

Proceedings and Index of the 67th Annual Convention - 2005

Navy Pier Convention Center
Chicago, Illinois
August 29-31, 2005

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MONDAY MORNING SESSION **August 29, 2005**

The Opening Session of the 67th Annual Convention of the Communications Workers of America, AFL-CIO, meeting at Navy Pier, Chicago, Illinois, August 29-31, 2005, convened at 8:30 a.m., Temporary Chair Robert Maida, Jr., President, Mailers Local 14430, presiding.

TEMPORARY CHAIR MAIDA: Good morning, delegates. Could you please take your seats.

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

I am Bob Maida, Temporary Chair and President of CWA Local 14430 here in Chicago. (Applause) On behalf of the officers and members of District 4, welcome to Chicago and this historic 67th Annual Communications Workers of America Convention.

As is our custom, we will open the Convention with a prayer. For the invocation, I would like to call upon the Reverend Kazi Joshua, a native of Malawi. Reverend Joshua holds the position of Professor of Justice Ministries at North Park Theological Seminary and directs the Center for Justice. He is an ordained minister of the International Council of Churches and an associate minister at the Progressive Community Center in Hyde Park.

After the invocation, please remain standing for the presentation of Colors and the singing of the National Anthems. Now please give a warm welcome to Reverend Kazi Joshua. (Applause)

REVEREND KAZI JOSHUA (North Park Theological Seminary): I know that people are still walking to where they're going to sit, but if you are not walking, help me by taking the hand of the person that is next to you as a sign of solidarity in this place. All right, now join with me as I lead this invocation.

As these hands are joined together, we recognize that our strength comes from being together and not apart. We give You thanks, great Creator, for protecting the many who have traveled to the city of Chicago from Canada, from the U.S., from Puerto Rico, from the neighborhoods that You have brought together.

We give You thanks for 67 great years of organizing workers, protecting them and being a voice for those without a voice. We thank You for the great leadership of President Bahr these past 20 years and the things that he has done. We also thank You for the elections this afternoon and the new leadership that will come into place.

Now we commit these next three days into your hands, that you will strengthen us, that you will help us work out strategies that will continue to stand up for workers, that they may be adequately compensated and treated with dignity and fairness in the workplace.

We pray in particular for this Convention that Your presence and Your spirit may be felt. At the same time, we remember workers everywhere who may be engaged in labor actions and negotiations, that the outcomes may be favorable to working men and women.

Finally, this is our prayer that the word “union” will be more than a name, but rather it should be an action that through difficulties and challenges we will remember that we are stronger together than apart. Because the Creator was the first worker who created the world and said, “Everything is good,” may that spirit of goodness and kindness, of solidarity and fairness prevail at this 67th CWA Convention and for the next 67 years.

And let all the workers say-- Amen.

. . . The delegates responded with “Amen” . . . (Applause)

TEMPORARY CHAIR MAIDA: Thank you, Reverend Joshua.

Our Colors this morning will be presented by the CFFU Local 2 Honor Guard, International Association of Fire Fighters and the Chicago Police Department Emerald Society Pipes and Drums.

William Mead, CWA Local 1085, will sing the National Anthem of the United States. Laura Lynn Misener, Secretary-Treasurer of Local 4252 will sing the National Anthem of Canada. Luis Quintana, Vice President of the UPAGRA delegation of the Newspaper Guild - CWA Local 33225 of Puerto Rico will be singing the National Anthem of Puerto Rico.

. . . The delegates arose and gave a heartfelt applause for the Presentation of the Colors and the singing of the National Anthems for the United States, Canada and Puerto Rico, followed by a standing ovation for the Color Guard as they marched out of the auditorium . . .

TEMPORARY CHAIR MAIDA: I want to thank the Color Guard and our singers for their wonderful renditions of the National Anthems. Please give them another round of applause. (Applause)

Welcome to District 4, the great State of Illinois, and the beautiful City of Chicago. Weren't those Blues Brothers great last night?

While you're here for your short visit, I hope you can take the time to visit some of our famous sites, such as the Field Museum, The Shedd Aquarium, and the Alder Planetarium all located about two miles south of this Pier. On the way, take in beautiful Buckingham Fountain and the “Bean” in Grant Park that was just unveiled just south of the Hyatt Hotel. There are historical sites in the area, including the Haymarket Memorial that was just dedicated. And the restaurants are among the finest, and, well, a pizza is pretty good here, too. That's enough of that.

I would like to take a few minutes to thank the people that made it possible for me to be standing before you today. I am humbled that the members of the delegation in Illinois chose me for this great honor, but back to them in one minute.

Thanks to the members of the Chicago Mailer's Union No. 2, CWA Local 14430, for allowing me to serve them. Then there are the officers and members of the former International Typographical Union, for in their wisdom 18 years ago, merged us into the Communications Workers of America. Good job, President Boarman. What a great move it was. (Applause)

I believe they succeeded beyond our wildest dreams. Everyone I will mention did a great job, but usually someone stands out. That person is Liz Van Der Woude, Executive Vice President of Local 4250 here in Chicago and secretary of our Committee. Please take a bow, Liz. Thank you. (Applause)

The Host Committee should be wearing their yellow Host Committee shirts and are available to help delegates with any problems or questions you may have.

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

Thanks go to Steve Berman, Local 14408; Norb Bernauer, Vice President, Local 14408;

Bryon Capper, President, Local 4217; Heather Cunningham, Vice President, Local 4215; Joanna Gerrib, President, Local 4215; Mabel Huff, President, Local 4216; Lisa Lutery, Chief Steward, Local 4202; Jerry Minkinen, Executive Director, Local 34071, of the Newspaper Guild; Betty Moore, President, Local 4214; Lanell Piercy, President, Local 4252; Holly Sorey, President, Local 4202; Harry "Chip" Stevenson, Treasurer, Local 4260; Ray Taylor, President, Local 54041; Phil Terran, Secretary-Treasurer, Local 14430; Steve Tisza, President, Local 4250; Dennis Woods, President, Local 4290; and George Zaucha, Secretary-Treasurer, Local 14408.

A very special thanks to District 4 Representative Teri Pluta who coordinated our work with Washington. She did a great job. Thank you, Teri. (Applause)

As a little added note, the Host Committee raffle drawing will be held Tuesday afternoon. Raffle prizes include an embroidered leather jacket, an embroidered CWA jacket, donated by our printer, three cell phones and a coffee mug set. So please get your tickets early at the Host Committee booth.

Margaret Blackshere, of Nilis, Illinois, is a former classroom teacher. She has served at all levels of the labor movement, from president of her local to statewide vice president of the Illinois Federation of Teachers. She was secretary-treasurer of the Illinois AFL-CIO from 1993 to 2000 when she was elected president of the Illinois AFL-CIO. President Blackshere is the first woman ever elected president of the State Federation and is currently serving her second term.

She serves on a variety of boards, councils and coalitions. She has been honored by the Labor Council for Latin American Advancement. She is the recipient of the Israel Peace Medal and has been inducted into the Illinois Labor History Society's Union of Honor.

President Blackshere has been a delegate to the Democratic National Convention, and is a member of the Democratic National Committee.

Please welcome Illinois AFL-CIO President Margaret Blackshere. (Applause)

MARGARET BLACKSHERE (President, Illinois AFL-CIO): Thank you. Thank you very much. On behalf of our one million union members, I am proud to welcome you to Illinois. It is my privilege to be here with your great president, Morty Bahr, and your incoming, new leader, Larry Cohen. You are indeed fortunate to have great leaders. Barbara Easterling is certainly among them.

It is certainly my privilege to welcome you and to thank you for sharing Teri Pluta with us, who serves on our Executive Board. She serves the Illinois AFL-CIO and is a great asset to our Board.

Once again, welcome to our State of Illinois. It is a bright and shiny blue state. (Applause) It is a bright and sunny blue state, because we work at it. We never stop working at it. Politics don't just happen every couple years, it happens every day. You know that. Your union knows that, and so do we. Have a great convention. Enjoy this great city. This is a union town.

As a kindergarten teacher I often say from A to Z, "actor" to "zoo keeper". It is because all the unions in this town work at it. While you are here, have a great time, spend lots of money, but most of all, keep your solidarity. During these troubled times within our labor movement, more than ever, we need your solidarity.

Thank you, brothers and sisters, for coming to Chicago. Thank you. (Applause)

TEMPORARY CHAIR MAIDA: Thank you, President Blackshere. (Applause)

Dennis Gannon is an operating engineer by trade. He was elected president of the Chicago Federation of Labor in 2002, after having served six years as Federation Secretary-Treasurer. President Gannon is a former business representative of Operating Engineers Local 150, here in Chicago, and has worked as a hoisting engineer for the city.

In addition to his position with the CFL, President Gannon is a member of the Illinois Capital

Development Board, first appointed to that body by Illinois Governor Jim Edgar in 1992. He also serves on the Illinois Human Resource Investment Council, and is a member of the Illinois Advisory Council. He chairs the Illinois Labor Advisory Committee of the Amalgamated Bank of Chicago, and the Labor Advisory Board of the University of Illinois.

President Gannon also serves on a number of commissions and boards for business, education and religious organizations in the State of Illinois, and here in Chicago. A graduate of St. Lawrence High School and Indiana State University, he taught high school and coached prior to becoming a hoisting engineer.

Please welcome President Gannon. (Applause)

DENNIS GANNON (President, Chicago AFL-CIO): Thank you. Margaret and I kind of work as a tag team, I'm sure as everybody will attest to. I mean she uses all my lines. The "actor" to "zoo keeper" was my line; the blue state was my line, but I am proud to be the president of the Chicago Federation of Labor. We represent over 500,000 working men and women in Chicago and Cook County, but there is a little story.

This is the second time I have addressed you as an organization here in Chicago, and we appreciate your coming back for the second time. It does monumental things to our hotels; it keeps our people working; it does all the right things for our environment in Chicago. But the point I want to make is, my father was a photo engraver at the Chicago Tribune for 42 years. He put me through St. Lawrence, and if I didn't get into St. Lawrence, I would never have had the ability to go to college, but it was because of your organization that I had that ability.

I know people aren't happy with the *Chicago Tribune*, but the story line for me is that my father was a photo engraver. The day they moved into the Freedom Center, he quit the *Chicago Tribune*. He quit because, in solidarity for our organizations in Chicago and for the unity of the labor movement in Chicago, he knew what the *Tribune* was going to do to its workers.

So this was a story that I wanted to share the last time I was here, but I was a rookie at this and I was a little more worried about how it was going to be perceived. But it is very important for me to tell that story, because I know that without organizations like yours, I as a child wouldn't have had the ability to go to the schools that I went to, wouldn't have had the opportunities that presented themselves to me as I got to be an older man.

Morty Bahr, I would like to salute you for all your years of service. (Applause) I would like to thank your organization for being here in Chicago. And I did hear earlier about going to see the Haymarket Memorial located on Randolph Street and is displayed there. It is a memorial that sets the standard and the tone for what happens in labor organizations. It is the memorial to salute the eight-hour day. It is the memorial to salute the martyrs that came before us and were in solidarity and did the things that they had to do.

It happened here in Chicago. Chicago has got a proud history of labor, but it is not the history that we all should be worried about, it is the future that we should look forward to. And that future can only be bright if we engage ourselves in the things that we know how to do. And we have to grow. We have to be involved politically and we have to have a vision for the future. And your organization does that better than most, because you have seen the technologies and what it can do, and we here in Chicago salute you. We hope you have a great convention. We know you will have a great convention.

We thank you for coming back to Chicago once again, and don't forget, we are all in this together. What happens at the AFL-CIO affects all of us. It is all about solidarity. It is about the future of our movement and it is about being together.

With that, thanks once again, and welcome to Chicago, and have a great time. Thank you. (Applause)

TEMPORARY CHAIR MAIDA: Thank you, President Gannon. (Applause)

Vice President Jeffrey Rechenbach needs no introduction to those of us here in District 4. He has been to our retirement parties, our union meetings, our picket lines, and to some of our children's weddings.

He was born July 18, 1953, a Thursday, wearing a little red T-shirt. (Laughter) He organized kids in that nursery before he was a day old. Can you imagine that nursery, with 20 babies screaming in unison and Jeff holding that tiny baby bullhorn? What a start. (Laughter)

After high school he was hired by Ohio Bell Telephone Company, and 2 years later was elected president of his local. In 1981 he was appointed to CWA staff representative, where he went on to become an administrative assistant to Vice President Bob Johnson. He succeeded Bob as Vice President in 1994. Besides Jeff's union activity, he is also involved in many community activities, including his church. He currently serves on the Board of the Telephone Credit Union, an \$85 million financial institution headquartered in Cleveland, Ohio.

He serves on a number of boards and councils, and found time to attend the University of Virginia, Garden School of Business, in the executive program.

He is on the Cuyahoga County Democratic Executive Committee, and was a delegate to the Democratic Convention in 1996 and 2000, where he was on the Platform Committee.

As you will see, Jeff and I have some similarities. Well, at least one. We meet in Fort Wayne about every other month where our hair stylist is located. That is where we get the two-for-one-special. (Laughter)

That deal ends with him moving on to Washington, and I will miss those meetings. Please give a hand to a great trade unionist, District 4 Vice President, Jeff Rechenbach.

