Down hands. Opposed by like sign. The resolution is adopted. (Applause)

I just want to add a few comments. You saw in the video, Verizon Wireless ran a relentless campaign of fear and intimidation to discourage employees from joining our union. Although Verizon refused to extend the card check agreement, they will learn that we don't give up. We don't go away and we fight for justice for as long as it takes. (Applause)

In the weeks ahead, we will be launching an action against this company. At last year's convention, we asked you to adopt a Verizon Wireless store. You pulled together actions at hundreds of stores with very little advance notice. Some of you had members at stores before you were able to get back home. It was an amazing show of solidarity and it moved the negotiations.

I don't want to announce the details of this action here, but on your tables you have a draft flier for the actions and a local sign-up form. Locals that sign up will be committing to have five members participate in an action for approximately two hours a month.

The action can be done after work hours, on weekends, or during the weekdays. Verizon Wireless and Comcast are our two national campaigns that we are working on with IBEW, with the full assistance and support of the AFL-CIO.

So I ask you to fill out the commitment form and help the Verizon Wireless workers. Please pass the forms to the end of the tables once they have been completed and the Sergeants-at-Arms will pick them up. We will contact the locals that sign up and let you know the date and the target of the actions.

The Chair recognizes the Committee.

CHAIR SMITH: Thank you, Mr. President. The Chair recognizes Charlie Braico.

DELEGATE CHARLIE BRAICO: Thank you, Madam Chair. Would the delegates please turn to Page 13 of the Resolutions report and look at Resolution 66A-04-8, entitled CWA/NETT Academy: A Union Benefit for All CWA Members.

Resolution 66A-04-8 **CWA/NETT Academy: A Union Benefit for All CWA Members**

We at CWA are accustomed to fast-paced technological change in the

workplace. Our strategy over the years has been not to resist innovations, but rather demand employment security and training for the new jobs.

We believe much of the work related to evolving technologies is an extension of traditional, core union-represented work. Verizon, for example, predicts that four out of five central offices will close within the next five years as a result of VoIP (Voice over Internet Protocol) technology. The central offices or operation centers that remain will be filled with servers and routers. This core CWA work must remain union represented and our technicians need training on the new router/computer equipment. In addition, CWA public sector members need Microsoft certification; members in broadcasting need networking knowledge; members in manufacturing need fundamental computer skills and still other telecom members need electronics basics to pass the tech tests. CWA/NETT Academy has courses to meet all these needs.

CWA has developed CWA/NETT Academy (www.cwanett.org) to provide instructor guided, online training courses specifically focused on the skills our members tell us they need. CWA/NETT Academy is available to all CWA members regardless of their employer and since it is operated by CWA, we are able to select the courses and maintain quality instruction. Each course has a CWA approved instructor who is experienced in the field and committed to helping members succeed.

CWA/NETT Academy is CWA and that distinguishes it from "for-profit" training vendors. CWA/NETT Academy's only goal is to provide quality training at the lowest possible cost for all CWA members. CWA/NETT Academy works closely with our premier joint programs such as Alliance and Pathways. Several of our major employers have approved CWA/NETT Academy as a training provider eligible for tuition reimbursement. Over a thousand CWA members completed a course on CWA/NETT Academy, but sadly it remains an untapped resource to many more.

RESOLVED: Given the changing nature of work and the shrinking training funds being provided by employers, the Communications Workers of America continues to support and expand its own CWA/NETT Academy (www.cwanett.org) to meet the training needs of our members.

RESOLVED: That the Communications Workers of America, at all levels, familiarize represented employers with the CWA/NETT Academy and request that it be included on employers' preferred training provider lists.

RESOLVED: That all CWA locals inform members about CWA/NETT Academy and direct them to the website (www.cwanett.org) through local newsletters, meetings, bulletin boards, and other forms of communication.

RESOLVED: That CWA locals consider CWA/NETT Academy our online training provider of choice, before contracting or providing membership mailings for outside training vendors.

Mr. President, the Resolutions Committee moves the adoption of Resolution 66A-04-8, entitled CWA/NETT Academy: A Union Benefit For All CWA Members.

... The motion was duly seconded ...

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

On Microphone 3, Delegate Cummings.

DELEGATE CLAUDE CUMMINGS (Local 6222): I rise in support of this resolution. CWA/NETT is a tool that helps our members progress in their field because CWA/NETT knows the area of communications better than other vendors.

CWA/NETT labs are located in the locals. Bringing members to the local gives them that sense of connection with that local that many members of other organizations lack.

CWA/NETT instructors are affiliated with the telecom industry which brings yet another advantage to students. CWA/NETT is among the few vendors that offer the new technology of VoIP course, which is estimated to be the major player in the telecom industry in the next five to ten years.

CWA/NETT achieved remarkable success in Houston in getting over 25 members to prepare for, take and pass the class. All that was done in less than four months in a pilot program that combines on-line study with an in-class experience.

Last but not least, CWA/NETT is CWA. So I urge the delegates to support this resolution. (Applause)

PRESIDENT BAHR: Microphone 3, Delegate Joyce.

DELEGATE JAMES JOYCE (Local 51016): President Bahr, Executive Vice President Cohen, Secretary-Treasurer Easterling, members of the Executive Board, fellow delegates and guests: I rise in support of this resolution.

In 2002, NABET-CWA President John Clark commissioned our Sector's Task Force on Technology and Training in response to the quick and constant changing of the technology landscape in the broadcast industry. We had already witnessed many of our employers attempt to use new technology as an excuse to shift work away from NABET bargaining units. We had also witnessed the frustration of our members as these employers either scaled down or completely eliminated company-sponsored training and education programs in the workplace.

Our task force is comprised of NABET staff and local officers from across the country and we developed a mission to find affordable and equally important, accessible training opportunities for our members.

It was important for us to find a way to provide training opportunities, not only for our members in New York City and Los Angeles, but also for our members in Watertown, New York, and Omaha, Nebraska.

As the Chairman of the NABET-CWA Taskforce on Technology and Training, I stand here today to tell you that CWA/NETT Academy is a powerful resource to provide this affordable and accessible training in the critical areas of IT, Local Networks, fundamental computer skills, and basic electronics.

NABET-CWA has recently promoted the CWA/NETT Academy's on-line training for the A+, Net+, and CCNA courses. Through Sector and Local communications, especially e-mail distribution and website notices, 45 NABET members from across the country have enrolled in these on-line programs since the beginning of this month alone.

CWA/NETT Academy allows our members to take these on-line courses in their own homes, at their own pace, and with flexibility for changing work and personal schedules.

CWA/NETT Academy administrators continue to evaluate the training needs of our members. For example, in looking at the current challenges in the broadcasting industry, together we are now exploring opportunities to provide training for the specialized software currently used for television production and post-production.

In closing, let me emphasize that the CWA/NETT Academy is a resource that every local, no matter which bargaining units they represent, should promote to all their members. CWA/NETT Academy is union sponsored with a paramount goal of helping us as local officers keep good union jobs – union jobs.

When it comes to making our members the best-educated and best-trained workforce in their respective industries, the future is now and the CWA/NETT Academy can be the gateway to this future.

I urge every delegate in this room to support this resolution and to visit the CWA/NETT Academy booth here at the convention, to learn more about bringing this valuable resource to your members. And I urge every local with a website to post a link to www.cwanett.org on their homepages. Thank you. (Applause)

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

DELEGATE RONALD D. HONSE (Local 4319): I move the previous question. ... The motion was duly seconded ...

PRESIDENT BAHR: It's not debatable. All those in favor indicate by raising their hands. Down hands. Opposed by like sign. It is adopted. Debate is closed.

Before the convention is 66A-04-8. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

This concludes the work of the Resolutions and Rules Committee. Please join me in thanking them for another great job. (Applause)

It is now time to present the awards for one of the most important ways CWA locals communicate with their members. I'm talking about the hundreds of informative, creative newsletters our hard working local editors produce.

In any one issue, members may learn about an organizing drive, about the status of contract talks, about an upcoming bake sale to help a CWA family in need, about pending legislation in Congress affecting overtime rights, and so much more.

Don't ever underestimate your power. The power of your newsletters is not to just inform but to inspire and involve your members.

In this critical election year, your newsletters are doing an excellent job of helping members understand what is at stake for working families. Most of you will publish one or two newsletters between now and Election Day.

This gives you a unique opportunity to speak directly to your members as the election draws near. In the wake of the 2000 election, we know all too well that every single vote counts and you can make a difference.

Our judges this year, a distinguished panel of communications professionals, had high praise for your newsletters. They said your submissions, and I quote, "once again reflected the hard work, energy and creativity of local editors and writers. In that sense, every local is a winner and the enormous effort that goes into communicating the union message merits our commendation."

Some awards have already been presented in district and sector meetings. They include these first-place honors:

For Best News Reporting: *Communique*, Local 1180, Dorothee Benz, Editor. Dorothee won for her story titled "Fight Forward! Stewards galvanize an angry membership in budget fight," a detailed report on Local 1180's massive campaign to fight New York Mayor Michael Bloomberg's attempt to get \$600 million in concessions from municipal unions.

For Best Layout: Again, the *Communique*, CWA Local 1180, Dorothee Benz, Editor. The judges said the look and graphic design of the newsletter "are, in a word, outstanding." The *Communique* also won first place for best front page, submitting what the judges said was an especially memorable design, a headline announcing "Five Reasons to Join Cope," over a full-page photo of five masks of George W. Bush.

For Best Human Interest Feature: *The Guilder*, TNG-CWA Local 31034, Michael McNessor, Editor. Titled "A Tight-Knit Group," the judges said the winner was "a feel-good feature about a group of Local 31034 members at the *Times Union* in Albany, New York, who grew close after spending countless lunch hours knitting and cheering each other on in a craft that many had never tried before." The group's craftwork took on special meaning when they knitted shawls for two members of their group who were away from work on sick leave for several months.

For Best Opinion Column: *UT Campus Voices*, UCW-CWA Local 3865, Chad Negendank, Editor; Elizabeth Gentry, Assistant Editor; Elizabeth Gentry, Writer. Titled "Speak Out," the judges said Elizabeth's piece is a "strong first-person account detailing the conditions that many higher education professionals confront on college campuses in their quest to move up the academic ladder, and why the need for union representation is just as great in academia as it is in any other workplace."

For Best Original Cartoon or Graphic Presentation: *UPTe Update*, Local 9119, Vanessa Tait, Editor. The judges said the strong graphic "speaks reams about attempts by a college labor relations manager to silence union members."

The next awards are for overall general excellence. The winner in Category 1, for publications serving locals with fewer than 200 members, the winner is *UT Campus Voices*, UCW-CWA Local 3865, Chad Negendank, Editor; Elizabeth Gentry, Assistant Editor. Accepting the award is Debbie Helsley. Congratulations, Debbie. (Presentation-Applause)

The judges praised *Campus Voices* as "Well-written and filled with strong, informative articles. It consistently keeps local members apprised of the latest news regarding crucial bargaining issues and other matters related to membership representation. The publication also features strong, effective opinion pieces."

In Category 2, for locals of 200 to 500 members, the winner is *The Guilder*, TNG-CWA Local 31034, Michael McNessor, Editor. Accepting the award is Ken Crowe, delegate from 31034. (Presentation-Applause)

This is a special honor for me because I was a very good friend to Ken Crowe's father, Ken Crowe, Sr., who is one of the last labor reporters and worked for *Newsday* out on

Long Island. Give our best regards to your dad.

The judges said, "Strong writing, creative graphic design, and engaging opinion pieces are all prerequisites for general excellence. *The Guild* consistently features all of these and more."

For locals with 500 to 1,000 members, Category 3, our winner is the *Hawaiian Union Insider*, AFA-CWA, Local 43, Randall Respicio. Accepting the award is Tony Lenchanko, AFA-CWA Local 29043. (Presentation - Applause and cheers)

The judges said the *Hawaiian Union Insider* "stands out by combining strong editorial content with a clean layout style. Half-column photographs of featured authors add a personalized touch to major stories. The newsletter is especially effective in providing important contractual information which is supported by effective charts and graphics. Compelling opinion pieces add to its appeal."

For our locals with more than 1,000 members, Category 4, our winner is *UPT* Update, Local 9119, Vanessa Tait, Editor. Accepting the award is Jelger Kalmijn. (Presentation - Applause) The judges said *UPT Update* "succeeds time and time again with a pleasing format and in-depth articles that focus on issues which have a direct impact on the lives and livelihood of UPT members in California. The finished product makes it clear that a substantial amount of editorial planning goes into each edition."

Our final award is the Oscar Jager Journalism Award. It is presented each year to a publication that reflects the dedication and hard work of the late Oscar Jager, a past editor of the CWA News and a lifetime labor publicist.

This year's award goes to *The Guild*, TNG-CWA Local 31034, Michael McNessor, Editor. Accepting the award is Ken Crowe. (Presentation - Award)

The judges were extremely impressed by *The Guild's* strong writing, headlines and editing, with stories that "repeatedly engage the reader."

They said *The Guild's* style "serves to respect the reader's time with articles which are generally of modest length. This editorial style, along with a creative and clever use of graphics, provides the foundation for a newsletter that is first-rate in every respect."

Let's give a round of applause to our winners and to all of CWA's local editors. (Applause)

On Microphone No. 1, Delegate Wagner.

DELEGATE RICHARD C. WAGNER (Local 1183): I have a resolution. I will read the Resolved.

Resolution to Hold SunTrust Banks/Coca-Cola Accountable for Human Rights Abuses of Colombian Union Leaders

WHEREAS, United Steelworkers of America, AFL-CIO and the International Labor Rights Fund have filed a lawsuit under the Alien Tort Claims Act against The Coca-Cola Company and its Colombian bottlers that charges that Coca-Cola bottlers "contracted with or otherwise directed paramilitary security forces that utilized extreme violence and murdered, tortured, unlawfully detained, or otherwise silenced trade union leaders." The lawsuit was filed on behalf of SINAL TRAINAL, the National Union of Food Industry Workers of Colombia, several of its members, and the estate of Isidro Gil, one of its murdered officers.

WHEREAS, New York City Council Member Hiram Monserrate led a delegation of labor, student, and academic representatives on a 10-day fact-finding tour in Colombia to investigate Coca-Cola's alleged human rights violations. Included in the delegation were representatives of AFSCME/CSEA, AFT and CWA locals.

WHEREAS, the delegation's final report released in April concluded that "Coca-Cola is complicit in human rights abuses of its workers in Colombia" and its "complicity is deepened by its repeated pattern of bringing criminal charges against union activists who have spoken out about the company's collusion with paramilitaries."

WHEREAS, top policy makers and the corporate structure of The Coca-Cola Company and SunTrust Banks are so intertwined, it is difficult to distinguish one from the other;

WHEREAS, five present and former CEOs of The Coca-Cola System and SunTrust Banks, Inc., as well as other top policy makers, serve as top policy makers of both

Coca-Cola and SunTrust Banks, Inc;

WHEREAS, SunTrust Banks, Inc. owns more than 5 percent of The Coca-Cola Company's common stock and provides hundreds of millions of dollars in loans to The Coca-Cola Company.

BE IT RESOLVED THAT the Communications Workers of America, AFL-CIO, supports the "Unthinkable! Undrinkable!" petition campaign directed at Coca-Cola's Board of Directors and will communicate to SunTrust Banks, Inc., that unless the Alien Tort Claims Act lawsuit is settled by October 15 and the safety and rights of workers in the Coca-Cola Colombian bottling plants are protected, the CWA will support SINAL TRAINAL's divestment and boycott campaign against SunTrust Banks, Inc., and will urge our members to do the same. (Applause)
... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been seconded from the floor. Richard, you may speak on your motion.

DELEGATE WAGNER: Workers in Colombia Coca-Cola bottling plants are being killed because they belong to a union or because they are officers in a union. They are being forced at gun point to quit the union. This isn't right, and we all know it and we have to say something about it. They asked us for our help, and I hope that we vote for this resolution. Thank you very much. (Applause)

PRESIDENT BAHR: There are no delegates wishing to speak. All those in favor of the motion, the Resolution to Hold SunTrust Banks/Coca-Cola Accountable for Human Rights Abuses of Colombian Union Leaders, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the delegate at Mike No. 1, Delegate Melda.

DELEGATE ROBERT C. MAIDA, JR. (Local 14430): Bob Maida.

PRESIDENT BAHR: I'm sorry. Maida.

DELEGATE MAIDA: President Bahr, before I move for the adjournment of this convention, I would like to invite the officers and delegates to our great city of Chicago next year to attend the 67th Annual Convention to be held in August next year.

Chicago is the heart of District 4 and its over 80,000 hard-working union members, members who work in diverse industries such as telecommunications, printing, manufacturing, teaching, and nursing, to mention but a few. By this time next year, President Kerry and Senator Obama will have been working in their new jobs for over seven months. And believe it or not, we don't even need the votes from Mount Carmel Cemetery. (Laughter) So come to our great city, enjoy our beautiful lakefront, our city parks, our great restaurants and, in deference to our good friends from New York, the best pizza in the world. (Laughter and applause and cheers)

President Bahr, I move adjournment of this 66th Annual CWA Convention.

... The motion was duly seconded ...

PRESIDENT BAHR: Before I take the vote, let me ask you to stay behind for some remarks that I want to share with you. So all those in favor of the motion to adjourn indicate by raising your hands. Down hands. Opposed by like sign.

DELEGATE WAYNE MITCHELL (Local 14170): Mr. Chairman?

PRESIDENT BAHR: Turn on Microphone No. 2 please. Go ahead, Wayne.

DELEGATE MITCHELL: With all due respect to my brother from Chicago, who I love like my own brother, there is no finer pizza in the world than in New York City. (Laughter and applause)

PRESIDENT BAHR: Is there support for a roll call vote? (Laughter)

DELEGATE MITCHELL: I believe that would be unanimous, except for our brothers and sisters from Chicago, Mr. Chairman. I thank you for the mike. (Laughter)

PRESIDENT BAHR: Let me take the vote again. All those in favor of the motion to adjourn – is there somebody at the mike? Let's hear what he has to say. I'll hold the motion to adjourn in abeyance for those who have something they want to share with this convention.

DELEGATE GEORGE MAYL (Local 3490): Thank you. President Bahr, Executive Board, Retirees, Guests, Brothers and Sisters: Let's just do this one more time. Would you please all stand and clench your fists. Please stand one more time and clench your

fists. We are still with you. Are you still with us?

... Cries of "Yes" ...

DELEGATE MAYL: At 11:30 a.m. tomorrow, Lucent Installation, Bell Labs, RDS&S Manufacturing, manufacturing and five-tier operations workers will have buses and red shirts out in front of the Hilton at 11:30 a.m. Please, Lucent retirees, please come join us as we do an informational picket at a Lucent customer site. Remember that bloody nose? It starts tomorrow. (Applause and cheers)

So, Morty and the rest of you brothers and sisters, we will not go quietly in the night. Help us take this spirit through to our bargaining in October for a just and fair contract. Let's keep this spirit bright and alive to victory on November 2. (Applause)

Are we all still together on this?

... Cries of "Yes" ...

DELEGATE MAYL: Then God bless America, and Godspeed John Kerry. (Applause and cheers)

PRESIDENT BAHR: On Microphone No. 2, Ann Cummings. Ann, you have the floor.