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

VICE PRESIDENT JEFFREY RECHENBACH (District 4): Thank you, Bobby. All I can say is the milk in that nursery was cold and we had to do something. (Laughter)

Thanks also to the District 4 Host Committee again. Didn't they do a great job? (Applause) And, have Jake and Elwood left the building yet? Wasn't that a party last night? (Applause) We know how to throw a party in District 4.

Welcome to the City of the Big Shoulders. I can't tell you how pleased I am that this historic convention is being held here in District 4.

You have already heard a good deal of the labor history, both good and bad, that has been made here in this city. Chicago truly is the cradle of the American Labor Movement. And that goes right up to the disappointing AFL-CIO Convention which was held right here in this very hall just a month ago.

I can't help but feel that this convention, while perhaps not as dramatic, is more representative of what we are as a movement. Without the rancor and bitterness that led up to last month's AFL-CIO convention, we are celebrating this week, 20 years of dynamic and progressive leadership, all the while facing forward to some turbulent times for our movement. We will need to adapt, to change, and it will be change in the face of an anti-union White House and Congress, a sputtering economy, and a technological and regulatory revolution.

Fortunately, we have a leader now who has mentored and armed a replacement who I know is equal to the task in Larry Cohen. (Applause)

But what of our outgoing president? I have struggled with what to say here for a few months now, trying to put in the same proper historical context the impact Morty has had on our union and our lives. When you do that you sometimes try to draw analogies. Joe Bierge as the founding president of CWA would be the George Washington of our union. Or perhaps some would call Glenn Watts the Thomas Jefferson of CWA. So it is along those lines that I would equate Morty Bahr as the Jackie Robinson of CWA. (Applause)

Robinson, as a player for the Brooklyn Dodgers, broke the color barrier in baseball as the first African-American player in the major leagues. And obviously this analogy has nothing to do with the color of his skin, it is rather focused on another barrier that he brought down. You see, until Morty came along, we were known as the telephone union. It wasn't until his leadership that we truly became a Communications Workers Union, a union welcoming workers from virtually every walk of life.

Ironically, Bahr and Robinson began their trailblazing careers within a few weeks of each other in 1947, Robinson entering the starting lineup of the Dodgers in April while Morty entered the starting lineup of the union membership in March.

As a result of Robinson's breakthrough, today's major leagues are filled with African American, Latino, and Asian ballplayers. As a result of Bahr's breakthrough, today's convention hall is filled with nurses, public workers, printers, camera crews, newspaper reporters, assembly line workers, flight attendants, university employees, and of course telephone employees and the list goes on and on from there as well.

Without the expanded diversity of a Bahr breakthrough, this hall would be half full this morning. We are a better union, a stronger union, we are a more diverse union because Morty Bahr signed a CWA membership card in 1950 at Mackay Radio. (Applause)

But there is more to Morty's story than just his building a union. He also built a family over all these years as well. Just a few weeks ago, Florence and Morty celebrated their 60th wedding anniversary. (Applause)

Earlier this week the Board heard some wonderful words from a proud son about his father. But for at least 58 years of that marriage, Morty has been embroiled-- and I'm letting you in on a little secret here-- in an intense love triangle, one that would rival the best steamy romantic novel, except in this particular triangle, Morty, Florence and his union live happily ever after. (Applause)

So as he prepares to come to the podium this morning for the last time as the president of CWA-- and this is officially, Morty, the last time that you will have to endure that "last time" reference-- I feel it is my duty to issue all of you a bit of a warning.

We all know Morty does enjoy giving a good speech. Well, earlier this week he sent me an e-mail suggesting that, as the Host District, we might like to have sandwiches available for all the delegates. (Laughter) Given some budgetary considerations, we have not been able to do that. So anyone in the hall who has a problem regarding the length of Morty's speech can register those complaints with my able assistant, Salvatore LaCause. (Laughter) But before you do that, I would remind you that Lake Michigan is very, very deep. (Laughter)

Rather than have me go on and on about Morty, we prepared a short video on President Bahr and his career. If a picture truly is worth a thousand words, here then are millions of words to help paint the story of Morty Bahr.

. . . A very poignant video entitled "Salute to Leadership" was shown about the life and career of President Bahr . . .

VICE PRESIDENT RECHENBACH: Brothers and sisters, the President of the Communications Workers of America, Morton Bahr.

. . . The delegates arose and extended a great ovation to President Bahr . . .

CWA PRESIDENT MORTON R. BAHR: Thank you. Thank you. Thank you very much. If I were smarter, I would simply say, "I rest my case" and sit down. (Laughter) Now, I knew that a film was being made because, as you see, I was asked to say a few words, but I had no idea as to the scope of it or even that they got President Clinton to play a role in it. So Barbara, Larry, Jeff, the Board, everyone who had a role in this, thank you from the bottom of my heart. (Applause)

Now I am pleased to bring you greetings from one of the CWA founders, a great trade unionist, someone who dared to build our union over many years, Secretary-Treasurer Emeritus Louie Knecht. Lou was sorry he could not be with us today for this historic convention but he's thinking of us and sends his best. (Applause)

I am also pleased that two other great CWA leaders are with us today: Secretary-Treasurer Emeritus Jim Booe-- you remember, Jim and I ran as a ticket in 1985-- and Executive Vice President Emeritus M.E. Nichols. Please give them a big CWA welcome. (Applause and cheers)

Also with us are several retired CWA vice presidents, each of whom we owe so much to for their hard work and their commitment to the members and families of our great union. Would all of you please stand and be recognized wherever you may be seated? Are you seated down here? Well, just recognize them. They are somewhere in the auditorium. (Applause)

If you haven't noticed, seated on this platform are four generations of the Bahr family: The matriarch of our clan, a woman that many of you said is really the reason for my success, my wife and best friend, Florence.

. . . The delegates arose and applauded . . .

As you learned in the film, on July 15th we celebrated our 60th wedding anniversary, but only this past Saturday did we actually get the entire family together for a nice Chicago dinner celebrating that anniversary.

Also here is my brother Mel. Because of our strong resemblance, some of you have hit him up for the money I owe you. (Laughter and applause) He's a Chicagoan.

I want to introduce my son Dan and his wife Marilyn. Dan is the Long Island director of the Teachers' Union. (Applause)

And, as you know, a daughter is every dad's pride and joy, and here is my pride and joy, my beautiful daughter Janice and her friend T.J. (Applause and cheers)

Now, how about this for the third generation? Five beautiful granddaughters-- Heather, Shelly, Niki, Allison, and Michelle-- and their guys, their lucky guys. (Applause)

I just would like to digress a moment. A few years ago, we were all in the Bahamas, and after dinner the girls went to a bar and some guy walked by and he looked at the five of them at the bar and said, "Only in America." (Applause) I agreed.

Now, two of these young women, Niki and Allison, have given me two future organizers, my great grandsons, Mason and Ben. And they are back there also. (Applause) Asleep. (Laughter)

In my remarks at my first convention as president in 1985, I said we were family and proud of it. My family grew up as part of the greater CWA family. They view each of you and those who preceded you as part of their extended family. We indeed believe that we are a union family and proud of it.

In the year since our last convention when I announced my plan to retire, I have been overwhelmed by the expressions of affection from all around our union. These extraordinary warm expressions came to me with hugs, with kisses, and cards and letters. One such card from a colleague with whom I have worked for almost 20 years really touched my heart. It reads:

"I realize that you have done tremendous work to ensure the growth of CWA and protections for many more needy workers. I and my family have been blessed to have you in our lives."

Sisters and brothers, it is I who have been blessed to have served two generations of CWA members, the finest men and women, the most dedicated trade unionists anywhere. So thank you from the bottom of my heart for giving me the opportunity to serve. (Applause)

The tendency for me this morning is to dwell on the past, my 51 years as a CWA member and 20 years as president of our great union. All of us enjoy nostalgia. But as nice as it is to

reminisce, my friends, we do not have the luxury to do so. Our movement is in trouble. Working families today, and perhaps even of larger concern the next generation of workers, are facing a crisis of monumental proportions.

I was elected a local president 51 years ago. So the first presidential election in which I participated as a union activist was in the 1955 election between Eisenhower and Stevenson. Since Eisenhower won in 1956, we have had nine presidents, and I can tell you categorically that never has there been a more ideologically anti-worker, anti-union administration than the current one.

They have an agenda. The Bush administration and the right wing of the Republican Party are determined to repeal the values that flowed from the New Deal during Franklin Delano Roosevelt's presidency, and they are succeeding. What makes them so dangerous is that they believe in what they are doing.

Virtually the first legislative action taken by the Republican Congress at the behest of the President was to repeal the ergonomic standards promulgated by President Clinton's Secretary of Labor, Alexis Hermann. These rules, strenuously opposed by corporate America, were designed to make all workplaces ergonomically safe and were the product of ten years of work started by Secretary of Labor Dole in 1992.

As Chair of the AFL-CIO Health and Safety Committee, I worked with Secretary Dole in what was then a bipartisan effort under the other President Bush. But this President Bush succumbed to the wishes of his corporate big money contributors. As a result, thousands of additional workers are crippled and in pain from musculoskeletal injuries, all of which could have been prevented. Adding to the tragedy is that each day the toll of the injured rises.

Then came the administration's attack on the Fair Labor Standards Act, the standards that determined which workers were exempt from the legal requirement to be paid overtime after 40 hours in a week. Working with Senator Harkin of Iowa and Senator Spector of Pennsylvania, we tried to get legislation passed that would have blocked the Department of Labor from issuing new rules that would result in changing the status of hundreds of thousands of workers from "included" to "exempt."

The administration went all out again to serve their corporate clients, and they won. With this victory under their belts, the Chambers of Commerce and various trade associations began to press the Department of Labor to work on making the Family Medical Leave Act more to their liking. You will remember that the first President Bush vetoed the Family Medical Leave Act twice, and it was the first bill that President Clinton signed into law. (Applause)

We know how important the FMLA law is to our members. And we also know how much our employers despise FMLA. Reports are that the DOL is looking to change the rule in several areas. First, they are looking at the category of serious illness, looking to see which of these serious illnesses they can take out.

Whatever they take out, whether it's one, two or three, we know that there will be tens of thousands of workers who today, and in the past, have used that as the reason for a leave but will no longer be able to do it. They are looking at how much time off a worker should get if a family member has a serious illness.

The average leave that workers have taken in this country for serious illness is three days. Corporate America is pushing the Department of Labor to make it ten days. You know that the average worker who only has three days and can't afford to lose seven more days of pay once again will have to choose between family and job.

Now, where we can take increments of one hour or two hours, if the babysitter is late or whatever the reason is, they would like to have an eight hour minimum but they settled for four.

Obviously, any rule that eliminates the ability of a worker to take short leaves, even increments of several hours to care for a family member, or requires a worker to take ten days

when they don't need ten days, would impose an enormous burden on families in a time of distress.

This administration and big business couldn't care one iota about the adverse impact this has on human beings who happen to be their employees. The NAB, U.S. Chamber of Commerce and the Society for Human Resources Management, along with 75 other trade organizations-- they know how to organize-- have formed-- get this-- "The National Coalition to Protect Family Leave"-- an oxymoron if there ever was one. They say changing the Family Leave Rule is at the top of industries "to do" list now that they have gotten Congress to withdraw the Clinton Ergonomics Rule for the repetitive motion.

Industries and the Bush administration tailors the nation's overtime pay rules more to its liking. Still to come is a bill that will change overtime after 40 hours a week to after 80 hours in two weeks. So the boss, for example, can work you 55 hours this week and 25 hours next week and not pay one hour of overtime.

Coupled with this is a bill that would permit the employer to give the workers comp time in lieu of overtime. Now they refer to both of these bills as being family friendly.

Then there is the TEAM Act. This will permit the employer to appoint employees to a committee and then to negotiate wages and conditions of employment with their own appointed committee. If you remember President Clinton repeatedly threatened to veto all of these bills if they ever came to his desk. They are future battles we must prepare for.

This year we celebrated the 70th Anniversary of the passage of the National Labor Relations Act commonly known as the Wagner Act, Labor's Magna Carta. The Act established the National Labor Relations Board to administer the part of the Act that dealt with labor's ability to form unions and bargaining collectively.

The Bush-packed NLRB over the past four years has meticulously eroded the rights of workers, and they make no apologies as they dismantle historic precedence. On May 20th of this year the Chairman of the Board, Mr. Batista, in a speech said the following, and I quote, "Obviously, the board majority would reflect to some degree the governing philosophy of the appointing president."

I suggest to you that Senator Wagner and the Congress that passed the National Labor Relations Act never intended for board decisions to reflect the philosophy of whoever happened to be sitting in the White House at a given time.

Last year alone, the Board majority reversed 45 prior decisions that had been favorably decided in favor of workers. Graduate students at private colleges and universities have been considered employees and formed unions and engaged in collective bargaining.

The Batista Board, by majority vote, arbitrarily determined that these workers were no longer employees under the Act and are thus not entitled to have a union. Thousands who would have organized now will not, and those who have enjoyed union representation are about to lose it.

New York University, NYU, was the first private university to negotiate a contract with such employees and they are now the first school to take advantage of the new rule. NYU has announced it will withdraw recognition and no longer recognize the United Auto Workers for these employees when their contract expires this week.

Now, workers who chose CWA as their bargaining agent have also been victimized by this board. Many of you know the story. On March 19, 2001, Chinese immigrants who came to this country looking for justice and fairness and the ability to move towards the American dream voted for CWA at the Chinese Daily News in California.