DELEGATE ANN CUMMINGS (Local 7200): I stand before you, brothers and sisters, and ask you to help us. The retirees are retired, not retarded. We are on the lines. We are always trying to help you to keep what you have and to even get more. The people ahead of us have left us with our pensions and our benefits, and we too want to leave them for you.

You all know that in the White House we have no friend. We are asking if each local here would be generous enough to donate \$100 to our fund, because a lot of you can't lose your pay at work, and then we are organized so that no matter where you need us, there will be somebody there.

You know, we are union, and in my opinion, you are union until you die. Then when you die, take your union card with you when you ask St. Peter to let you in. Thank you and God bless you. (Applause)

PRESIDENT BAHR: Microphone No. 2, Delegate Hanson.

DELEGATE JOHN HANSON (Local 1171): Good afternoon, brothers and sisters. President Bahr, Executive Vice President Cohen, Sister Easterling and Distinguished Guests: I come to the mike maybe for the last time, because there are concessionary packages due to the failure of US Airways. I have a five-minute conversation that I would like to tell all the fine people who are here today. I am here to speak to you for my brothers and sisters that I represent in the airline division of this great union.

Before I get started, I would like to thank God for a few things: One, for bringing me through my heart condition in May so I could be here to speak to you today; second, for having one of the greatest labor leaders, Morty Bahr, in our history speaking and running this great rally here today. (Applause)

And also I am thankful for Larry Cohen being his excellent backup and Barbara Easterling, who continues to guide the treasury through our budget, keeping us alive and strong.

Now, down to business. As you may be aware, our airline division is fighting for its life. In September and December of 2002, we gave the largest concession packages ever in the airline industry to the tune of \$1.2 billion. To this date, members have no accounting of that money, only demands for more concessions.

We have had layoffs, we have had pay cuts, we've had vacation pay reduced, and many other work rule changes. Last quarter, US Airways showed a profit to the tune of about \$34 million. Now US Airways' group of "mismanagers" want an additional 35 percent pay cut, bringing the total pay loss to 47 percent since September of 2002.

The company also wants to drop medical for retirees, and they want the ability to farm out our work in reservations and in many other areas to save money.

We need help yesterday in standing up to the greedy executives of this airline who through a revolving door have come and gone, stuffing their pockets with golden parachutes. We – or I – feel like a stepchild – part of the family, but not quite there. We have been scolded for speaking on conference calls, being told the cost is substantial, on more than one occasion.

Do we not, as part of this great union, have the right as well as the responsibility to bring forward the concerns and questions of our brothers and sisters who elected us to

represent them? Does anyone see anything wrong with this picture?

Is US Airways following in the footsteps of Eastern, TWA, Braniff, and Pan Am with broken promises and broken lives? There is much more I could say, but I will keep it short.

In closing, I ask for your help, your support, using all the resources and the great minds available to end this travesty of corporate greed. I would like to ask anyone, everyone in this great hall one question: Could you support your family, pay the mortgage, or even think about sending your children through college at \$13.10 an hour? Think about it. Almost a 50 percent pay decline.

PRESIDENT BAHR: One minute.

DELEGATE HANSON: Thank you all for your time, and hopefully your support in the future. God bless you all. I hope to see you in Chicago, pizza or not. (Laughter and applause)

PRESIDENT BAHR: Let me remind you, we would like the letters addressed to Governor Pataki to be dropped off at the information booth before you leave, or on the way out. Microphone No. 2, Delegate Henning.

DELEGATE WILLIAM F. HENNING (Local 1180): I want to share one story with you, one George Bush story, and then I want to say something on a different note.

When Bush apparently was leaving Texas to get back to the Convention, he was going to the helicopter. A young Marine was standing there and he saluted him. And under each arm George Bush has a pig. The Marine said, "Those are nice pigs you have there, sir."

George W. Bush said, "These are not ordinary pigs. These are authentic, genuine Texas razorback hogs. I've got one for Cheney and one for Rumsfeld."

The Marine said, "Good trade, sir." (Laughter and applause)

All right, so I won't quit my day job. (Laughter.)

On a more serious note, I am going to pick up on an idea that Arthur Cheliotis, the President of Local 1180, raised yesterday about a Committee on the Future. I do not know whether it will take exactly that form, but we need to start talking about the future in a more strategic manner.

We heard about the conventions and a lot of it was couched in terms of finances, and that is clearly a crisis in this union, but there is a whole lot of other stuff going on. We heard about what was going on with Lucent. We heard the brother before speaking about US Airways, and all of the subterfuges that the corporations are using to drive down the living standards of working people.

The workforce is changing. It is changing dramatically. We have new models out there, especially in the high tech industries. We have a consolidation of media. We have to be talking about this in a comprehensive way.

Leaving out the public sector organized work force, we are down around less than 8.5 percent of the work force organized in the union. We need to be talking about that in a strategic way and seeing how CWA fits into that. Right now, there are three union leaders inside the AFL-CIO and one outside the AFL-CIO, and they formed the new Unity Partnership. We need to be talking, if not about the new Unity Partnership, we need to be developing our own strategic view of the future of the labor movement.

So I would just urge the Executive Board to think between now and our next convention, what it is that we can do to strategically look toward the future and build on the tremendous history of the U.S. labor movement, and understand that that history can only continue if we change and adapt to current conditions.

Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 2, Delegate Lehman.

DELEGATE BILL LEHMAN (Local 27066): Mr. President, other officers, I know I speak for 46,000 voices when I say, on behalf of the Association of Flight Attendants, number one, we are proud to be in the house. (Applause and cheers)

Our international officers, two of whom are here with us today, as well as the delegates that I have shared the tables with the last couple of days, have all been working very hard in an industry that is transforming itself as we speak.

We know, with the power of the delegates in this room, and those who are not in the room, that when we need you, you will be there because, folks, brothers and sisters, we need

you.

US Airways could be facing a second walk through bankruptcy, as my brother said a little bit earlier. United Airlines is in bankruptcy. We have one or two other airlines that by this time next year may be in bankruptcy.

We need you. We know you will be there. But know this: again, on behalf of the members who are here, that we are here for you too. Thank you for allowing us and treating us so warmly on our first convention.

Thank you, Mr. President.

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

PRESIDENT BAHR: There are no other requests for people to take the microphone, so I will go back to the motion to adjourn and again ask you to remain in your seats.

All those in favor of the motion to adjourn, please indicate by raising your hands. Down hands. Opposed by like sign. I will wait awhile before I tell you the results of your vote. (Laughter)

I know there is not a single person in this hall who does not have a grasp of what four more years of George Bush will mean. It is only a little part of what Bill Henning was talking about. That, however, is not true with all of our members and their families.

Organized labor cannot guarantee by itself a Kerry victory. But organized labor can guarantee a Bush victory. It is as simple as that. If we do not get out the vote, if we do not educate and mobilize and vote union families at a higher percentage of the total vote than we have in the past, we would be guaranteeing that George Bush victory.

But there is time if we all do our jobs to spread the message at our workplaces, in home visits, phone banks, and direct mail. And I am not asking you to do anything that I would not be doing myself, because I am going out in these battleground states, walking with the walkers, and ringing the door bells.

Our families must know what our retirees already know. You see, union families, the members of union families, are not voting and they are not supporting Kerry at the level that the union member himself or herself is. We have a disconnect in our families. So our families must know what our retirees already know. For example, retiree health. We are talking about four more years of Bush. Forget about it. Retire before Medicaid eligibility? The pre-65, or whatever that age is going to be. I say eligibility because we do not know what age it will be. So forget about it unless you can afford the substantial cost of health care.

Social Security, as we reported yesterday, Alan Greenspan, the guru that Bush depends on, gave us the future. Move the age of retirement beyond the 67 that is already there, and reduce the benefits.

You know, we have talked a lot about last Monday's effective date of the new overtime rules going in. And we have been talking about the impact on 6 million workers who today get it, or did get it before last Monday.

But as sure as I am speaking to you today, as our contracts come up, you can be sure that at ever bargaining table our employers will be looking to move certain people in job classifications out of the overtime group today, creating additional strife at the bargaining table, but using the President of the United States as their support.

Each of these issues impacts the individual. And hopefully, each of the individuals recognizes how they are impacted and understands and thus be motivated.

Our union needs to be fully involved. This is a fight where nobody sits in the bleachers. This is a fight where everybody is on the playing field. Our members need you to educate and motivate them. Our country will be on the right course for the 21st century if we all do our jobs now.

There will be no tomorrow, as I have already said, if we cannot celebrate that victory the night of November 2. If we cannot, then each of us in our own minds and hearts will have to say, "Is there something else I could have done?" Each of us will say that to himself or herself. We have to take personal responsibility for the loss.

And before I get into a few personal remarks, I want to read this letter from Steve Williams, president of Local 6225, who is here at this convention. It is dated August 17 and it says:

"Dear Morty,

"As I prepare for our Convention, Air Force One sits at the airfield here in Waco. President Bush has once again arrived; Marine One took him to his Crawford ranch a few miles outside Waco. He is here to prepare for his convention; what a stark difference between theirs and ours.

"I imagine he looked down on my members at work as he traveled to his ranch (just as he has looked down on all union members since he became President).

"Morty, I have members that live in and around Crawford. Indeed, the very barn that the media uses as a backdrop for their broadcasts belongs to a retired 35 year CWA member.

"Please urge the convention to work hard when they return home to defeat Bush. Our members will step up to the unpleasant task of taking him back and we will lock the gate so he cannot harm Working Families ever again." (Applause and cheers)

Now, this is the 66th Annual Convention of our great union. I hate to say it, but my first convention was the union's 16th. I have lived through and been part of the enormous change that has taken place over that half century.