The Company's initial appeal was quickly dismissed by the NLRB regional director. Management appealed to the full Board in Washington where it sat on Mr. Batista's desk for 50 months, totally frustrating the workers and the way the process is supposed to work.

Then last month this Bush board even outdid itself on arrogance. The majority took a case that they decided last year, 2004, and applied the criteria of that decision retroactively three years and ordered a new election at the *Chinese Daily News* which will be held on September 22nd.

In her dissent, the Democratic member of the Board said it was totally improper to take a new standard, one that was adopted in 2004, and make it retroactive to 2001. The message sent out across this country was for employers to appeal everything. They will gain time and, as you know, delay always favors the employer.

In perhaps its clearest attack on the National Labor Relations Act, again by a two-to-one vote with the Democrat dissenting, the Board only a couple of weeks ago ruled it is legal for a company rule directing its employees not to-- and I am going to quote-- "not to fraternize on duty or off duty, to date or to become overly friendly with the clients' employees or with co-employees."

This is a clear attack on workers' freedom of association guaranteed under Section 7 of the National Labor Relations Act.

In her dissent, again the Democratic member of the Board said, and I quote, "The primary meaning of the term 'fraternize' is to associate in a neighborly manner, and that kind of association is the essence of the workplace solidarity."

Now, if the U.S. Court of Appeals and ultimately the U.S. Supreme Court upholds this outrageous decision, it could deal a devastating blow to workers banding together and mobilizing in their workplace around critical issues affecting them and their families.

And since the NLRB has largely become a tool for employers, more unions have been following CWA's lead to avoid the Board where possible and to bargain to organize through card check agreements.

Our success and the growth of this movement have caught the attention of the administration. In a recent speech, Chairman Batista fired a shot across labor's bow. He blasted unions for endorsing card check and neutrality agreements instead of, quote, "ballot box democracy," unquote, of secret ballot elections. He made not a single mention about employer threats and intimidations, or that one worker every 23 minutes is discharged while trying to bring a union into his or her workplace.

During the past four years, we of CWA have taken care of 92 in-plant organizers who were fired for union activity, at a cost to our union of \$571,688.00. But I know I speak for you when I say we will continue to support any worker who has the courage to fight to bring CWA into his or her workplace. (The delegates arose and applauded)

You see, voluntary recognition goes back so far it pre-dates the National Labor Relations Act, and we need to fight to see that it will still be the law of the land when we send Bush back to Texas. (Applause)

Now, we had the Central American Free Trade Agreement beaten until the White House parceled out enough pork to win the vote in the House by two votes. And we need to make it abundantly clear to the fifteen Democrats who deserted their party and the American workers that we will abandon them as they have abandoned us when they come up for reelection. (Applause)

What the passage of CAFTA does is to give to an administration that already believes offshoring U.S. jobs is good for our economy a blank check to ship additional thousands of jobs to foreign shores. So I want to again recognize Steve Tisza, President of Local 4250, who I believe never sleeps, for his extraordinary work keeping us informed on a daily basis as to what is happening with the outsourcing of U.S. jobs all over the country. Thanks, Steve. (Applause)

I hope what I have outlined for you this morning gives you real cause for concern. The party in power has a carefully orchestrated plan to change the direction of our country to reflect the values of the extreme right wing. It also will entrench corporate leaders with enormous power.

But these things do not happen in isolation. For example, on Election Night 2004, newly-

elected Republican governors of Indiana and Missouri followed the lead of the Governor of Kentucky and announced the termination of collective bargaining for tens of thousands of public sector workers in their three states. Coincidence? Not on your life. These new governors were following the lead of the President.

In the June 15th issue of a publication called *Government Executive Magazine*, an article titled "Hard Labor" details how the White House has managed to restrict or eliminate collective bargaining rights for many Homeland Security and Defense Department employees, claiming that workers' rights would get in the way of national security. President Bush has been quoted that he does not want to be "forced to comply with a thick book of rules."

On August 12th, a federal court rebuked the President by striking down personnel rules adopted by the Department of Homeland Security saying they violated the rights and protections given to workers by the Congress. (Applause)

Judge Rosemary Collyer ruled in a suit that was brought by the two unions, the American Federation of Government Employees and the National Treasury Employees Union, saying, "the rules did not ensure collective bargaining and that the Bush administration exceeded even the broad authority granted by Congress." And in a further slap at the White House, she went on to add, "Collective bargaining would be on quicksand" because the Department could unilaterally dissolve its contract obligations while the employees and their unions would be bound by the contract.

The White House has not as yet said whether they will appeal that decision. But you and I know that this is a smokescreen for union-busting. Our first line of security at home. Our first responders are police officers and fire fighters, and the vast majority of them work under union contracts. (Applause)

This administration seeks total control in an environment where their decisions cannot be challenged. It is like a contagious disease that continues to spread.

In order to block the City of Atlanta from passing a living wage ordinance-- and things like that are happening in a lot of cities across the country-- in order to block the City of Atlanta, the Republican-controlled legislature passed a bill that prohibits any city or community in the State of Georgia from passing such an ordinance.

And, if you don't like statistics, change the methodology that is used to compile it. Historically, the Bureau of Labor Statistics comes up with its monthly survey of payrolls to determine average earnings by basing it on data that is limited to production of non-supervisory workers which comprises about 80 percent of the workforce.

Now, apparently the administration doesn't like the results. So effective in 2007, they are planning to change the present method by adding data on all employees, including managers, supervisors and CEOs whose annual earnings are in the tens of millions of dollars. Obviously, the results would be a distortion of the earnings report. I suppose it would make us all feel better to see that we are earning more-- until we went and tried to spend that money, of course. I think what this does, it points out their arrogance. "We're in charge; we can do whatever we want."

Nothing is more important to a worker than retirement security. And Social Security is an important part of retirement security. Much misleading information has been put out about the solvency of the trust fund, but the only threat to Social Security is Bush's attempt to privatize it by establishing private accounts. (Applause)

Here again, it is more than a coincidence that at the same time Bush put forth his plan, Governor Schwarzenegger announced that he will change the California Public Employee Pension Plan from a defined-benefit pension plan to a 401(k) plan.

Just as the American people have seen through the Bush plan, organized labor in California has been able to force the Governor to back off-- at least until next year.

We need to recognize that both of these proposals, the Bush plan and the Schwarzenegger plan, are an attack on defined-benefit pension plans. When the President of the United States and the Governor of our largest state both attack defined-benefit plans, it gives courage to private employers to do the same.

In 1988, just 17 years ago, we had 112,000 defined-benefit plans in the United States. Today, 17 years later, it is under 50,000. And only about 20 percent of all American workers are covered by defined-benefit plans. So clearly, if Bush were to succeed in his privatization effort, it would be a certainty that in the next round of bargaining for most unions, we would not be fighting to increase the amount of pensions, we would be fighting to protect and retain our defined-benefit pension plans.

President Bush has made Social Security privatization the centerpiece of his second term while totally ignoring the 45 million Americans who have no health insurance, the increasing pressure on retirees to pay for more of their healthcare, and the year-after-year double-digit rise in costs.

It is health care that is in crisis, not Social Security. So how could anyone who professes to care about seniors living out their lives with dignity ask them to exchange the best insurance system ever devised and place their future in the hands of the corporate crooks who ran Enron, WorldCom, Health South Corp., Lucent, Global Crossing, Adelphia, Qwest, AIG?

Thousands of workers who intended to retire during the past five years are working today and will work tomorrow only because their 401(k) savings were wiped out by the corporate crooks.

Every day we seem to read about another company restating its earnings. Restating its earnings has got to be kind of a polite phrase for covering up fraud, for covering up stealing, so they restate their earnings.

Sisters and brothers, although the American people have not bought into Bush's plan, the administration will not give up. They will continue to attack, and we are the target. They know that we, organized labor, are all that stands between them and their goal. And, sisters and brothers, this is what makes me so very angry about the disaffiliation of three major unions from the AFL-CIO. This fratricide could not have come at a worse time. I can tell you a lot, but from what we hear from the other side, it means war. It was made clear that this was the wrong time, if there ever was a good time.

In the August issue of *Roll Call*, Washington's premiere political newspaper, look at the heading on the story, "Business Sees Opening in Labor's Lobby Split". The article goes on to say, and I quote, "Some in the business community, mostly giddy at labor's rift, see new opportunities to advance an agenda that already scored several wins with Congress. "It certainly helps us that they are in flux right now," said a source closely affiliated with Compass, the business-backed group pushing for the privatization of Social Security.

And now, taking it even a step further, we have already seen a concrete example where the labor split is blamed for an organizing defeat. Just prior to the actual disaffiliation of these three unions, SEIU and IBEW were organizing meter readers, linemen and sanitation workers employed by the City of Leesburg, Florida. Their manager, Jay Evans, said the split in the AFL-CIO worked to the city's advantage. He said, and I quote, "Unions preach solidarity, but you can see that they don't have solidarity in their own house."

City officials playing up the rift in the AFL-CIO said organizers could not possibly unite workers when they themselves are divided with different missions, and the workers apparently believed what the City told them because they rejected the unions 114 to 52.

Sisters and brothers, beyond how this will impact organizing, we will be going into the 2006 mid-term elections with a fractured labor movement. If the Republican Party can pick up five seats in the Senate, not an easy task but doable, they would have a filibuster-proof Senate. They would then have two years to repeal and/or pass any legislation they saw fit, from things like the

Team Act to Paycheck Protection and just about anything else they wanted to do.

And when President Bush nominates a candidate to replace Justice Rehnquist, you can be sure that nominee will make Judge Roberts look like a flaming liberal. And, keep in mind, Judge Roberts will still be sitting on the Supreme Court when my two little grandsons sitting back there will come into the labor market some 20 years from now.

The potential consequences to the people we all represent should have been a deterrent to what happened, but apparently, personal agendas won out. There is a saying that politics breeds strange bedfellows. Well, it certainly applies in this instance. For example, one of SEIU President Stern's fundamental objectives was for the AFL-CIO to assign very strict and narrow jurisdiction.

Teamster President Hoffa strongly opposed that. He said, "The Teamsters are a general industry union." He says, "We're A to Z, airline pilots to zoological workers."

Stern's second proposal was for the Federation to have the power to force unions to merge into mega organizations with mega local unions. It didn't even get a second. So while there was no support for the proposal, the implications were enormous.

Not too long ago I received an e-mail from an SEIU person telling me that the days of the traditional local president are long gone and I'd better get with it.

Throughout this entire year of debate coming from the other side, there has been virtually no concern expressed as to the role of members in a democratic organization. It has been about giving more power to the top leadership, such as in the SEIU. Andy Stern today is building two mega health care locals. One will be Health Care East and the other is going to be Health Care West. These are east of the Mississippi and west of the Mississippi.

But in our union, in CWA, we have always known that the strength of our union lies with the thousands of trained, committed union shop stewards in thousands of workplaces; that our strength comes from the bottom up and not the top down. (Applause)

We encourage the participation of our members and thus do not establish structures that are so geographically spread out that they discourage or even make it impossible for our members to participate in the affairs of their local union.

I don't know how this will play out or even if one or two other unions might disaffiliate. So while I am angry and disappointed, we need to keep the lines of communication open to work together as best we can, and hopefully still be able to find a way to heal the breach.

This means cooperation where possible and a respect for the other union's representation. While I hope it will not be necessary, we will be prepared to defend our members and jurisdiction while under attack. And I regretted it very much yesterday when the president of Local 1104, Bob Lilja, told me that a bargaining unit represented by his local for many, many years, a bargaining unit of nurses at Beacon Hospital in downtown Manhattan, was being raided by SEIU.

We, of course, will do whatever it takes to support those members against a raid anywhere in any one of your locals or anyplace around this country. (Applause)

You see, we are not new to this. Back in the days of old when it was a Bell System union, every time Western Electric would build a new manufacturing plant, it was CWA against IBEW, and the company never played a role. It didn't care who got it. And years later, if you tallied up the cost, we each spent tens of millions of dollars.

Then we got smart. And they won one and we won one. Nobody really had an advantage. Then we got really smart. In the early '70s, Western Electric told us that they were building several new warehouses for facilities for the old Western Electric sales unit, and President Beirne told our executive vice president, then Gus Cramer, "Get over to the IBEW and work something out."

And they did. They took three, we took three, and they flipped for the seventh. And it wouldn't have come out that way if we had gone to the mat with each other rather than join together, as we ultimately did for the benefit of the workers we both represented.

And we certainly don't want to head back to those days where, at the end of the day, all you did was exchange members and nobody grew. And that's what would be happening if we let this happen again.

So finally, we all know the value that labor councils and state federations have, and they are critical to all union programs, and I would urge every one of our locals to affiliate, if you are not now affiliated, and to pay on your full membership.

We know all the reasons why it's tough to organize, but we have never stopped in spite of obstacles. We can walk and chew gum at the same time.

So we continue to organize while we work hard with our friends to change the political climate to enable passage of the Employee Free Choice Act.

President Bush continually talks about building democracies around the world, but I suggest he needs to take a look at democracy in America. There can be no true democracy in a society where workers do not have the unfettered right to form a union free of employer threats and intimidation. (Applause and cheers) That's why we need the EFCA. It is now a bi-partisan bill with 201 co-sponsors in the House, only 17 shy of a majority. With all of us working together, I think that we can get the bill passed in the House this year.