What has been particularly unique, and I believe admired by the leadership of most of organized labor, is that over the past 66 years there have been only three presidents of our union. No other union can make that claim. And what has even been more admired is the smooth and seamless transition that we have made from one president to the other. More than that, each president seemed to be the right person for the time.

Joe Beirne, our founding president, had the drive and the commitment to build our union from the ashes of Bell System company unionism that was declared illegal by the passage of the Wagner Act.

He traveled the country by bus with his family in tow, from city to city, across our nation, building a union. Donations he received at the last meeting carried him through to the next city. His dynamism was contagious and a union was born.

Joe led the first nationwide strike by the Federation of Telephone Workers in 1947. The experiences of that strike led to the birth of CWA as an independent union. And then in 1949, Joe led us into the CIO. Finally, telephone workers were part of mainstream trade unionism.

The 1947 strike made it clear that bargaining with the local companies was a sham, that all decisions relative to collective bargaining were made by AT&T in New York City. Joe's vision of the future was born.

The union's and his personal objective had to be to win agreement with the Bell System for national bargaining with AT&T and put the charade behind us. Almost 27 years later, in January 1974, President Beirne left his sick bed – he was critically ill with cancer – to announce that his lifetime dream, something he fought for every single day for 27 years, national bargaining with the Bell System, was achieved. The first bargaining would take place that summer. Unfortunately, Joe's condition worsened. He announced he would not seek reelection in 1974 and, indeed, passed away on Labor Day.

In every way possible, he made his view known, and to the degree that after his death, each of us got a personal letter from him. It was the most eerie thing, expressing his views that Secretary-Treasurer Glenn Watts was well prepared to be his successor.

The CWA Board agreed, as did the convention delegates, and Glenn became the second president of CWA. It was a natural transition point. We would, for the very first time, bargain at one table for hundreds of thousands of members. It was certainly unfortunate that Joe couldn't live long enough to see it.

Glenn, working with the Executive Board, developed the strategy to deal with these revolutionary changes and, as those of us who were there at the time look back, they were the Golden Years. CWA members gained more in wages and benefits in the period of 1974 through 1983 than at any similar period in the union's history.

Not only did Glenn shepherd us through national bargaining, but he was faced with the enormous challenges posed by the court-ordered break-up of the Bell System, which came to a finality in January 1982. We have the consent decree, which is signed.

But Glenn moved quickly to have CWA accepted as an intervener before U.S.

Judge Harold Greene, and we were the only union to be accepted as an intervener. Since the actual breakup on January 1, 1984, would result in about 100,000 members moving from one company to another, because the consent decree provided for workers to follow their work, and about 100,000 members would move from one company to another, Glenn moved quickly in two areas.

First, he had the Executive Board take action that assured all local unions, no matter how and where a company transferred our members that those members would continue to remain members of their original local unions.

We knew that this policy would ultimately have to be sorted out, but we were determined that it would be the union that determined to which local a member belonged, and not the actions of a company, a federal judge or a regulatory agency. This brought financial stability to all of our local unions in the Bell System and enabled them to be better able to deal with the uncertainties brought about by divestiture.

Second was the important issue of pensions. Through Glenn's leadership, the Congress passed the Pension Portability Act of 1983. President Reagan quickly signed it into law. The legislation guaranteed pension portability for every Bell System employee on the payroll December 31, 1983. Members continue to benefit from Glenn's foresight and political clout that enabled the bill to get through Congress.

With all of this work completed, Glenn realized that we were coming to a point in our history that would be a natural transition to a new president. At our Executive Board meeting in September 1984, Glenn, to the surprise of the entire Board, announced he would retire at the 1985 convention, one year before his term ended. He said that since the 1986 round of bargaining with the Bell System would be the first after divestiture, the new president should have one year to prepare.

After considerable discussion, the Board recommended me to become the third president of CWA in 1985. I was extraordinarily proud and honored by this expression of confidence and then to receive the same kind of support from our local unions and members across the country.

There was an initial positive impact for CWA as a result of divestiture. Independent unions representing tens of thousands of Bell Telephone workers realized that it no longer made any sense for them to remain independent. With the exception of a few that went to the IBEW, the vast majority of those independents merged with CWA and quickly became and still are integral parts of our union.

Dramatic changes took place in the 1986 round of bargaining. We went from negotiating at a single table in Washington to 52 different tables around the country. We learned that for the first time, our bargaining was impacted by local economies.

We bargained nationwide with the Bell System. It didn't matter that some communities or regions of the country were in a downturn. We bargained from a position of strength.

I know we are impacted by local economies. And from the 26-day nationwide strike against AT&T, we learned that we could no longer do business as usual.

It was the beginning of developing mobilization as an integral part of the bargaining process, of using the competitive market place as a tool to work for us, and perhaps of greater importance, that we had been all too predictable with our historic, no-contract, no-work policies.

We knew we had to work smarter, and we did. While these were important lessons for us, we also came to understand the future of our union was at stake. If we decided to remain a purely telecommunications union, we would see our numbers decrease as a result of competition, technology, regulatory decisions, deregulation, global economy, and so on.

A debate took place among our leadership. There were those who honestly felt that we should not depart from our core membership. Others, including me, believed that would be our death knell. Fortunately, a change in our direction was agreed to and history has proven us correct.

This led to the merger with us of a number of great unions, including the ITU, NABET, TNG, IUE, AFA – all AFL-CIO affiliates, as well as a number of independents such as the New Jersey nurses. The degree of change can be measured by a simple statistic. More than

40 percent of our members come from bargaining units that were not in CWA when I became president.

Working together, all of us, putting together a powerful, diverse union, representing workers in the most critical sectors of our economy, has given us more clout at the bargaining table and in the political arena in Washington and around the country.

What we have accomplished together is something that we should be very proud of. CWA is a union that is admired within the Labor Movement for our integrity and our accomplishments. And during the years ahead, more unions will be looking for partners to enable them to meet the challenge of a new century. But the challenges ahead of us, those we know about, are enormous. Undoubtedly, many more will surface.

Most immediate is the election of John Kerry as President of the United States and a worker-friendly majority in Congress. We are challenged by the thousands of workers employed by Comcast and Verizon Wireless, bringing them into CWA and IBEW.

We know that a de-unionized GE would be a danger to all organized labor and we must build on our workers at WAGE committees around the country so we can bring thousands of GE workers into our union.

Unorganized workers await us in every area of our representation, printing, newspapers, airlines, radio and television, public sector, higher education, health care professionals and so many others. Our plate is full.

Just as 1974 was a natural transition from President Beirne to President Watts and in 1985 from President Watts to me, so will 2005 be the time for me to pass on the mantle of leadership. So I announce today, with enormous confidence in our future, that I will not be a candidate for re-election next year.

I have called an Executive Board meeting immediately after this convention adjourns. I hope that in the same news release we issue announcing my future retirement, that we can also recommend the person whom the Board believes should be the fourth president of CWA. My supreme hope is that you, the leaders of our great union, will embrace and support that person as you have me these past nineteen years.

... The delegates arose, applauded, cheered, and extended a great and prolonged ovation to President Bahr ...

PRESIDENT BAHR: Thank you. Thank you. You guys are going to make me cry.

... The delegates chanted in unison "Morty, Morty, Morty" and applauded and cheered ...

PRESIDENT BAHR: Thank you. Thank you very much.

Although I make this announcement today, I fully intend to be your president every single day for the next year. Nothing will change until the moment I hand over the gavel to my successor. I continue to look forward to visiting with you at meetings around the country.

Before we get to that, November 2 is just 63 days away from today. Let's work together day and night, and if there is some gift you would like to give me for my 50 years or at the time 51 years in the union, give me John Kerry and John Edwards in the White House. (Applause and cheers) So let's work together day and night to take back America for working families.

Thank you all. I love each and every one of you and I appreciate your support for all of these years.

The 66th Annual Convention of the Communications Workers of America is now adjourned. God bless you all.

... The delegates arose and applauded at great length and the 66th Annual Convention of the Communications Workers of America adjourned, sine die, at 5:18 o'clock p.m.

...

... The following convention greetings were received for inclusion in the Official Proceedings ...

Mr. Morton Bahr
President, CWA
501 3rd Street. N.W.
Washington, D.C. 20001

Dear Morty:

Congratulations on your 66th Annual Convention and welcome delegates!

For 66 years. the men and women of CWA have worked non-stop for fairness for American families and to ensure that all workers are treated with dignity and respect.

This and future generations have been the beneficiaries of your labor and dedication. It is my honor to call you my friends.

We have a President who is out of touch with the Labor Movement and has presided over the loss of 3 million jobs. And with a Republican House Majority who is only interested in eliminating worker rights, Congressional Democrats are standing up for you. We have fought the good fight on overtime and extending unemployment insurance and on other issues of importance to working people.

In keeping with your theme of "Reclaiming America" we Democrats in the House of Representatives are standing together with you and will continue to fight for worker rights, for justice and fairness in the workplace. Now we are all united in our effort to elect a Democratic President and better days are ahead - as John Kerry says "Help is on the way!" Thank you for all that you do, together we will reclaim America.

God bless you and God bless the Communications Workers of America.

With warmest personal regards,
I am sincerely yours,
Steny H. Hoyer, Democratic Whip

Dear Delegates and Friends:

On behalf of the Congressional Black Caucus, I salute the Members of the Communications Workers of America (CWA) on your 66th Annual Convention in Anaheim, California. The Members of the Congressional Black Caucus thank and applaud the CWA for standing strong as we fight here in Congress and in communities across the nation for issues that matter in people's lives. These issues include public policy initiatives that create sustainable jobs and living wages, broaden access to quality health care, ensure that every child receives a quality education, strengthen the enforcement of our hard-won civil rights laws, and protect our homeland and hometown security.

Like the CWA, the Congressional Black Caucus believes that every individual deserves a chance to realize the American dream of equal opportunity and prosperity. Our mission is like yours, "Reclaiming America."

As you convene in Anaheim, the Congressional Black Caucus urges you to continue to hold high the mantle of human and civil rights by sharing your resources so that all communities can help themselves. Whether the goal is voter registration or promoting equitable fiscal policy, the Members of the Congressional Black Caucus know that the CWA will continue to lead the way. The Congressional Black Caucus extends the CWA our sincerest wishes for success at your Convention and we also look forward to your attendance at the Congressional Black Caucus Foundation's Annual Legislative Conference that will be held in Washington, D.C., on September 8-11, 2004.

Thank you, again, for your leadership on the important issues that matter most to America's workers.

Sincerely,

Elijah E. Cummings, Chair

Morton Bahr President
Communications Workers of America (CWA)
501 Third Street, N. W .
Washington, D.C. 20001

Dear Morty,

I am writing to extend my greetings to you and the 700,000 active members of the Communications Workers of America during your 66th Annual Convention in Anaheim, California. As the Chairman of the Congressional Hispanic Caucus (CHC), I commend the CWA for its longstanding commitment to the protection of workers rights and the many legislative issues your union has fought over the years.

The CWA has been at the forefront of major issues, including accessible and affordable health care, protecting and strengthening Social Security and Medicare, civil rights protections, as well as the right to overtime pay for millions of workers. You have fought to extend unemployment insurance to the millions of workers who have lost their jobs due to the terrorist attacks of 9/11, and for fair compensation for the many "first-responders" who risk being injured by smallpox vaccine as they protect our homeland. CWA continues to lead the fight against schemes to consolidate media ownership into the hands of a wealthy few.

On the right to organize, CWA is leading the effort to enact an Employee Free Choice Act. This important legislation would amend the National Labor Relations Act to establish an efficient system to enable employees to form, join, or assist labor organizations, and to provide for mandatory injunctions for unfair labor practices during organizing efforts.

As an example of the Caucus' commitment to America's workers, every member of the CHC is a co-sponsor of the Employee Free Choice Act. In the Congress, the CHC has been involved and will continue to fight for the issues important to the CWA, like affordable healthcare and protecting Social Security. The CHC will also continue to advocate for a livable minimum wage, pay equity, and a safer work environment.

May you have a successful convention.

Sincerely,

Ciro D. Rodriguez, Chairman
Congressional Hispanic Caucus

Greetings from the Telephone Union of the Republic of Mexico to the Convention of Communications Workers of America (CWA)

It is a great honor to send fraternal greetings to the convention of the Communications Workers of America (CWA), an organization closely aligned to the Telephone Union of Mexico, (STRM), through friendship, solidarity and trust. The members of STRM are proud of this alliance since 1992; and without doubt, we believe it is one of the most important union alliances in the international union world. Our alliance shows, more than any other in the world, that brotherhood and solidarity among workers is and must go further than any national, cultural, social, political, or economic difference. Our alliance shows friendship and trust among members of the international union family that is united by the common values of democracy, equity, justice, and respect for human and labor rights. It is this type of friendship and trust that I am honored to have with President Morton Bahr and Executive Vice President Larry Cohen, sincere friends and extraordinary leaders with whom I have had the privilege of sharing the union fight for many years and hope to continue sharing for many more.

At this convention, please receive our best wishes for success from your brothers and sisters-- the Mexican telephone workers-- and be sure that you can count on us, for your fight is also ours for a better world for workers and their families.

Fraternally,

UNITY, DEMOCRACY AND SOCIAL FIGHT

For the National Executive Committee

Francisco Hernández Juárez, General Secretary

Morton Bahr, President
Communications Workers of America

Dear Morty,

On behalf of the International Federation of Journalists, the world's largest journalists group, it is a great pleasure to congratulate you on your 50th anniversary as leader of the Communications Workers of America and to send a message of goodwill and solidarity to the CWA's 66th Convention.

Your Convention is about restoring and renewing the core values of our movement -- fairness and equality at work, decency and justice in our daily lives. The CWA, a world leader in solidarity, has shown time and again its commitment to these values in the global battle for workers' rights.

We applaud the CWA, through the TNG-CWA, for its resolution and commitment to the struggle for media freedom and justice for journalists and media workers, whether on the front line in Iraq or in resisting media concentration, both at home and abroad. The mission you have set yourselves for this year – Reclaiming America – could not be more challenging. We know well that the course you set for the coming months is critical to the hopes and dreams of millions of Americans who yearn for change and a return to a political vision that puts people first. It's a mission in which we all have a stake.

On behalf of the journalists of the world and those who work with them, we wish you well. We stand with you in your demands for a new beginning for America, and with it for all workers around the globe.

With Kind Regards,

Aidan White, General Secretary
International Federation of Journalists

Dear Colleagues,

On behalf of the International Metalworkers' Federation and its 200 affiliates, I would like to express my greetings to the delegates of your 66th Annual Convention.

Unions in many countries are under immense pressure from transnational companies, employers and often governments. Therefore it is necessary that we strengthen our cooperation on the international level and that we develop common strategies vis-a-vis these companies.

International solidarity can only be successful if, at the same time, we increase our power at the national level. The merger of the CWA and IUE, both active in the information and communication technology industries, I see as a good possibility and example to combine our power and resources.

But combining our forces is only one step to be more successful. We also have to increase our activities in the field of organizing, especially in the ICT industries. We have to do it nationally, but we also have to support unions in other countries in their efforts to increase union density. A good example is the ICT industry.

A lot of computer companies, meanwhile, no longer have a great deal of manufacturing. They sold it out to so-called contract manufacturers like Solectron, Flextronics and others. These companies are partly manufacturing in the southern states of the U.S. but partly also in the maquiladoras of Mexico and in other low-wage countries around the world. The union density has to be improved not only in the computer companies like Dell, IBM or Hewlett-Packard. At the same time, we have to unionize the plants of the contract manufacturers who manufacture and deliver the goods which are sold under the brand name of Dell, IBM, etc. The IMF sees it as one of its tasks to support and coordinate these efforts all around the world.

The negotiation of International Framework Agreements (IFAs) with transnational companies in which these global giants recognize the core labour standards of the International Labour Organization (ILO) seems to become a milestone in these efforts. One of the core labour standards is the right to organize, the right to join or even found unions.

With these IFAs we at least have a chance to advertise for members with the guarantee of the companies having signed such an agreement that they will not intervene or threaten work forces not to join a union if they would like to do so.

The number of such agreements being signed is not overwhelming for the moment and the majority are German companies. The U.S. affiliates together with the IMF should put all their efforts into spreading this idea also in the U.S. and to convince companies to follow the way in which others have already started.

I am convinced that the decisions you will make at this convention will contribute to the struggle of the International Trade Union Movement to build up international structures for workers.

I wish you a good and successful convention.

In Solidarity,

Marcello Malentacchi, General Secretary
International Metalworkers' Federation (IMF)

President, Delegates,

I extend greetings and a message of solidarity to all of you participating in this great CWA Convention from Union Network International (UNI) on behalf of the more than 15 million union members from over 150 nations who are part of the UNI family.

The CWA and UNI: two union organisations for the information age. Two organisations fighting for jobs and justice all over this planet.

Let me pay tribute to the CWA and all its members for the magnificent support you extend to your fellow workers throughout the globe. We live in the globalisation era. Global Finance, Global Trade. Global Business. Global Technology. That is why we have created a Global Union, which is UNI, and which the CWA is very much a part of.

Business is globalised and we have to globalise as unions. Globalise our Organizing. Globalise our Bargaining. Globalise Social Justice.

There has been a process of global business concentration, from media to telecoms, that has put power in the hands of the few, power with which they cannot be trusted, power to abuse the poor and, as we have seen, power with no modesty, power with no ethics. Well, the CWA and UNI were proved right when we stood up against the excesses of corporate greed and defeated the MCI WorldCom-Sprint merger in Washington and in Europe.

Along with your Executive Vice President Larry Cohen who is the World President of our Telecom Sector, we are fighting to put people first. Our slogan in the telecom sector is "UNI Telecoms for the Long Run." We as workers are here for the long haul and our work revolves around building industries that are sustainable and provide quality jobs and where unions are part of that process. This we are doing in partnership with the CWA, with global union action – on trade, organising, outsourcing, and multinationals.

We note that elections are approaching. We hope that you can make gains and that we have a Democrat back in the White House.

In 2005, UNI will hold its World Congress in the great city of Chicago. We would like a Democratic President of the USA to open it.

We live in one world, we speak with one voice: Solidarity.

UNI sends its best wishes to each of you, to Morty, to Barbara and to Larry.

Philip J. Jennings,

UNI General Secretary

Mr. Morton Bahr, President
Communications Workers of America - AFL-CIO
501 Third Street, N. W.
Washington, D.C., 20001

Dear President Bahr:

On behalf of the International Transport Workers Federation (ITF) which represents transport workers in more than 140 countries around the world, please extend my greetings and best wishes to the officers and delegates attending the 66th Annual Convention of the Communications Workers of America, AFL-CIO.

We now live in a world of ever-accelerating globalisation. Decisions affecting the lives of workers are taken in boardrooms thousands of miles away. Public services and social rights are under pressure from powerful global institutions such as the World Bank or from rules set by the World Trade Organisation. Regional trade bodies like the FTAA frequently have the effect of pitting workers from different countries against each other. Employers are setting up a worldwide race to the bottom for workers' conditions.

The CWA plays a leading role in the United States labour movement in building democracy, fighting for social justice, promoting equality, and defending the rights of working people. This is a difficult time of international political and economic instability. It is also a time when many employers have sought to use a global crisis to launch new and even more devastating attacks on jobs, health benefits, and a wide range of workers' conditions and rights.