I hope you will agree, that with the factual picture I laid out here today, the need for us to organize and grow in every part of our union is vital to our effectiveness and perhaps our survival itself. Each of us needs to make a personal commitment, and as a union we must step up to the plate and make the necessary financial commitment.

There are approximately 250,000 unorganized workers in the growth part of the telecommunications industry-- wireless and cable. And Verizon Wireless and Comcast are the keys to bringing those workers into CWA and IBEW. And I can't think of any more courageous workers in America or Canada than those who work for Verizon and Comcast.

Under continuous threat of discipline, intimidation in the workplace and threats to move the work to another state, hundreds of these workers continue to fight for justice. They know that even after we win an election, the likelihood is that there will be no contract and they will be facing a de-cert. But they continue to fight and we will not let them down. (Applause and cheers)

In airlines, among the legacy carriers like Delta and the new startups like Jet Blue, we need to bring the flight attendants and passenger service agents into our union. (Applause) And clearly in manufacturing, we need to negotiate a contract to build on our neutrality clause in GE, and we need to expand our activity with wage workers at GE. We need to target the so-called "new high-tech manufacturing" that is still being done here.

Along with this, we need to support and expand the work of our WashTech affiliate at Microsoft and other high-tech companies as well as our work at IBM with our Alliance at IBM affiliate. There is a ton of work to do to bring thousands of workers in television and print media into CWA.

We have made enormous progress in the public sector and health care and public safety group, but tens of thousands of workers still remain unorganized. Here we need to combine political action with organizing to elect to office those politicians who are committed to supporting collective bargaining for public employees within their jurisdictions.

Just as politics determines the extent of organizing in the public sector, it also plays an enormous role in the private sector. We can now prove what we already knew, that when you remove fear and intimidation from the workplace, workers will join the union.

AT&T Wireless was almost as vicious as Verizon Wireless is. Fear was rampant in the

workplaces. Workers were terrified to even be seen talking to a CWA rep, but no sooner did Cingular take over AT&T Wireless, and even before the neutrality and card check agreement became effective, about 350 workers in Jackson, Mississippi, jumped the gun and signed CWA cards. (Applause) Cingular accepted the cards, and Jackson, Mississippi became the first former AT&T Wireless location to become union.

Since then, several thousand former AT&T Wireless workers have joined our union, and this week in four locations, we will be certified for 2,000 more former AT&T Wireless workers, now members, of Cingular. (Applause)

And I want to thank the many locals and the staff who, day after day, have been going around this country where all these new locations are, for this extraordinary work they are doing.

Now, when I lay it out, it would be true in every single workplace across this country, regardless of who the employer or the union was. Take fear and intimidation out of the workplace, and the vast majority of workers in this country will join a union. That's why we need to redouble our efforts today and pass the Employee Free Choice Act and bring the dream of a better life to countless working families. This means stepped up political activity now.

Twenty-nine percent of CWA members voted for George Bush in 2004. After the election, I received hundreds of e-mails from these members criticizing our support for John Kerry. After reading all these e-mails, it became abundantly clear to me that the Bush campaign was extraordinarily successful in persuading so many of our members, and I would guess other workers across this country, that whether George married Max was more important than the economic security of their own families.

I responded to them, pointing out that what we base our endorsements on, that we support candidates that stand on the issues I mentioned earlier, that these are the matters that determine how well we can take care of our families. Do we have health care? Do we have a decent pension? Could we look forward to retirement with security? And, I said, most likely the candidates that you supported, because of this wedge issue, are not supporting you on these key issues.

Many responded that I gave them something to think about. But I continued to press them, that because you were concerned about who married whom, it was the union that demonstrated that we care more about your family than you do (applause), that these wedge issues have nothing to do with the economic viability of your families. (Applause)

So we can't wait until this time, 2006, to share information with our members. They need to know what is at stake for themselves and their children and their grandchildren.

Our polls continue to show that the more your members hear from you, the more they will support your recommendations on candidates and issues. You have credibility with your members. So, start when you get home, and CWA-COPE is an integral part of everything we do. We have about 57,000 members on payroll deduction for COPE, and I am asking each of you in this room to commit to signing up just four members, one a month, for the rest of this year.

It's not only about the additional revenue, but our experience is that a member who contributes as little as a buck a week becomes more interested and more informed. So, if we are successful in two legs of our Triangle-- organizing and public action-- we will be successful in the third, collective bargaining.

I want to make my personal commitment to all of you today. In 1952, I became a volunteer organizer fighting to bring CWA into the place where I worked against vicious opposition from the employer. And I was especially one who they tried to intimidate. I suppose, if you read my book, it's in there. I got set up by a supervisor because I was a leader. I got suspended for three days and was afraid to go home and tell my wife. Fortunately, I underestimated her, I can tell you that.

Luckily, I was on a midnight shift working in Manhattan, so I was able to spend three nights in a row sitting in the movies. And since I only earned \$10 a day, it wasn't easy to borrow the 30

bucks. (Laughter) We didn't then have the union.

I was local president, and one day the guy who suspended me called me into his office, and he had the chief steward with the assistant superintendent call me in. It was the same supervisor who had suspended me a couple years earlier. I didn't know what they were in there for. But in front of me, the superintendent told this guy, "The next time the union has you in here, don't bother to stop. Clean out your locker and leave." And he told me to stay back and he let them leave.

And he says, "You satisfied?"

I said, "Where is my three days' pay?" (Laughter and applause)

Well, listen to this. Listen to this. He said to me, "Now, admit to me that I just gave you greater satisfaction than any monetary value." And what the satisfaction was was the recognition and the respect of my local union. (Applause) That's what it was about. (Applause)

So today, 53 years after joining that committee in 1952, I want to complete the circle. This Wednesday, the first full day of my retirement, I will become a volunteer organizer devoting my time to bringing democracy to every Verizon Wireless workplace in this country. (Applause and cheers) You see, this is unfinished business for me. It's a deliberate effort on the part of one of our two largest employers to capitalize on the intimidation of workers, to prevent them from joining our union. They stood up last time.

I have talked with Ivan Seidenberg and told him that this will be my focus until Verizon Wireless workers can organize free of any threats-- no more firings, no more office closings when workers there choose to organize, and no more discrimination against those brave 50 members of Verizon Wireless in New York City who have been hanging in there all these years, waiting for us to fulfill our obligation. They are among the bravest workers in this country. (Applause) And I intend to do all I can to hasten that day.

One of the ways we are going to do this, as I told Seidenberg, we are going to do so many different things that are going to pile up the cost, because they only understand dollars. We will pile up the cost so high that, at one point or another, either he or his Board is going to say, "What are you doing? This isn't worth it." We have got plans. (Applause)

Part of what we were doing in the past was kind of pressing places where people could subscribe to Verizon Wireless, like Radio Shack. It's hard to know always what you have been responsible for, but I like to think the activity that so many of you and our members have done legally around Radio Shack Stores is the reason why they have now announced that, on December 31st, 2005, they will cancel their contract with Verizon Wireless. (Applause) And I was told by a company official, a friendly one, that this relates to 10 to 12 percent of new business for Verizon Wireless, so it's an important part.

Now, while I will be working with Ed Sabol and the joint CWA-IBEW Committee on the everyday work of the campaign, I am also planning to speak at conventions of other international unions and AFL-CIO state fed meetings. We will show the video, "A Tale of Two Companies"-- Cingular and Verizon-- and ask their support to encourage all union families to utilize the one union wireless carrier. We will hit Verizon Wireless in the pocketbook, where they will feel the pain. (Applause)

I will be calling on retired CWA officers and staff to volunteer at least one day a week. Retired Vice President Vince Maisano is doing much more than that right now, working on the Comcast campaign.

During major strikes, like the long one against the Detroit newspapers several years ago, we successfully implemented the "Adopt A Striking Family" program. I am going to ask each local or group of locals in all communities where there are Verizon Wireless facilities to adopt the workers at these locations. We will have a nationwide network that we can call upon at a moment's notice to take particular actions, whether they are in the street or in the State House or at City Hall.

We will bring the battle to Mr. Seidenberg. But, my friends, we also need a commitment for resources at a time when finances have tightened. There is only one other union that has a strike fund in excess of \$350 million. That is the United Auto Workers, and they have, for a long time, been allocating some of the earnings of that fund to strategic organizing.

Our first major negotiation that could substantially impact the MRF is Verizon in August 2008. The fund is likely to exceed \$450 million by then.

This morning we will discuss Resolution No. 1, "CWA, Ready for the Future." The resolution calls on every level of our union, in the months ahead, to participate in a continuing dialogue that recognizes the extraordinary 67-year history of our union but also takes into account the dramatically changing political and economic environment in which we live.

Every industry in which our members work has been and will continue to be impacted by forces, many of which are beyond our control. They include deregulations, the global economy, an administration that believes sending our jobs all over the world is good for the economy, rapidly escalating technology, and a nation that is being moved to the far right by an ideological administration.

We need to be sure that we can position our union, the locals and the national, to be able to successfully carry out our responsibilities on behalf of CWA.

I believe Resolution No. 1 is also the vehicle to enable us to do just that. As part of that discussion, I hope we consider the key role the Members' Relief Fund can play defending our members when they are on strike, and also how it can help build our union in other ways.

Let us always remember how a good offense is the best defense. Resolution No. 1 gives us an extraordinary opportunity to get input from thousands of our members. There will be structures established in each District and Sector to examine the myriad of ideas and recommendations that come in. While one size won't fit all, working together on plans for the future will unfold.

In the spring of 1945, President Roosevelt wrote a speech that was to be broadcast over radio to coincide with the Jefferson-Jackson Day dinners that the Democratic Party would hold around the country. However, he died before he could deliver that speech.

I want to share just one line that I believe is as meaningful to us today as it was to our nation 60 years ago. FDR said, "The only limit to our realization of tomorrow will be our doubts of today. Let us move forward with strong and active faith."

If we do that, if we move forward with strong and active faith, we will ensure that the CWA torch that we will be passing on tomorrow to a new generation of leaders will burn brightly for generations to come.

I want to say how grateful I am for having served on the CWA Executive Board with so many dedicated and committed men and women. One of the things that distinguish our union from many others is that every one of our elected leaders have fought to bring CWA into his workplace or worked for an employer for whom CWA has held a contract. We never have to be reminded where we came from and who we are privileged to serve.

I have been the recipient of their support and their warm friendship. They, each of them are union builders. The officers of our local unions, some of whom past and present have been good friends and supporters, have all worked hard to carry out our union's programs.

While there are too many for me to personally acknowledge, I do want to recognize one delegate in this auditorium. We won the two NLRB elections for 24,000 New York telephone workers in 1961. Shortly thereafter, local unions were established throughout the state. Fritz Clark was elected local president in Elmira, New York. Fritz is here today serving his forty-third year as local president. (Applause)

I might also add, Fritz is the only one who ever won the Joseph Beirne Award twice. But in

addition, Fritz and I are the two remaining active CWAers who went through the 218-day strike against New York Tel in 1971 and '72. To commemorate that strike, President Joe Beirne established the Seven Months Club. Only those local officers, staff and national officers who played a role in that long battle were permitted to become members. The plan was for a meeting to be held each year at the convention until there was one survivor.

So, Fritz, after tomorrow you will be that remaining member of "the club" and thus get to drink the bottle of brandy Joe hid after the first meeting of the club at the 1972 Convention-- if you can find it. (Laughter) I don't know where he hid it. (Laughter and applause)

I also want to recognize the valiant fight now all across Canada. About two weeks ago, the Canadian Broadcasting Company locked us out, putting 5,500 members in the street. I want this Convention to show loud and clear so that it echoes across the border into Canada that we will be standing behind these 5,500 members with everything we have got, for as long as it takes, so that they get a good contract.

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

PRESIDENT BAHR: I have been most fortunate these past twenty years being surrounded by great people. The clerical support in the President's office has just been superb. I want to thank Yvette, Georgia, Minda, and Karrie-- three of them who are up here-- for their good work and their loyalty. (Applause)

And those of you who have been coming to these conventions could not help but notice this lady to my right, Jackie. Jackie is responsible for keeping me on the right track, seeing that I follow the agenda. (Applause) She is also my right hand in the day-to-day operation of my office. She is also retiring in a few weeks. (Applause)

Her sister Greta Archer and her niece Barbara Archer came from Toronto to share this last Convention with Jackie. They are seated in the guest section. So please join me in thanking Jackie and her family, and wishing them the best in the years ahead. (Applause)

And what can I say about my assistants? I have been fortunate in having a group of trade unionists whose work made me look good. So I recognize Ted Watkins, George Strick, Larry Cohen, Larry Mancino, Ron Allen, Hugh Walsh, and George Kohl. Each of them made an enormous contribution to the work we do and to me personally. I thank them from the bottom of my heart. (Applause)

Now I would like to take a few moments to acknowledge someone who has been very important to me throughout my presidency and who is also retiring: my Executive Assistant, Dina Beaumont. (Applause)

Ever since Dina became a grandmother about seven years ago, she found it more and more difficult to resist the strong magnetic field drawing her to California. They are known as grandchildren. So for the past seven years I have been telling Dina she just could not retire until I did. And believe me, I was only half joking.

Dina has had a unique career in CWA. She has set a record that is likely not to be broken, having served as executive assistant to two presidents, Glenn Watts and me, for more than 25 years.