The CWA and the Association of Flight Attendants have responded to this situation and joined their strengths together to defend workers' interests. The AFA has been a longstanding member of the ITF and has led much of the fight to raise international standards and protections for aviation workers around the world. The CWA has more recently added enormous strength to our efforts to achieve global solidarity among transport workers. The need for such international cooperation and an active global union movement has never been so strong.

On behalf of transport workers around the world, I wish you a successful and productive Convention in addressing the vital issues before you.

Yours in solidarity,

David Cockroft, General Secretary
International Transport Workers Federation

Mr. Morton Bahr, President
Communications Workers of America
501 Third Street, NW
Washington, D.C. 20001

Dear President Bahr:

On behalf of the Coalition of Labor Union Women (CLUW), I am pleased to extend warm fraternal greetings to the officers and delegates of the Communications Workers of America on the occasion of your 66th Annual Convention.

You are meeting at a critical time for the American labor movement. The commitment that each of us makes to organizing – individually and collectively through our unions – in the first decade of the 21st Century will determine the future of our labor movement.

Never before in our lifetimes have the conditions and the climate for organizing offered greater challenges and opportunities. Never before has organizing been more important or more needed – by unorganized workers, to protect our members, and to revitalize our unions.

When workers organize, they gain the tool they need to build a better future for their families. When workers organize, the ability of unions to negotiate better contracts for current members is strengthened. When workers organize, elected officials are put on notice that they ignore a growing labor movement at their peril.

Solidarity has never been more crucial to the American labor movement in the economic and political arenas. Legislation to provide family and medical leave for workers, health care reform, and a stronger Occupational Safety and Health Act are desperately needed. Solidarity is the key to achieving these goals. Union members committed to one another – individually and collectively – have the power to forge the political changes necessary for better, brighter futures for our families and all working Americans. Solidarity gives the labor movement the spirit, energy, and creativity it needs to persevere despite hostile government policies and antagonistic employers. As the 2004 elections draw nearer, let us pledge to work together to make the voices of working families heard forcefully at all levels of the political debate, and to use our collective resources to elect candidates who are responsive to our needs and concerns.

CLUW's National Officers Council and National Executive Board join me in extending best wishes for a successful and productive convention.

In solidarity,

Gloria T. Johnson, National President

Susan L. Phillips, National Officers Council

**GREETINGS TO THE 66th ANNUAL CONVENTION
OF THE COMMUNICATIONS WORKERS OF AMERICA, 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,

Charles E. Mercer, President

Matthew C. Bates, Secretary-Treasurer

GREETINGS FROM THE A. PHILIP RANDOLPH INSTITUTE TO THE COMMUNICATIONS WORKERS OF AMERICA

The A. Philip Randolph Institute, a national organization primarily of African American trade unionists, welcoming anyone sharing our commitment to racial equality and economic justice, is delighted to greet the Communications Workers of America effectively led by President Morton Bahr, Executive Vice President Lawrence Cohen and Secretary-Treasurer Barbara Easterling on the occasion of its 66th Annual Convention in Anaheim, California.

We not only wish CWA a successful convention, but join you in emphasizing the importance of the 2004 elections. We joined with you in the countdown toward Election Day, November 2, 2004. We look forward to working with you to mobilize our fellow workers, neighbors and friends to vote against polices that have been anti-worker and anti-working family, the likes of which we have not experienced since the days of President Herbert Hoover in the 1920s.

We, together with you, want the following: decent, affordable health insurance for all; a real prescription drug plan for seniors under Medicare; public schools with small classes and good teachers; trade policies that protect American jobs and wages, as well as those of workers in other countries; a minimum wage that is a livable wage; and government help for those who need it, not tax bonanzas for the rich and wealthy.

At stake in the 2004 elections is the preservation and growth of unions and the maintenance and enforcement of the legal platform for racial equality and the expansion of it to all those who experience discrimination.

Yours and our mobilization of voters can determine the next president of the United States, the makeup of the Congress, the future direction of the Supreme Court, numerous governors and the outcome of state and local elections.

We not only wish you a successful convention, but since many CWA members are APRI activists, we join with you in mobilizing union members and blacks to positively impact the outcome of the 2004 elections.

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 66th Annual Convention.

Your dedication to principle and social consciousness makes me proud to salute your organization. I commend your unwavering dedication and untiring commitment to developing a fair working environment for all Americans and am especially pleased by your organization's focus on this year's critical Presidential Election.

Our Association believes that voting is the language of democracy and fully supports your efforts to ensure that every American is afforded the undiluted opportunity to express his or her will in that crucial process. Only then, will government truly reflect the wishes of the people it is meant to serve. We commend your invaluable contributions and stand shoulder to shoulder with you in this critical mission.

I trust that this convention will be a resounding success, and extend to your organization all hopes for continued progress.