Dina has been a great inspiration to women in CWA as well as in other unions. I know, as many have made a point to tell me, how Dina has impacted their union careers.

Dina brought her union into CWA in 1974, in time to be a member of the first CWA bargaining committee to engage in national bargaining with the Bell System. As a member of that committee, I got to know her as knowledgeable, a hard bargainer and a dedicated trade unionist.

Dina has a born negotiator's ability to work with people of every background, and then somehow to persuade them to do things that often they did not want to do. I know-- like many of you-- I have been there.

Dina has been my dependable right hand for twenty years. That has meant dealing with just about every issue, challenge and outright crisis that comes before the President's office. I do not know anyone who is more devoted to CWA and to the labor movement than Dina Beaumont.

Dina, would you please come forward. Would Dina's children and grandchildren come forward. (Applause)

DINA BEAUMONT: This is my son, who is a vice president in the AFSCME local, so he is in the labor movement.

PRESIDENT BAHR: For those of you who could not hear her, her son Walter is a vice president of his AFSCME local, and so is part of the labor movement too.

SISTER BEAUMONT: This is my daughter-in-law, Irene.

PRESIDENT BAHR: Her daughter-in-law Irene, and the children are Adrian and Alexander. (Applause) Her daughter Mabeleine was here but could not stay.

On behalf of the Convention, I want to present to you, in recognition of all the work you have done and what you mean to everyone, this plaque. It reads: "In special appreciation and recognition of Dina Beaumont for her lifetime of service to the members of the Communications Workers of America. Dina has had a unique career serving as vice president of former District 11, from 1974 to 1980, and then as the executive assistant to two of CWA's three presidents over the past 25 years. In addition, in so many ways, Dina has encouraged and inspired CWA women to become more active and to move up into union leadership roles. On behalf of all the members and officers of CWA, we extend our deep gratitude to Dina for all she has accomplished and contributed to our union.

"From the Delegates to the 67th Annual Convention of the Communications Workers of America, August 29, 2005."

. . . Prolonged applause as the plaque was presented to Dina Beaumont. . .

PRESIDENT BAHR: As I stand before you today, I can't help but think of Joe Beirne. Certainly coming from the only bargaining unit in the union that did not represent telephone workers, and having been in the union only three and a half years, it was an enormous surprise to me when in December 1957, at Joe Beirne's direction, Executive Vice President Ray Hackney asked me to come to work for the union as an organizer. I was astounded. I didn't believe anyone in Washington knew who I was. Obviously, Joe saw something in me that caused him to be willing to take a chance on me.

I was given an opportunity that one can only dream about and think about, because each of us is in that position: getting out of bed every morning, and when your feet hit the floor you know that you have the power, and indeed the responsibility, to make a difference in peoples' lives.

I cannot adequately put into words how grateful I am to have worked with all of you, to have seen so many of you at local meetings, District meetings and at our conventions. If one could measure his wealth by the amount of true friends, I would easily top the list.

I will miss all of you, but I leave with enormous confidence in the talent and dedication of the next generation of leadership that is emerging in CWA. They will need your support in these troubled times. But with that support I have no doubt that CWA will continue to be a guiding force for our labor movement for working families. Thank you all.

. . . The delegation arose and extended a great and prolonged ovation to President Bahr, clapping, applauding and cheering . . .

TEMPORARY CHAIR MAIDA: Before I hand the gavel over to President Bahr, I would like to present him with the flag that was used in the opening ceremonies this morning. (Applause) This was a special flag that was flown over the Capitol, and it comes with a plaque with the following inscription: "This flag is presented to President Morton Bahr on behalf of the members

of the CWA with our deepest gratitude for your fierce dedication to the cause of creating dignity, fairness and equity in our workplaces. We'll never forget you. Thank you, Morton."

. . . The delegates arose and applauded . . .

I will now turn the gavel over to President Bahr who will assume the position of permanent Convention Chair under the Rules of our Convention. Thank you. (Applause)

. . . President Bahr assumed the Chair . . .

PRESIDENT BAHR: I'm glad he didn't say "for the last time."

Would the Credentials Committee come to the platform, please. And while they are coming to the platform, particularly for first-time delegates, let me describe the use of the microphones.

Microphone No. 1, in front of me, labeled "Motions," is for delegates to make motions. The telephone associated with this microphone is connected directly to our parliamentarians seated directly behind me.

The Parliamentarians are Patrick Scanlon, General Counsel, Washington, D.C.; Patricia Shea, Headquarters Counsel, Washington, D.C.; and Richard Rosenblatt, Sector Counsel, Printing Sector.

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

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

There is a microphone designated as the "Privilege" microphone right in the center here. Use that microphone to raise a point of personal privilege or point of order. It, too, is connected to the parliamentarians.

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

Microphone No. 4 is the "Against" mike which you use to speak against the motion.

The last microphone in the center, Microphone No. 5, is the "Questions" mike. Use that to be recognized for the purpose of asking questions to clarify an issue before the Convention or to get information.

We rotate these microphones under our Rules.

The maker of a motion may speak on that motion for five minutes. Under our Rules, there is a five-minute limit. There is a red light here on the platform off to my left-- would you put it on-- which will give you a four-minute warning. The Chair, if I'm not too engrossed in what you're saying, will go like this (indicating) at the four-minute mark to let you know you have one minute left. After five minutes, the mike will be shut 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 includes Microphone No. 5 for questions. That rotation continues until at least two people have had an opportunity to speak for and against, after which a motion to close debate is in order.

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

I want to introduce the people who will be handling the switchboard and answering as you

call from mikes 3, 4 and 5. They advise the Chair to recognize you.

They are seated on my left, and are Patricia M. Telesco, CWA Representative, District 1; Carol Summerlyn, CWA Representative, District 2; Kristie Darling, CWA Representative, District 4; Martha Flagge, CWA Representative at C&T; Linda Banas-Crawford, CWA Representative, District 3, and Linda is the Chair of the Committee. Administering the five-minute rule are Gail Evans, CWA Representative, District 2; and Marie Malliett, CWA Representative, District 9.

During the course of our convention, as you know, 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. You have 30 days to review the record and report to us any error you may wish to have corrected. An errata sheet will then be sent reflecting these corrections.

The individuals who are doing the editing and indexing are Sumanta Ray, Research Economist, District 1; Mark Franken, CWA Representative, District 6; Edith Jones, CWA Representative, District 6, Cherie Brokaw, CWA Representative, District 9; and Donna Dolan, CWA Representative, District 1, who is also the Chair.

To help us with who is to be recognized and to be sure that we follow procedures as provided in the Constitution, each day we have two delegates come from the floor. These delegates sit with the people who operate our telephones and keep track of who is asking to be recognized. For that purpose today, we have two delegates and they are Jose Endara, member of NABET, Local 51011 and Carol Hons, President of Local 13571.

Would the Chair of the Credentials Committee come forward, please. Marge Krueger, Chair of the Credentials Committee.

MARJORIE ANN KRUEGER (District 13, Co-Chair, Credentials Committee): Good morning. President Bahr, Delegates and Guests: I am pleased to announce on behalf of the Credentials Committee that the Committee has registered over 2,653 delegates, alternates and guests to this 67th 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: Organizing Committee Local 1028, Avenel, New Jersey; Local 24003, Chicago, Illinois; and Local 7877, Seattle, Washington. Let's welcome these locals. (Applause)

We shall be reporting on credentials in the following categories: Category 1, those credentials properly executed and received on time; Category 2, credentials properly executed, but late; Category 3, credentials improperly executed; Category 4A, proxy credentials properly executed, but late; Category 4B, proxy credentials improperly executed; and Category 5, unusual circumstances.

In Category 1, credentials properly executed and on time, there are 1,392 credentials. The Committee moves that these delegates be seated.

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

Microphone No. 1, Delegate Kalmijn

DELEGATE JELGER KALMIJN (Local 9119): I would like to make a motion to amend the Credentials Committee report to seek the full delegation of Local 9119 to include Kevin Rooney, Fran Hulzer and Edgardo Vazquez.

I want to take advantage of speaking in order to thank you, Morty, for the incredible job you have done. Your accessibility has really meant a huge amount to us. We know your heart has always been with the members of our local, and that is why we have been so proud to be CWA members.

I also want to send a warm thank you and a warm welcome back to Dina Beaumont from California. We know you will be as happy as ever. You have been an example to all of us in California and we're happy to have you there.

PRESIDENT BAHR: I bent the Rules because you were saying something nice about me. (Laughter) Go Ahead.

DELEGATE KALMIJN: Now I want to argue for the motion I have just made to amend the Credentials Committee report. On two weeks notice, our members were told that they would only be counted as 80 percent members. I'm not an 80 percent member; I'm not 80 percent CWA; I'm 100 percent CWA. (Applause)

Our local affiliated with CWA in 1993. It was the best decision we ever made. Since that time, we have won three elections bringing 12,000 members into CWA that work at the University of California. That is 12,000 members, not 80 percent of 12,000 members.

We are not stopping there. We have thousands more University of California employees to bring into the CWA family. They do not want to be 80 percent members but want to be full, proud CWA members. And we are not stopping there. At the University of California, it is just the beginning. We want to keep bringing more and more researchers and technicians into the CWA. Since our affiliation, we've worked to change our previous Constitution to bring it in line with the CWA Constitution.

We changed our terms for officers and now we are changing our dues structure. You all know how touchy these issues can be to our members. We are willing to tackle these issues because we know we are in CWA to stay. We are here for the long haul. We are now CWA.

I ask the delegates to not set the dangerous precedent of establishing less than full membership. There are many other affiliates that have different dues structures. It takes time to change. Don't send them and other possible affiliates a dangerous message that you can come in but you will only be counted as partial members.

This new precedent was handed down with two weeks notice to our local. In that time, we can't change our dues structure and can't work anything out. We want to keep changing to become more integrated in CWA.

Please seat our three additional delegates, duly-elected delegates of Local 9119. Thank you so much.

PRESIDENT BAHR: I'm going to ask the Chair of the Credentials Committee to explain what they did. Marge?

CHAIR KRUEGER: We investigated the problem that has been submitted to us. Local 9119 presented to the Credentials Committee 13 credentials. That was the number of delegates that they are entitled to according to the numbers of the dues voting strength.

Upon investigating the problem, the Credentials Committee has accepted the Secretary-Treasurer's Master Dues List as the basis for calculating the delegate voting strength. That is for

all delegates and all locals.

The Committee has been advised that the local was informed by the Secretary-Treasurer's office in April how the voting strength would be calculated. The change was discovered in a review of the affiliation agreement while preparing for a meeting with the local to discuss the finances of the local in April.

The Committee has also been advised by the Secretary-Treasurer's office that the voting strength of delegates for the local has been calculated by using the formula described in the affiliation agreement which states that "voting strength will be calculated based on membership dues paid as a percentage of CWA minimum dues in a manner consistent with the CWA locals' organizing committees."

A resolution at the 1996 CWA Convention established that the minimum level of dues for members without collective bargaining should be two times the federal minimum hourly wage per month. Three units in the locals have been given full voting strength based on that action. The remaining units were prorated according to the affiliation agreement.

The Committee upholds the numbers given to us by the Secretary-Treasurer's office, and we believe that 13 delegates is the proper number of delegates to be seated for this local.

PRESIDENT BAHR: Mike No. 4, Delegate Stanley.

DELEGATE GLYNNE R. STANLEY (Local 6214): Brothers and sisters, I rise in opposition to this motion to give the local more delegates than they are entitled.

As I understand the argument, this local's merger agreement says they will receive their voting strength based on their per capita, which they pay on only 80 percent. I repeat: They only pay on 80 percent of their per capita but want to receive 100 percent of their voting strength. That sounds like a good deal if you can get it, but that will not happen in our house. If you want 100 percent voting strength, you pay for 100 percent, not 80 percent.

The Credentials Committee did the right thing and I urge this convention to uphold the Credentials Committee. If this happens this year, it could impact future conventions and elections. This is not fair to me, to you, not fair to all locals that get delegate strength based on 100 percent of their per capita.

I urge you to vote against this motion and send a message: pay 100 percent and receive 100 percent. Vote against this. Thank you. (Applause)

PRESIDENT BAHR: Mike No. 3, Delegate Kermish.

DELEGATE LISA KERMISH (Local 9119): I'm sorry that my brother is apparently misinformed about the situation, but let me set some of the record straight.

First of all, I think it's important to note there are many locals here who have come into the CWA family by merger and affiliation and many different arrangements.

After 12 years of calculating our local's convention voting strength in one manner, the National Union decided to change the method of calculation.

We learned of this on Friday, August 12, when we received a fax from the Secretary-Treasurer's office informing us we were entitled to send 13 delegates to this convention. Please note that is Friday, August 12, just a tad over two weeks ago. All other locals were notified of their delegate strength in mid-June. We were not, and repeated requests for this information went unanswered. This is via both telephone calls and e-mails which I personally made until we got this final notification on August 12th.

Being a responsible local and lacking information to the contrary, our local conducted delegate elections, bought plane tickets, and made hotel reservations. Had our delegate strength been calculated as it had been for the previous 12 years, we would be entitled to send 16

delegates. That's how many we elected. That's how many traveled here from California to Chicago.

This challenge, in my mind at this point, is less about the method of the calculations. We can work that out. I am very confident of that. The author alluded we are even involved in internal processes toward that end. However, to me this is more about the process by which we were informed of the change and were given virtually no time to respond.

Friday, August 12th, we were notified of our voting strength. On August 16th, we protested the calculation and overnighted compact disks of our numbers. On Friday, August 19th, we filed the 13 credentials we were entitled to file-- because any of you who file them know you can't file more-- and on Friday, August 26th, we were informed that the National believes the method of calculation was correct, and on August 28th we filed a challenge. That's a rather quick timeline. I hope you're impressed.

Based on past practice, we conducted delegate elections and made arrangements to send representatives from our local to this convention, our union convention in Chicago. Give us the time to work out the details of the methods of calculation with our National Union. In the meantime, please vote to seat my union sister, Fran Holzer, and my union brothers, Kevin Rooney and Edgardo Vasquez. We deserve that respect. Thank you.

PRESIDENT BAHR: Mike No. 5, Delegate Ebratt.

DELEGATE LU EBRATT (Local 7077): Thank you, Morty. I would like to know when the local was notified. Was it August timeframe or in July when most locals are notified of the delegate count?

SECRETARY-TREASURER EASTERLING: It was August because we didn't get their April dues in until then.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE EBRATT: That's it. Thank you.

PRESIDENT BAHR: No other delegates seek to speak. All those in favor of closing debate indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

The motion before you is to seat three additional delegates for Local 9119. All those in favor of the motion indicate by raising your hands. Down hands. Opposed by like sign. The motion is defeated.

Committee.

CHAIR KRUEGER: Moving on to Category--

PRESIDENT BAHR: I jumped ahead. All those in favor of the main motion in seating the delegates as outlined by the Chair please indicate by raising your hands. Down hands. Opposed by like sign. The delegates are seated.

CHAIR KRUEGER: Category 1-A. There have been no locals that have received dues for new bargaining units after the 12-month averaging period.

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

In Category 3, there are no credentials that are improperly executed.

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

In Category 4B, there are no proxy credentials improperly executed; and, in Category 5, there are no credentials of 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.

PRESIDENT BAHR: Please join me in thanking the Credentials Committee for their work. They worked hard all week.

Will the Rules Committee come to the platform. Rules Committee.

Our normal procedure calls for us to report resolutions in numerical sequence. However, oftentimes in order to accommodate the schedule of events, it may be necessary to rearrange the order in which we report them out.

The members of the Rules Committee are:

. . . The delegates responded with a single clap of recognition as the Resolutions and Rules Committee were introduced as follows: . . .

Debbie Helsley, President, Local 3805; Kenneth Saether, President, Local 7906; Sandra Martinez, President, Local 9509; Lise Lareau, President, TNG-CWA Local 30213; Denny Kramer, President, Local 6201, Chair. I also want to recognize Louise Novotny, who was working with the Committee.

Chair of the Committee.

DELEGATE DENNY KRAMER (Local 6201, Chair, Resolutions and Rules Committee):
Thank you, President Bahr.

This is the report of the Resolutions and Rules Committee to the 67th Annual Convention:

The Resolution and Rules Committee met in the City of Chicago, Illinois, beginning on August 25, 2005, 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 67th Annual CWA Convention recommends no changes be made in the Permanent Rules.

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

BE IT RESOLVED: That the regular sessions of the 67th Annual CWA Convention shall be as follows:

On Monday, August 30, 2005, 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 12:00 noon and shall be recessed subject to the call of the Chair, but not later than 5:00 p.m.

On Tuesday, August 29, 2005, the Convention shall reconvene at 8:30 a.m. The Convention will be in recess for one and one-half hours beginning at approximately 12:00 noon and shall be

recessed subject to the call of the Chair, but not later than 5:00 p.m.

On Wednesday, August 31, 2005, the Convention shall reconvene at 8:30 a.m. The Convention will be in recess from approximately 12:00 noon to 1:30 p.m. and will continue until all business has been concluded.

Mr. President, the Resolutions Committee moves the adoption of the Hours of the Convention.

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor. No delegate is at a mike to speak. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Would the Escort Committee bring President Sweeney to the podium, please. (Prolonged applause)

I am deeply honored to introduce our next speaker. John Sweeney has been president of the AFL-CIO for 10 years. No one has been a greater champion of workers' rights and human rights. President Sweeney has worked tirelessly to assist affiliates to organize the unorganized. We have enjoyed his support, particularly in our crucial battles with Verizon Wireless and Comcast. I have particularly admired President Sweeney this past year when, in spite of continued provocations from several union presidents, he kept his cool. But, more importantly, he kept his ideals, his eyes on the objective to do whatever made sense to keep the Federation united.

So, while we do have a split, we know that everything we did under John's leadership was honorable and the right thing to do. Notwithstanding, I know that President Sweeney will continue to keep the door open while working to reunite the American Labor Movement.

Brothers and sisters, welcome a great trade unionist, our leader, John Sweeney.

. . . The delegates arose and applauded at length as AFL-CIO President John Sweeney was escorted to the podium . . .

JOHN SWEENEY (President, AFL-CIO): Thank you, brothers and sisters, from all across the United States and Canada. My thanks also to the Escort Committee who just escorted me up here. And thanks, Morty, for those kind words and for inviting me to be with you at this historic convention, and to see all of your wonderful family-- your CWA family, and Florence, and all of your children and grandchildren and great grandchildren.

I am especially flattered that you have asked me to speak on the day you elect your top leadership, and I want you to know I speak for my partners at the AFL-CIO, Rich Trumka and Linda Chavez-Thompson, and for our entire Executive Council which now includes Larry Cohen and Pat Friend.

Your presumed new Executive Vice President has done so much good work here in the Midwest. He's been such a crucial champion of Jobs with Justice and the Cleveland Central Labor Council. You'd have to go a long, long way to find a better trade unionist than Jeff Rechenbach. (Applause)

What can I say about your Secretary-Treasurer? She shattered the glass ceiling in our union movement. She played such a critical leadership role during our AFL-CIO 50th Anniversary Convention right here at Navy Pier a little over a month ago. No man or woman stands taller or stronger for justice and solidarity than Barbara Easterling. (Applause and cheers)

And nobody in our movement fights harder or smarter than your new incoming president. He's already one of the great leaders of our movement. He's a writer, a speaker, a thinker, an international strategist, a leader in the noblest tradition of our movement. And Larry Cohen is an

organizer! (Applause)

I also want to add that Larry has already emerged as one of the most important voices in our movement for the right to organize and bargain collectively. Because of his vision, we now have, as Morty told us earlier, 201 co-sponsors in the House of Representatives and 38 in the Senate for the Employee Free Choice Act. And with his leadership, we are going to guarantee every American a voice at work. (Applause)

Now, having said all that about Larry and Barbara and Jeff, I want to say that NOBODY in the labor movement stands taller or stronger or thinks more clearly or leads more forcefully than the brother who just introduced me-- Bahr none. Bahr none. (Applause and cheers)

Morty, I will have another opportunity to talk about what you've meant to our movement at your official retirement dinner next month in Washington. But for now, I want to say this: Morty and his wife Florence and my wife Maureen and I have known each other going back to our earliest days in New York City. We have been great friends.

And so to you, Morty, I say, 51 years serving your union and our movement is an unbelievable achievement, and for most of that time I've been privileged to listen to you and learn from you. And for me you've been not only one of the strongest and most visionary of any of our leaders; for that half century, you have also been, without rival, the most unselfish, the most honest, and the most decent labor leader in America. (Applause)

Had it not been for Morty Bahr, Barbara Easterling, Larry Cohen and Jeff Rechenbach, I can honestly say that I do not know how the AFL-CIO would have survived the bloodletting that took place at our convention here in Chicago the fourth week in July.

When some of our affiliated unions found they were losing the debate over who would be in charge of the future of our federation, they boycotted our convention and refused even to come argue for their ideas. And by the end of the week, three of our biggest unions decided they would pull out of the AFL-CIO and sit on the sidelines of solidarity in the struggle for justice for working families.

Let me stress that in the end analysis, this was not a disagreement over principles; we were very close together on the issues. Instead, they disagreed with the decision by unions representing a clear majority of our members to reelect our incumbent leaders. I regret their pullout because it threatens to make us weaker at a time when we are fighting for our lives as a movement, and fighting for the future of America's working families.

But as disappointed and as angry as I am, I want you to know this: The unions of the AFL-CIO came out of our convention more united and more energized than we have ever been. We are determined to focus our energy not on those who are trying to tear our movement apart, but on the greedy corporations and the right-wing elected officials who are trying to tear our country apart.

At our AFL-CIO Convention, we made some of the biggest and most important changes in our history to strengthen our movement, to move more resources into organizing, as well as political action-- and, yes, both are absolutely necessary-- and to change the ways we go about both; to put real teeth into our initiatives to create more diversity in our leadership; and to deepen our commitment to the struggles of workers around the world.

We adopted one of the strongest resolutions in our history by calling for workers' rights, and for rapid withdrawal of our troops from Iraq. (Applause)

We have decided to expand our new community affiliate, Working America, to two million members by 2006. And we are replacing our election cycle political model with a permanent, year-in/year-out mobilization capability. Our political enemies never take a timeout. And from now on, with the help of the CWA and the great job you do, neither will we. (Applause)

We are also determined to change the rules of politics in our country by demanding that all

officeholders we support in turn support working families and the freedom of every worker to join a union and bargain collectively. And the ones who betray us will no longer be with us.

At the AFL-CIO, we are making the changes we must make in order to help affiliates organize and bargain and help workers demand a fair share of the wealth being created in our new global economy.

But CWA is way ahead of all of us, and I want to thank you for setting the pace as well as the standards for our entire movement. Your campaign at Cingular is dictating a new textbook on how to neutralize, organize and unionize giant employers. Your victory at Qwest demonstrated how we can make sure long-term bargaining relationships don't fall victim to short-sighted corporate profit-taking.

Your work at the UNI World Congress here in Chicago last week showed our movement how we can continue working together in permanent global solidarity-- permanent solidarity! Because working people have learned the hard way that the forces that try and divide us are relentless. Corporate titans and reactionary politicians conspire to limit our rights and limit our aspirations, to keep workers from joining together for a vision of a better world.

That's why working class solidarity is our highest and most cherished value. Solidarity is not an abstract concept. It is a critical strategic value, and CWA understands that. Solidarity in action, because we must move with urgency and resolve to arrest the onslaught of greed that threatens working people everywhere.

I also want to thank Larry and CWA for all the work you are putting into International Human Rights Day on December 10th when we will reaffirm our commitment to guarantee every worker a "Voice at Work."

And I promise you this: Working together, the AFL-CIO and CWA and all our unions are going to show the world that worker solidarity and workers' capital can bring workers' enemies like Comcast and Verizon to justice. (Applause)

Brothers and sisters, we are living in a corporate-controlled economy that raises up corporate profits, CEO compensation and stock prices by pushing workers' wages and benefits down. Our unions are being bullied across the board by federal agencies and regulators, as Morty outlined earlier in that great address, whether it's from the Department of Homeland Defense or the Department of Labor.

And working families are being victimized by a corporate-controlled government that hands out massive tax cuts for business and the wealthy, while allowing workers' incomes to stagnate and now fall victim to rising inflation.

But, brothers and sisters, I am more convinced than ever that if we put our heads and our hands and our hearts together, we can make this a different country. Because our power comes from people; people joined together for each other. And to paraphrase an old labor song, there simply is "No Power Greater."

Thank you. God bless all of you and all the members of CWA.

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

PRESIDENT BAHR: Thank you, John, for being with us today, and I know I can say, on behalf of the delegates in this room, that you can count on us in the years ahead as we move forward to unite workers, not only across our land, but across the nation, across the world. We know that all of us have a single mission, and that is to help workers wherever they may be. So, we look forward to the International Human Rights Day and the members of CWA will be full participants.

The Chair recognizes the Chair of the Resolutions Committee.

CHAIR KRAMER: Thank you, Mr. President.

Would the delegates please turn to page three of the Resolutions Report and look at Resolution 67A-05-1 entitled, CWA, Ready for the Future.

Resolution 67A-05-1 CWA, Ready for the Future

Throughout our great history, the Communications Workers of America has always been both proud of our traditions and capable of changing to address new challenges. We have continued to thrive through difficult times by this ability to adapt and grow.

In the last 20 years, the CWA has undergone an incredible transformation. Once almost entirely composed of telephone workers, our union has continued to diversify and grow. The telecommunications industry has become the major component of the information industry and will transform itself to include the media/entertainment industry in the next few years. We are poised to represent this entire industry through mergers with telecom and broadcast unions. Through other organizing victories and mergers, we are now a union that represents workers from virtually every walk of life. Today, in addition to telephone workers, we represent workers in the public sector, newspapers and broadcasting, customer service, airlines, health care, manufacturing, and information technology.

The economy, a hostile legislative environment, corporate mergers, and restructurings have affected nearly all CWA members. To address these changes, we have developed innovative strategies: bargaining to organize through card check and neutrality agreements, building labor/community coalitions, and leveraging collective bargaining strategies based on grassroots membership mobilization programs. Using the CWA triangle, we connect political action to building the union through organizing and workplace representation.

Yet today, at this milestone moment in the life of CWA, we are confronted with one of the most serious challenges in our history. The percentage of organized labor is declining. It is below eight percent in the U.S. private sector, and is higher, but still declining, in Canada. The political power of anti-worker politicians is destroying the communities and living standards of working families. CWA is not immune from this crisis. Both the international union and our locals are faced with increasing problems and declining resources.