Sincerely,

Kweisi Mfume, President/CEO

National Association for the Advancement of Colored People

**REPORT OF THE
FINANCE COMMITTEE
TO THE
66th ANNUAL CONVENTION
COMMUNICATIONS WORKERS OF AMERICA**

**August 30 – 31, 2004
Anaheim, California**

~~~~~

**NOTICE!**

**NOTICE!**

**NOTICE!**

The Committee urges that questions, comments or recommendations be written and forwarded to the Chairperson of the Finance Committee prior to the Committee's meeting in Anaheim, California.

Address communications to:

**Maxine Velasquez, Chair  
c/o CWA/ Barbara Easterling, Secy-Treas.  
501 Third Street, N. W.  
Washington, DC 20001**

The Committee will also be available to meet with you prior to the start of the Convention on Saturday, August 28, from 2:00 p.m. until 5:00 p.m. and Sunday, August 29, from 10:00 a.m. until 1:00 p.m. at the Hilton Anaheim, Anaheim, California.

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June, 2004

Dear Sisters and Brothers:

Your Finance Committee met in Washington, D. C., on June 16, 17, and 18, 2004 to review and recommend the 2004-2005 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, 2003 by the certified public accounting firm of Calibre CPA Group. The Auditors conducted their examinations in accordance with generally accepted accounting standards. In the Accountants' opinion, the financial statements reviewed fairly represent, in all material respects, the financial position of the Communications Workers of America as of June 30, 2003.

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 1% or less over spent. Therefore, your Committee directed those administrative heads who exceeded their 2002-2003 budgets by more than 1% to provide a detailed written explanation documenting the reasons why they exceeded their budget. When received and reviewed, the Committee, as empowered by convention action, may recommend that these administrative heads make an accounting to the convention.

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

This Finance Committee is recommending the 2004 - 2005 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 2004-2005 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 2004-2005, through interviews with department personnel and review of the demands and needs of all line items. There have been budget reductions in most line items in most administrative units that are directly related to layoffs and reductions in force at virtually all of our major employers. The Committee wishes to thank all the leaders and staff in all District and National Units of our great union for their efforts in meeting the reduced budget. The Committee wishes to thank all other administrative units for their efforts to achieve the 2004-2005 Budget. We as a committee therefore respectfully request and urge delegate approval.

In Solidarity,

Maxine Velasquez, Vice President, CWA Local 7011

Mary Curry, President, CWA Local 3204

Russ Hall, Secretary-Treasurer, CWA-TNG Local 1314

Bob Campbell, President, CWA Local 2108

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**REPORT OF THE
FINANCE COMMITTEE
to the
66th ANNUAL CONVENTION
COMMUNICATIONS WORKERS OF AMERICA**

GENERAL FUND

The General Fund provides for the ongoing operation of the Union. As of June 30, 2003 the General Fund had total assets of \$68,590,970 and unrestricted net assets of \$25,358,117.

OTHER FUNDS

In addition to the General Fund, other designated funds are set aside for special purposes. As of June 30, 2003, the unrestricted net assets of these funds are:

Operating Reserve-----	\$4,492,294
Defense Fund -----	\$15,764,119
Members' Relief Fund -----	\$257,602,564
Plant Fund - Fixed Asset -----	\$24,639,001

The General and Other Funds are included in the statement of assets, liabilities and fund balances of CWA.

CWA PLAN FOR EMPLOYEES PENSIONS AND DEATH BENEFITS FUND

CWA has established, in a separate trust, the assets and benefit obligations of the CWA Plan for Employees Pensions and Death Benefits. On April 1, 2003, the latest period for which actuarial data is available, the fair value of the Plan assets of the Fund were \$194,582,816, the actuarial present value of accumulated benefit obligation was \$199,801,881, having a deficit of net assets over Plan benefits on April 1, 2003 of (\$5,219,065).

In addition, as a result of the merger with IUE, CWA has a second defined pension plan which covers participants in the IUE Pension Plan. At June 30, 2003, the latest period for which actuarial data is available, the fair value of the Plan assets of this fund were \$56,177,625, the actuarial present value of accumulated benefit obligation was \$76,007,70 having an deficit of net assets over Plan benefits on June 30, 2003 of (\$19,829,745).

ORGANIZING - 029

If CWA is to remain an effective organization, we must continue our internal and external organizing efforts. The salaries of permanent organizers are included in Line Item 1 of their Administrative unit. All organizer expenses are charged to the Organizing account. Any balance in the Organizing account at the end of the budget year will be carried over to the next budget. The Constitution as amended by the 1996 Convention action requires "in no such case shall less than 10% of the overall annual budget of the National Union be dedicated to organizing." This commitment will be met through a combination of Administrative unit resources and General Fund allocation.

The Committee Recommends a General Fund Allocation of \$5,100,000

CITIZENSHIP- 030

The allocation allows CWA to respond to a very small percentage of the worthwhile request we receive for community and civic affairs, programs and activities dedicated to the welfare of all citizens.

The Committee Recommends \$150,000

LEGAL- 031

Our legal costs continue to be a significant part of our budget. The Committee feels that we are making progress in controlling costs. Due to budget constraints, the allocation is less than the

previous year allocation.

The Committee Recommends \$7,900,000

This represents a reduction of 1.25%

CONVENTION - 032

This allocation includes funding for the annual convention; convention committee expenses and union label show.

The Committee Recommends \$1,013,417

This represents a decrease of 22.2%

EXECUTIVE BOARD - 033

This budget account includes all expenses associated with meetings of the union's Executive Board.

The Committee Recommends \$300,000

COMMITTEES AND CONFERENCES- 034

The Committee received requests to fund the following:

- CWA National Women's Committee (2 meetings -including 1 Convention)
- National Committee on Equity (2 meetings - including 1 Convention)
- Jurisdictional Disputes
- Regional Local Presidents' Meeting (Public Workers)
- Public & Healthcare and Education District Coordinators' Meeting
- Health Care Meetings
- Higher Education Meeting
- Sprint Healthcare Committee Meeting
- Bargaining Institute
- Welfare Council Meeting
- Citizens Pension Meetings & Other Potential National Committees
- CWA Retired Members' Council - 2 meetings
- District Legislative -Political Coordinators - 2 meetings
- Police Associations & Community Conflict Seminar and NCP SO
- Leadership meetings
- Constituency Groups
- Collective Bargaining/Contract Negotiations
- US Airways President's Meetings(4 meetings)
- Miscellaneous Meetings

Because of the Union's financial constraints, it may be necessary to charge fees for some conferences in order to help offset their cost. Funding for this account includes the cost of material preparations, professional help, meeting rooms, etc. It also funds the expenses of persons serving on a committee or attending a conference scheduled by the President of the Union, provided that serving on the committee or attending the conference is at the President's request.

The Committee Recommends \$325,000

This represents a reduction of 7.69%

CWA NEWS - 035

The funding of this account is mandated by Article XXVI of the CWA Constitution. The amount budgeted provides for printing costs and postage. The Committee's recommendation is based on the assumption that at least nine issues of the CWA News will be published during the budget year.

The Committee Recommends \$1,900,000

This represents a reduction of 2.24%

STRATEGIC CONTRACT SUPPORT - 036

This allocation will be used by the President to assist bargaining units that encounter substantial additional costs associated with prolonged bargaining, extended first contract bargaining or other unforeseen circumstances for which there is no budget.

The Committee Recommends \$125,000

This represents a reduction of 16.6%

TAXES - 038

This item includes all payroll-related taxes and personal property taxes.

The Committee Recommends \$3,705,600

CONTINGENCY- 040

The purpose of this budget account is to provide for unexpected costs and expenses that are not known or cannot be budgeted to appropriate accounts at the time the budget is prepared. This includes any increased cost as a result of additional staff or clerical, and salary progression increases.

Expenses such as the CWA 401(K) Employer Contribution, Staff retirement gifts, rent increases and IUE transition costs, are charged to this account. The Committee has also included a small allocation to the District Vice Presidents to be used at their discretion.

This account will continue to be used to formulate an "adjusted" budget.

The Committee Recommends \$2,118,000

This represents a reduction of 6.7%

EQUIPMENT ADDITIONS - 041

The committee received a total of \$684,390 in equipment addition requests. Due to the unions financial constraints the committee budgeted less than the requested amount for this budget year.

The Committee Recommends \$450,000

HEADQUARTERS BUILDING OPERATIONS - 042

45.6% of the rentable space in the Headquarters building is leased to tenants. The allocation to this account represents building operating expenses net of tenant income, in addition to necessary improvements and other required build out changes.

The Committee Recommends \$1,300,000

This represents a reduction of 25.7%

INFORMATION SYSTEMS

The Union continues to better serve its members by using modern technology. Our recordkeeping and accounting systems are constantly being updated as new programs are developed. This budget item reflects the costs of office automation, communication network, training, updating of equipment in the Headquarters and District offices.

The Committee Recommends

\$300,000 - Secretary-Treasurer's Office – 043

This represents a reduction of 10%

\$506,000 - All Other Administrative Units – 143

This represents a reduction of 6.47%

DISTRICT BUILDING MAINTENANCE - 044

The allocation to this budget account is for the maintenance and repair costs of CWA owned District buildings. A close watch on operating cost of all buildings owned by the Union will be

necessary to keep us within budget. All taxes and insurance on these buildings are included in the General Budget in the appropriate accounts. Any rental income from these properties is netted against expenses.

The Committee Recommends \$300,000

This represents a reduction of 22.3%

PUBLIC RELATIONS- 045

How CWA is perceived by the public is crucial to the success of our Union. The Committee again recognized that we enjoy a comparatively high level of visibility in spite of having one of the smallest public relations staff of any major union. The allocation includes support for collective bargaining activities.

The Committee Recommends \$500,000

PROFESSIONAL - 046

Included in this account are expenses for audit fees, and miscellaneous professional services such as doctors, actuaries, consultants, etc. The Union is committed to use in-house talent versus hired consultants whenever practical.

The Committee Recommends \$650,000 Secretary-Treasurer's Office - 046A

The Committee Recommends \$184,000 President's Office - 046B

INTERNATIONAL PROGRAM - 047

CWA is involved in the free world trade union movement. This is demonstrated by our association with other unions throughout the world. This cooperation yields tremendous dividends, and is of growing importance in the future of global telecommunications. CWA is affiliated globally with the Union Network International (UNI), International Metal Workers, International Federation of Journalists and IAPPTA. This year's budget includes the funding of activities with our labor colleagues from a number of countries.

The Committee Recommends \$90,000

EDUCATION - 048

The importance of education has never been greater. CWA must continue to educate our Staff and Local leaders to respond to the needs of our members. Employee tuition reimbursement will continue to be funded from this account.

The Committee Recommends \$391,000

AFFILIATIONS - OTHER - 049

CWA maintains membership in and serves on executive boards of a number of organizations. Fees associated with these activities are included in this budget allocation. Labor organization affiliation dues were addressed earlier in this report and are not included in this allocation.

The Committee Recommends \$318,700

This represents an increase of 16%

OPERATING RESERVE - 051

The Operating Reserve was established for the purpose of accumulating funds to operate the Union in the event our income is drastically curtailed.

Due to financial constraints the Committee did not recommend an allocation to the Operating Reserve.

The Committee Recommends \$0 - No change

PENSION FUND - 060

This allocation represents contributions to the ITU , PPMWS Pension Fund and the TNG Pension Fund.

The Committee Recommends \$ 62,016

This represents a decrease of 80.6%

HOSPITALIZATION/INSURANCE- 061

The allocation to this account is for the general insurance policies of the Union, include group healthcare for employees and retirees, liability, automobile, workers' compensation, casualty, fire, and theft. This allocation represents a considerable increase over last year's budget due to escalating cost of group healthcare insurance. A portion of retiree healthcare benefits are anticipated to be funded by the Pension Fund.

The Committee Recommends:

Hospitalization, Medical, Dental, Vision, Life \$12,300,000 061A

This represents an increase of .6%

Insurance Other Than Hospitalization \$2,061,478 061B

This represents an increase of 30.4%

The continuing double-digit increases in insurance costs are a serious concern. The committee urges the SPBC to explore all available cost containment options, including self insurance.

AUTOMOBILE FUND - 063

The purpose of this Fund is to provide for the operation of fleet automobiles. (Due to financial constraints, the Committee supports the policy of keeping vehicles in use for 120,000 miles.)

The Committee Recommends \$2,198,435