To address these pressing issues, we need to examine the structures and activities of our union at all levels, and we need to imagine our future together. We believe it will take the collective wisdom of every member to help us determine what is best for the future. It will require thought and discussion at every level of the union. These discussions should be far ranging, creative, and visionary. It is anticipated that such discussions might include, but would not be limited to: the structure of the union as it relates to national, multi-district employers; the relationship of members and bargaining units to districts and sectors; the roles and responsibilities of locals; the structure of union assets and resources; ways to engage greater participation by all union members, with special emphasis on our newer members; ways to more effectively deploy resources; and structures to represent industries new to the union, such as cable and wireless.

No part of this union can, or should, be left out of the discussion, and every level of the union should be examined, including national, district and sector levels, councils, committees, conventions, meetings, and locals. We must not be afraid to examine our union thoroughly and thoughtfully from top to bottom in order to best represent our members.

In this far-reaching review, there are no sacred cows. We must acknowledge the accomplishments of the past and be prepared to embrace the future. That will only happen if we are willing to engage in a forthright debate about what makes CWA relevant and important to the members now and in the future.

RESOLVED: The 67th Annual Convention of the Communications Workers of America commits to embarking upon a process that will include the following:

* Between now and March 31, 2006, each local will hold discussions at executive board and membership meetings on ideas for structure, strategies, and activities to meet the challenges of the present and future. Ideas for change, both at the local and international level, should be discussed. All ideas should be discussed and considered with the goal of improving our union and our ability to represent on a local and national level. Options for mergers and consolidations throughout the organization should be considered. We must take a hard look at our finances and what our priorities should be in this regard.

* The CWA International will prepare a "discussion guide" for locals to be available by December 1, 2005, as well as a process for collecting local ideas.

* CWA will create a website for discussion of these issues where local unions can post their progress with opportunities for members to have input.

* Between now and May 1, 2006, each district or sector meeting will include a discussion of ideas for structures and activities to meet the challenges of the present and future. Each district and sector should create a process involving local officers working with the district to prepare options for change. Each district or sector should submit their ideas to the CWA Executive Board through their vice president.

* The CWA Executive Board will draft "The CWA Strategic Plan for the Future" by June 1, 2006. The plan will include any constitutional changes and convention resolutions necessary to implement the plan. The plan will be posted on the website, in addition to the usual communications with local presidents. The 2006 convention will provide the opportunity for debate and adoption of changes.

Mr. President, the Resolutions Committee moves the adoption of Resolution 67A-05-1 entitled, CWA, "Ready for the Future."

PRESIDENT BAHR: You have heard the motion.

. . . The motion was duly seconded . . .

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

DELEGATE JAMES G. PAPPAS (Local 2336): I would like to offer an amendment to the first line in the last paragraph of Resolution 67A-05-01, which currently reads, "The CWA Executive Board will draft the 'CWA Strategic Plan for the Future' by June 1, 2006," amended to read, "The CWA Executive Board and one representative from each district and one from each sector elected by the body of this Convention will draft the 'CWA Strategic Plan for the Future' by June 1, 2006. The representative and one alternate from each district and sector shall be elected by duly-elected Convention delegates between January 1st and March 31st, 2006."

Can I speak on the amendment?

PRESIDENT BAHR: Is there a second to that motion?

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

You can speak, Jim.

DELEGATE PAPPAS: Brothers and sisters, let me begin by saying that I completely agree and support the idea that we should build a strategic plan for the future. Our success as a Union has been in our ability to plan for the future and our willingness to change.

Let me also say that I completely agree and support that such a plan should be developed with the participation of every member, every local and every member of our CWA Executive Board.

Such a plan for the future should include the ideas, the wisdom, the experience and the

imagination of every one of us.

My amendment is intended to do one thing: to support the democratic process that is the foundation of this Union. This resolution, if adopted, will result in a strategic plan for the future. It will be presented to us at the 2006 convention in Las Vegas. It will contain constitutional changes and resolutions necessary to implement a strategic plan for our Union's future. We will have two days, along with all other business, to debate and adopt the most significant restructuring of our Union to occur in more than twenty years.

The draft "CWA Strategic Plan for the Future" will be written and presented to us by June 1, 2006, one month before the 2006 Convention. It will be the foundation and the starting point for what we debate and what we decide at that Convention-- our plan for our future.

This plan may change our structure. It may create or eliminate sectors or districts. It may restructure our Member Relief Fund and Defense Fund. It may change terms of office, frequency of Conventions, dues structures, mergers, and minimum size of locals. Have I mentioned any sacred cows?

I do not believe that the choices we will have at the 2006 CWA Convention should be just the interpretation of ideas submitted to us by our CWA Executive Board. I do not believe that it should just be the interpretation of ideas submitted to us by rank and file representatives.

I believe that the interpretation of ideas and the draft presented to us at our next convention should be from both the CWA Executive Board and representatives from each district and each sector should be elected.

Elected is how every one of us got here today. Elected is how we will get to the 2006 Convention. Elected is how we do business. Elected is how we guarantee our democracy. I believe being democratic is a good way to start our future.

Brothers and sisters, I have not lined up a second speaker on purpose. I have not assembled a long line behind me to show support. I don't believe I have to convince you to support democracy in our Union. Thank you. (Applause)

PRESIDENT BAHR: Jim, can I have a copy of your amendment? Do you have a copy of your amendment, Jim? Can I have it?

On Microphone No. 4, Delegate Connolly.

DELEGATE JOSEPH F. CONNOLLY (Local 1101): This amendment really does nothing more than resurrect the Committee on the Future, and the study that took place back in 1981. It lasted for two years. We had a special convention. That committee brought recommendations to that convention, and it kind of tore this union apart. I happened to be a member of the Committee on the Future, and I thought we did a really good job. And I was really surprised to find out that the delegates at the convention didn't think so.

Today we have a totally different atmosphere. Today we deal in cell phones. We deal in BlackBerrys. We deal in instant communications. To go back and apply a Committee on the Future type of answer to this problem will be using a tool that was good 20 years ago, but wasn't good enough to use at this convention. And I don't see what a committee would do on this issue but come forward with the same type of recommendations that we did, that the membership and the delegates of the special convention rejected completely-- well, not completely, but in most areas. Thank you. (Applause)

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

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): I am from New Orleans. Good morning, Mr. President.

PRESIDENT BAHR: Good morning, Michael.

DELEGATE FAHRENHOLT: Perhaps this will be the last opportunity to say good morning from the Questions mike, and that's not a question.

PRESIDENT BAHR: You are entitled to a second. (Laughter)

DELEGATE FAHRENHOLT: If we adopt this amendment, would it not undo everything that we have talked about as far as offering an opportunity to our membership to have input?

PRESIDENT BAHR: I think the reason the designers of this resolution did it the way they did was to encourage the input by the rank-and-file, rather than the easy thing for us to have done, obviously, because of the amount of work, would be to select people, like Joe Connolly said a little while ago, and come out with whatever they want. But if you read this resolution, I think you are exactly right in that it makes it very plain that we want every single member to begin to think about it. You know, I have no axe to grind on this, so feel free to speak about it.

We have about 25,000 shop stewards. Virtually everybody now has access to the instant communications that Joe spoke about. If we can encourage 50 or 60 or 70 percent of our shop stewards to become involved in this through them and their constituents, this could be one of the most extraordinary long-range solutions to problems that anybody has ever done. We will certainly hear a hell of a lot more ideas. So I think-- the short answer is, I think you are right, Mike.

DELEGATE FAHRENHOLT: Can I have my second?

PRESIDENT BAHR: Yes, you can.

DELEGATE FAHRENHOLT: And that's not it, either. (Laughter)

I would think that this approach is something that the Executive Board should be commended on, and I would like to say-- and I am sure you are going to call me out of order-- but it may be a lesson learned from last year's debacle of the committee report. Thank you.

PRESIDENT BAHR: Thank you, Mike.

On Microphone No. 4, Delegate Mitchell.

DELEGATE WAYNE MITCHELL (Local 14170): Brothers and sisters, "democracy" is the grandest word a delegate could use at one of these mikes in this convention. Believe me, I know.

Democracy. Our members hear that and they stop listening, because they think the union starts and stops with democracy. And you're right; it does. That is exactly what the main motion of this resolution is about. It's about democracy. It's about the future of our union. We will do nothing more important over the next three days than pass this resolution as it was submitted to you from the Committee. And our Executive Board will do nothing more important than deal with it over the next year.

Now, I find it somewhat interesting; this afternoon we are going to nominate and elect officers, six vice presidents, a new president, a new executive vice president. We are going to nominate and we are going to support them. We are going to applaud them. And then when we need them to do the most crucial job they are going to do over their three-year term, we are going to elect a bunch of people to put in a room, brothers and sisters, and watch what they do. Democracy.

The plan here is to take our members, our Executive Board, our local officers-- most of whom are elected, as far as I know-- and get their ideas and their input, and then bring it to the Executive Board through our vice presidents. And they will come out with a plan that will ultimately come to next year's Convention and come before us. Ultimately, like always, we make the decision.

The idea of electing our brothers and sisters, probably good people who will do a good job, and put them in a room with our elected Executive Board who have the task of looking out for us

day in and day out, that is not democracy. That's a disgrace. They don't need to be watched that way. (Applause)

Brothers and sisters, without a lot of emotion we have got a resolution put before us. It gets the job done. It gets the input from our members. It comes up through the ranks to the leadership of this union, a leadership we depend on to do multiple things for us day in and day out, year in and year out. And more importantly than ever this shouldn't be any different.

Ultimately, it comes back to us, to the Convention, to the members, to the people that our members elected to come here and get the job done. So I ask you to defeat the amendment, to support the main motion, and let's move on. This is very, very important. We need to get the job done without garbage politics and finger-pointing. (Applause)

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

DELEGATE JEFFREY WOLFE (Local 3305): Congratulations on your retirement, Mr. Bahr.

PRESIDENT BAHR: Thank you.

DELEGATE WOLFE: My question is concerning your Executive Board, the Sectors and the Districts. How many people are we talking about being on this committee?

PRESIDENT BAHR: With the Executive Board, it would be 35. Thirty-five.

DELEGATE WOLFE: Thank you.

PRESIDENT BAHR: All right. Microphone No. 4, Delegate Fahrenholt.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): Following Wayne Mitchell is like dating your wife's sister, I guess. (Laughter) Not that I ever would. (Laughter)

It is perfectly clear that we need to support the resolution. A lot of effort was put into it. A lot of thought was put into it.

In 1990 I forced a roll call vote to allow member participation and I did not have the votes, so it was defeated. Fifteen years later I am damn proud to stand here and say, give the members a chance to have a voice. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 4, Delegate Holcomb.

DELEGATE HENRY J. HOLCOMB (Local 38010): When we meet the challenges that we talked about here today, it will be organized labor's finest hour. And Resolution No. 1, as proposed, is an essential first step. We must lead our local unions to get each of their members to think long and hard about how to involve every member in the realities and the opportunities that we face, about how we can better work together as individuals and as local unions, locally and nationally, and about how we can put more members to work on more issues.

Then we must present these actions to our elected leaders who know how the union works, who know what has been tried in the past, and who have the vision for the future so that they may craft a plan that we can debate with great vigor here next summer in Las Vegas.

So I urge a "no" vote on this amendment and support for the resolution as proposed. (Applause)

PRESIDENT BAHR: Microphone No. 1.

. . . Calls for the question . . .

. . . The motion was duly seconded. . .

PRESIDENT BAHR: The motion has been made to move the question. It has been seconded. It is not debatable. All those in favor indicate by raising your hand. Opposed by like

sign. Debate is closed.

Let me read the amendment: "The CWA Executive Board and one representative from each district and one from each sector elected by the body of this Convention will draft the 'CWA Strategic Plan for the Future' by June 1, 2006. The representative and one alternate from each district and sector shall be elected by duly-elected convention delegates between January 1st and March 31st, 2006."

All those in favor of this amendment indicate by raising your hand. Down hands. Opposed by like sign. The amendment is defeated. (Applause)

We are back on the main motion now. On Microphone No. 3, Delegate Unger.

DELEGATE LAURA UNGER (Local 1150): On a personal note, Morty, I am glad to say that the first time I speak at this convention while you are still chairing the meeting is on something we actually agree on.

This is my 21st convention. Every few years we try to talk about restructuring. Why are there so many districts, and why are they still aligned with the old Bell companies? Do we need a separate Communications and Technologies Office and a Telecommunications Office? Do we need a new vice president every time we have a merger? Should all the media units combine? And do we really need nine sector vice presidents? What about locals that only represent a handful of people in some of the companies we represent? Each one of these questions pisses off somebody in this room.

Most of us know we need to change. Many of the current structures do not make any sense and cost too much. The problem with the piecemeal approach of the past is that everyone said, "Why should my unit take the hit? Why should I lose my vice president, or my meeting when there is so much waste somewhere else?" "Hell no!" I have said that myself every time this has come up.

I support this resolution. Our movement is facing incredible challenges and vicious attacks. We will never make the changes we must make if we continue trying to do it a piece at a time. The advantage to this resolution is that it pushes us to look at the whole picture, the whole way we are structured. It protects no "lock box" issues. It says we need to open ourselves up to real self-examination and broad proposals for restructuring. Everyone will have to be open to change, not just a few of us.