This represents an increase of 9.2%

STAFF MOVES - 064

The allocation to this budget account is for the costs associated with relocating Staff.

The Committee Recommends \$50,000

This represents a reduction of 50%

STAFF - ILLNESS ABSENCE - 065

This budget allocation is intended to cover wages for Staff who are ill for extended periods of time. Due to budget constraints, the Committee again allocated nothing for this budget year.

The Committee Recommends \$0

APPRENTICESHIP & TRAINING - 066

This budget allocation is for apprenticeship & training activities currently in existence and new programs anticipated to be implemented in this budget year.

The Committee Recommends \$248,500

This represents a reduction of 1.9%

SALARIES - ELECTED OFFICIALS

Each year, it is the Committee's responsibility to recommend salary changes for our elected officials. The Committee recommends that salaries be increased up to but not greater than the percentage increase granted to the Administrative Staff, effective July 1, 2004.

FINANCIAL STATE OF THE UNION

This Committee realizes that with ever increasing financial burdens and causes needing the Union's attention, and an uncertain economy, we must continue to be ever vigilant of cost overruns. This year, we urge each administrative unit to operate within their authorized budget.

COMPLEMENT

The Committee has funded only those Staff positions that are now filled or have received

approval to be filled at the time of this report. Requests to fill all positions must be made to the Strategic Planning and Budget Committee (SPBC) and authorized by the Executive Board.

THE BUDGET

The Committee reviewed and considered the Report of the Strategic Planning and Budget Committee as adopted by the Executive Board of the Union. After thorough and detailed deliberations, this Committee recommends the following budget for the 2004-2005 budget year. In calculating the projected income, the Committee built this budget based on an estimate of what our revenue will be in June 2004. After adjusting gross income for affiliation dues and reductions, anticipated membership losses related to employer downsizing/layoff, and general fund reserves, \$101,858,400 was available for budgeting.

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

Our proposed budget follows as Exhibit A (Administrative Units Budget) and Exhibit B (General Funds).

A line-by-line explanation of each item in the budget may be found on pages 12 - 17.

CONCLUDING REMARKS

The Committee recognizes the need to review the priorities of our Union, including resource allocation at both the National and Local levels. We need to maintain a basic focus on CWA as a change agent for our members and unorganized workers desiring to have a more powerful voice at work and in their communities. Building our power at our existing employers, through growth as we support workers who are organizing, and in the community through coalition building and political action, must continue to drive our allocation of resources.

This budget reflects changes in our budget allocations and many reductions in the amount requested. We recognize that our Union is the sum total of our collective leadership and membership. Change is difficult for each one of us, so it is even more difficult collectively. This budget allows us to live within our means. That is our first obligation. But this budget cannot guarantee the kinds of changes that continue to be necessary. At the National level, that change depends on our officers and staff, and how we interact with Local leaders and members. We will continue to be more proactive and less reactive, both in dealing with employers and in our communities. We will continue to focus more on growth.

Strong unions, including fiscal strength, remain the best hope for our members and all working men and women. Our employers almost universally are determined to contain and shrink the collective voice of their employees. Our strength lies in our committed members. Hopefully this budget reflects our priority in supporting them as they support each other and our Union.

Exhibit A PDF

EXPLANATION OF EXHIBIT A

1) SALARIES - OFFICERS & STAFF

This item reflects the salary cost by District and administrative units of all officers and Staff and professional employees.

2) SALARIES - FULL-TIME - OTHER

This item reflects the salary cost of all full-time clerical employees and salaried supervisors in the Headquarters, District and area offices.

3) EXPENSES - FULL-TIME

This item reflect the travel and related expenses incurred by officers, Staff and full-time employees.

4) **PART-TIME - SALARIES & EXPENSES**

This item covers salary, travel and related expenses incurred by part-time employees. (Examples: bargaining committees and arbitration witnesses.)

5) **SUPPLIES AND PRINTING**

This item reflects the cost of all office supplies and printing. (Examples: Local officers' and stewards' mailing, District newsletters, educational information, etc.)

6) **POSTAGE-FREIGHT**

This item covers the cost of all mailings, except postage for the CWA News.

7) **RENTAL AND MAINTENANCE OF EQUIPMENT**

This item reflects the cost of renting, leasing and maintenance of equipment such as photocopiers, mailing equipment and faxes. This does not include the cost of computers.

8) **CONTRACT SERVICES**

This item reflects the cost of contract services for such items as payroll dues deductions costs, janitorial service, trash removal service, etc.

9) **ELECTRONIC COMMUNICATIONS**

This item reflects all telephone and electronic communications expense.

10) **RENT & OFFICE OCCUPANCY/RENT MEETING ROOM**

This item reflects the cost of renting or leasing office space. It also includes mortgage payments for CWA owned buildings. The cost of renting meeting rooms for District and bargaining unit caucuses, organizing meetings, educational institutes, etc., is included in this line item.

11) **ALL OTHER**

This item cover all miscellaneous expenses that cannot properly be charged to Budget Items 1 through 10.

TOTALS

This reflects the total amount of the budget (Items 1 through 11) allocated to District and administrative units.

Exhibit B PDF

EXPLANATION OF EXHIBIT B

29) **ORGANIZING**

This budget account covers the cost of organizing programs for the Union.

30) **CITIZENSHIP**

This budget account provides funds for the Union to participate in and make contributions to programs and activities which relate to community "good citizenship" and "civic affairs."

31) **LEGAL**

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

32) **CONVENTION**

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

33) EXECUTIVE BOARD

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

34) COMMITTEES AND CONFERENCE

This budget account includes committee and conference expenses for meetings. This does not cover expenses of attendees unless authorized by the President of the Union.

35) CWA NEWS

This budget account covers the total cost of publishing, printing and mailing of the CWA News.

36) STRATEGIC CONTRACT SUPPORT

This budget account is used by the President to assist bargaining units that encounter substantial additional costs associated with prolonged bargaining or other unforeseen circumstances for which there is no budget. As of 05/31/04, the fund has a balance of \$202,900.

38) TAXES

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

40) CONTINGENCY

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

41) EQUIPMENT ADDITIONS

This budget account provides for replacement and additional office machines, equipment and furniture, except computers.

42) HEADQUARTERS BUILDING OPERATIONS

This budget account includes the cost, including taxes, of maintaining and operating our CWA Headquarters building.

43) INFORMATION SYSTEMS - SECRETARY-TREASURER'S OFFICE

This budget account reflects the allocation for acquiring computer equipment, software, consulting contract services to implement information systems in the Secretary-Treasurer's Office.

43) INFORMATION SYSTEMS – All Other

This budget account reflects the allocations for acquiring office automation equipment, computer equipment and software in the Headquarters, District, and area offices. Also included is the allowance for the cost of consultants and contract services that are necessary to implement information systems.

44) DISTRICT BUILDING MAINTENANCE & OPERATIONS

This budget account includes the cost of maintaining and operating District-owned

buildings, as well as minor repairs to leased offices.

45) PUBLIC RELATIONS

This budget account covers the Union's program of Publicity and Public Relations which brings the story of the Communications Workers of America to the public through the mass media of radio, TV and newspaper.

46) PROFESSIONAL

This budget account includes all fees and cost of professional services, i.e., auditors, actuaries, consultants, etc.

47) INTERNATIONAL PROGRAM

CWA's international work will continue to focus on strengthening our relationships with unions around the world at our multi-national employers.

48) EDUCATION

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

49) AFFILIATIONS - OTHER

CWA maintains membership in and serves on Executive Boards of a number of organizations.

51) ALLOCATION TO OPERATING RESERVE

This budget account is used to set aside General Fund money in the Operating Reserve.

60) PENSION FUND

This budget account includes the cost of contributions made to the CWA Pension & Death Benefit Trust Fund and partial cost associated with administration of the Fund. Also included are contributions for our employees covered under the CWA-ITU Negotiated Pension Plan for PPMWS staff & to the FGR plan for TNG-CWA clerical.

61) INSURANCE AND HOSPITALIZATION

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

63) AUTOMOBILE FUND

This budget account includes cost of leasing & maintaining CWA fleet automobiles. This budget account also covers the Automobile allowance.

64) STAFF MOVES

This budget account includes the cost of moving staff that have been reassigned to a new work location.

65) STAFF ILLNESS ABSENCE

This budget account includes necessary expenses to backfill for staff members who are ill for extended periods of time.

66) APPRENTICESHIP AND TRAINING

The budget allocation is for authorized apprenticeship and training program activities.

TOTAL GENERAL BUDGET

Total of Budget accounts 29 through 66.

TOTAL BUDGET

Total of all Administrative Units and Headquarters (Budget accounts 1 through 11) are General Budgets.

EXPLANATION OF CWA FUNDS

There are six Funds, all of which are examined and reported on by the Auditors.

They are:

1. General Fund
2. Defense Fund
3. Members' Relief Fund
4. Pension Fund
5. Operating Reserve Fund
6. Plant Fund (The Fixed Assets Account)

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

GENERAL FUND

The General Fund is the Fund from which the international operates. All the income money which comes to CWA is handled through the General Fund. The status of this Fund is reported quarterly to Local Presidents.

The General Fund contains what the Auditors have identified as "Unallocated Receipts." Dues money received by CWA is labeled in this manner until the Secretary-Treasurer's Office can channel or allocate it. As an example: a dues check from an employer is received in the Secretary-Treasurer's office; it is immediately deposited in the General Fund as unallocated money. Upon processing the report that comes with the employer's check, checks are issued for the amount due the Locals. Also, at this time, we transfer the proper amount to the Defense Fund and Members' Relief Fund. The International's portion remains in the General Fund, available for use by the International. The Local amount is returned to the Locals.

DEFENSE FUND

The Defense Fund was established by the 1952 Convention and began to operate in September of 1952. It has specific rules, adopted by the Convention, which outline the ways it can be used. Income to the Defense Fund is derived from membership dues and equivalent payers in the amount of \$.50 each month. Income is deposited in the Defense Fund account as dues reports are processed.

The Defense Fund is administered within the Defense Fund Rules established by Convention action.

As reflected earlier in this report, the unrestricted net assets of the Fund as of June 30, 2003 was \$15,764,119.

MEMBERS' RELIEF FUND

The Members' Relief Fund was established by 1990 Convention action. The purpose of the fund is relief of strikers, locked out members, victims of collective bargaining strategies and other approved mobilization actions. As reflected earlier in this report, the unrestricted net assets as of June 30, 2003 were \$257,602,564.

Income to the Members' Relief Fund is derived from membership dues and equivalent payers in an amount equal to (1/4 hour) .15% per month of minimum dues of those eligible to strike.

Income is deposited in the Members' Relief Fund account as dues reports are processed.

Income & Expenditures from the Fund are reviewed by the Defense Fund Oversight Committee according to the rules established by Convention action.

PENSION FUND

This Fund provides for CWA employees' retirement benefits. A periodic actuarial review is made of the CWA Pension and Death Benefit Trust Fund, and our contribution is adjusted to meet our obligations. No contributions are necessary in this budget year.

OPERATING RESERVE FUND

The Operating Reserve Fund was established as a reserve to operate the Union should income be reduced or expenses unexpectedly increase.

This is a restricted Fund, requiring a two-thirds' vote of the Executive Board before expenditures are made. This Fund is used to cover operating expenses when our income is interrupted as a result of strikes in our major bargaining units or for other Union support activity for which there is no budget.

PLANT FUND - FIXED ASSETS

The Plant Fund has no cash or money connected with it. The reporting of fixed assets as a Fund is intended as a description and evaluation of money which has been expended for land, buildings, office and computer equipment and automobiles.

Fixed Assets initially were carried as an asset in the General Fund. Because it tended to distort the financial picture in the accounting of the General Fund, the Executive Board acted to set up the reporting of Fixed Assets in a separate account.

The Finance Committee approves the principle of reporting Fixed Assets in a separate Fund because it does simplify, as well as permit, accurate accounting of the General Fund of the Union.

Exhibit C PDF

2004 CWA FINANCE COMMITTEE

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NOTES