Will this work? I don't know, to tell you the truth. I doubt if my members will get really excited about this discussion. Most of them have no idea about all the structures outside our own local. However, I think the principle of trying to get the whole union involved is right. It stands in contrast to those in our labor movement who think that structural change should be forced from the top down, like many of those who have just left the AFL-CIO. I think that the way the debate over this is structured in this resolution gives us the best chance of coming up with new ideas. It gives us enough avenues for the discussion and time to do it that we will have no excuse but to make the hard choices we need to make so we can fight for our current and future members.

For their sake, let's get this done. Let's get this done right. If not us, who? If not now, when? I urge you to support this resolution. (Applause)

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

DELEGATE BRYON CAPPER (Local 4217): Brothers and sisters, I rise in support of Resolution No. 1, "CWA Ready for the Future." We are long overdue to have a serious discussion about our structures and resources in this great Union. We live in a rapidly changing world and one of the key parts of our success as a union has been our ability to change when necessary.

I am the president of a local with less than 400 members. I represent five different bargaining units in small towns across Illinois, companies as big as SBC and as small as

Harrisonville Telephone Company. This resolution will give locals like mine a meaningful opportunity to participate in the important discussions on the structures, strategies, and activities of this union to meet the challenges of the future.

These are important issues that may determine our survival as a union and as a labor movement. These issues are far too important to limit discussion to only a small group of big locals on some committee. As stated in the introduction of this resolution, "No section of this union can or should be left out of the discussion." That is why I support Resolution No. 1, for it provides an opportunity for each and every local to participate in this discussion. Once we have had this union-wide discussion, we will make decisions at next year's convention using our democratic process.

Sisters and brothers, CWA is the greatest union in the world. But we do not want that greatness to exist only in the past. If we are to be great in the future, we must all be willing to change for the better. Adopting this resolution will start that process. Thank you. (Applause)

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

DELEGATE BEVERLY K. MILLIMAN (Local 4004): Mr. President, 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. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

In front of the Convention is the main resolution, 67A-05-1, "CWA - Ready for the Future." All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted. (Applause)

If all the delegates will take their seats now, I am going to turn the floor over to the photographer who will be taking the Convention photo. I'm sure you are going to want to take it home to use to show that you have been here. (Laughter)

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

PRESIDENT BAHR: We are in recess until 1:40. That is 1:40. Wait. Hold it just a minute. Barbara has a few announcements and then we will recess.

. . . Convention announcements by Secretary-Treasurer Easterling . . .

SECRETARY-TREASURER EASTERLING: A very important "Thank you" needs to be given to Sara de la Cruz from the AFA, the Flight Attendants. We had a major problem with the editing facilities for the filming, and they found a part that they needed very badly from out of state. The flight attendant boarded a plane last night, flew out, got it for us, and brought it back. So we owe her a big debt of gratitude. (Applause)

And I want those of you who have been asking me if you can just make a contribution to Morty Bahr's retirement dinner to know that you can, in fact, do that. Any amount. Your name or your local number will appear in the souvenir book, and you can do that by simply stopping at the Morty Bahr Retirement Dinner booth out front and making the contribution.

That's it.

PRESIDENT BAHR: All right, we stand in recess until 1:40.

. . . Thereupon, the Convention recessed at 12:13 p.m. . . .

MONDAY AFTERNOON SESSION

The Convention reconvened at 1:40 p.m., President Morty Bahr presiding.

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

Would you take your seats. Quiet, please.

I want to correct the record on something I said this morning. When I said Fritz Clark and I were the last two active members of the Seven Months Club, I neglected to say that there is a third person, the president of Local 1103, Bob McCracken. So now Bob and Fritz can fight it out over that bottle of brandy. (Laughter)

I want to introduce Secretary-Treasurer Barbara Easterling for the Elizabeth Glaser Awards.

SECRETARY-TREASURER EASTERLING: Thank you, Morty.

Let me introduce to you someone you met last year. I had the privilege and honor of knowing his mother, Elizabeth Glaser. Jake Glaser is with us today, and we are at that part of the program where we are going to give our awards. But first of all, he has something special he wants to do.

JAKE GLASER: Thank you very much. I would like to start by thanking CWA President Morton Bahr, the recipient of the Foundation's Commitment to the Children Award honoring extraordinary individuals who work tirelessly to improve the lives of children. Thank you. (Applause)

I would also like to extend my thanks to Ms. Easterling, a Foundation board member, who first introduced my mother to Mr. Bahr and the CWA. Thank you. (Applause)

And a big thanks to all the hundreds of CWA locals who support the Foundation through their treasury donations, special events, giving fairs, and volunteerism. (Applause)

My mom spoke at your annual convention 15 years ago at a time when little was known about AIDS and little was known about AIDS in children. In 1980, when my mother was giving birth to my sister Ariel, she hemorrhaged and lost a large amount of blood and needed a blood transfusion. A couple of years later, they found out that she was infected with the HIV virus. Following that, in 1982 I was born. I was HIV-- I am HIV positive as well. By 1987, my sister became ill. And in 1988 she passed away from HIV. That is what inspired my mother to start the Elizabeth Glaser Pediatric AIDS Foundation which has provided medication and support to so many people around the world, including myself, which allows me to stand here and speak to you today.

It was after her speech at the CWA Convention that you voted to make the Pediatrics AIDS Foundation your charity of choice. Since that time, your support has raised over \$5 million in the fight for children and families around the world. (Applause) Thank you very much. Thank you.

I am here to tell you that I know that my mother would be so proud to hear that magnificent number, and to be able to see that all of us are together and our relationship is still strong.

Let me tell you where all your support is going. It is because of your support that the Foundation has grown into a worldwide effort to bring hope to children and families across the world. We have become a major player in the major AIDS epidemic, working to prevent any infections while helping children and adults who are already infected. We have branched out to help kids and families suffering from other serious life-threatening diseases, all the while continuing to fund the research that is so critical to our effort.

It is your help that has made this possible. None of this would have happened had it not been for the help of the people around the world and everybody here with the CWA.

Ladies and gentlemen, your efforts have helped so many people, including myself, and a good friend of mine that I would love to introduce to you right now. Ladies and gentlemen, Mr. Ben Banks. (Applause)

BEN BANKS: Thank you, Jake. First, I would like to thank Mr. Bahr and Ms. Easterling and each and every one of you here at CWA. If I could get you guys all to close your eyes and keep them closed until I say open them.

At this time, picture a two-year-old child, whether it's your son, daughter, niece, nephew, grandchild or a neighbor. Now picture this child running, playing, laughing. And then in three weeks his or her body becomes destroyed by cancer.

Go ahead and open your eyes. Twenty-four years ago, that child was me. I was diagnosed with bilateral Wilms tumor, Stage 5. It is a rare form of cancer that attacks the kidneys. I had many tumors, but one of my tumors was 15 inches by 11 inches, and I was two years old. The doctors told my family it would be a miracle if I lived through surgery; two surgeries, each requiring a blood transfusion, and a third blood transfusion because my platelet count was so low that I started bleeding through the pores on my hands, my face and my feet.

And I remember that day. I remember the pain that I felt. It's the worst pain I had ever felt to this day, and I have based all pain on that moment. I had 15 months of chemotherapy and radiation. My hair fell out five different times. You would touch me and I would bruise. Everything that I sat in or laid in had to be padded.

As the years passed, the doctors and my family and friends witnessed a miracle. The time came for my 10-year check-up for cancer. I was celebrating being cancer-free for 10 years. I was in the seventh grade. It was the end of the school year and I was getting ready for the summer. I was excited.

It was just another doctor's appointment for me. I saw the oncologist that I saw when I was real little, and he looked at me and he told my family, "Ben looks great. He's put on weight. His hair has grown back. His complexion looks good. I'm just going to do a physical."

But my mom reminded him about the time when my platelet count was too low, so she made him do blood work. Again, it was no big deal. I came home and a few days passed. I walked upstairs and I saw my mother crying. I said, "Mom, what's the matter?"

She said, "The doctors called. You're HIV positive."

I froze. My body went numb and I collapsed into my mother's arms, crying, and all she could do was hold me and hug my head and say, "It's going to be okay. It's going to be okay."

So I went from being on no medication to being on a drug called AZT. AZT was available to children because of Elizabeth. She demanded that research. She demanded that medication. She demanded that treatment be available for children. I was one of those children.

I have graduated from high school. I have graduated from college. I have two degrees. I have been married for two years and I am here today because of you guys.

. . . The delegates arose and applauded . . .

BROTHER BANKS: Thank you. Thank you.

I am one of the lucky ones. This disease is manageable for me. For most it is not. There are a lot of kids who I am friends with out there who are constantly waiting for that next medication in order to survive.

The bottom line: we are far from winning the fight against AIDS. This disease is smart. It mutates. It changes. There are different strands. If we do not continue to do research, it will win.

But there is hope. It is because of people like you and organizations like the Foundation and CWA. So on behalf of all the kids here in the country and around the world battling AIDS, I want to say a great big thank you. Trust me, you are making a difference. Children are becoming adults.

Now I would like to turn the time back to Jake. (Applause)

JAKE GLASER: Thank you, Ben. Like Ben said, we still have a lot of work. There is still a long road ahead of us. Every single day 1,900 children become newly infected with the HIV virus. And half of all the new infections are between young adults 15 years old to 24 years old.

But with your help we can accomplish miracles for children and families around the world. We will be able to move forward and to continue the battle to save lives.

I have been blessed with the life that I have. I have been blessed with a healthy, long-lasting life. My mother fought so hard to be able to give this life to me, to Ben, and to millions and millions of children, adults, and families alike around the world.

Thank you again from the bottom of my heart, from my mother, my sister, from Ben, the Foundation, for fighting this battle with us as strong as you have.

Trust me when I say you are making a difference. We can stand here as a Foundation but, truly, we would not move anywhere if it were not for people supporting us and people helping us raise the funds we need for research. And that is why we need you.

It is now my pleasure to bring a very special award to a man who is admired by so many. He has gone above and beyond to help children, families, and I know my mom loved and respected him so much. Mr. Bahr. (Applause)

On behalf of all of us at the Elizabeth Glaser Pediatric AIDS Foundation and the kids around the world who you have helped live longer and healthier lives, I am proud to present you with the symbol of all of our thanks and admiration. This is an amazing section of our mural that has been made by kids who are HIV positive and HIV negative alike, coming together at our Annual Kids For Kids Carnival in New York. This is only a small piece of the mural that was made.

I am a very healthy, very strong young man. But unfortunately I could not carry the whole thing with me here today. I would if I could, trust me. But this shows you the effort the kids put in, kids of all ages.

You have all delivered so much for people around the world and it is my pleasure to be able to say thank you. The rest of this mural will be delivered to the CWA headquarters in Washington.

Thank you so much, and thank you for letting us be here today. Before you all leave the Convention, please, I ask you to stop by Booth No. 24. That is where our Foundation is and the representative will be there to answer any questions you have and give you information about the Foundation and where you can contact us and be able to help and give donations.

SECRETARY-TREASURER EASTERLING: Jake has a closing, but before he does that, I want to be able to give the awards for this year. This year, 386 locals participated in our Charity for Choice program and have contributed a grand total of \$430,230.00. (Applause)

I want to personally thank each and every one of you who made that possible and urge you to keep up the good work. CWA is the Foundation's largest single donor. We are proud of that, but we could do even better if we got 100 percent participation. What we are trying to do now is to provide the districts with quarterly reports so that they have an understanding of where everybody is and perhaps can nudge you a little bit if you have forgotten about making your contribution.

We have accomplished a great deal. But as you heard here today, everybody's efforts are needed. I think I see that even more-so as I travel around the world. Some of our Union-to-Union money, you will be proud to know, is used for an educational program, because in many countries I am amazed to go there and see that they are where we were when we started this; that the children are being discriminated against. They are being told they cannot go to schools. We are way beyond that now.

But in the Caribbean and in Africa, they are the two hardest places right now, and that is where your Union-to-Union funds are going. They are providing us with research and medicine

that the children need. And we think our other efforts are also providing knowledge and education to the mothers and the children there.

Now to the awards. The Elizabeth Glaser Award is presented to the local that contributed the most money in 2004. This year the award goes once again to CWA's Local 9400 for the contribution of \$45,601.00. (Presentation - applause)

I know you wonder why 9400 succeeds so well every year. They have gotten to the point of getting the Pediatric AIDS Foundation in the United Way campaign. And as a result of that, they have raised a great deal through that. So Mike Hartigan, Local President, is to be commended for that.

The next award was the Hope Award, which is the local that achieved the highest percentage of their quota. In 2004 that figure was 864 percent, and it was given by CWA Local 7026, President Linda Hatfield. (Presentation - applause)

Thank you all very much for all your efforts. I think when we hear from people like we have today on the stage, we find out that our money is well spent. It is an investment and lives are being saved as a result of it.

I am going to ask Jake to come back now to conclude our program.

JAKE GLASER: I would just like to finish by sharing with you lyrics from a song that has touched my heart and means a lot to me. I have pretty much compiled it into a poem.

I'd walk a hundred miles,
I'd swim the river Nile,
And I'll always wear a smile
Feeling juvenile
Yes, for the little child.
It comforts me inside
And it gives me joy and pride
To see you grow in my eyes,
My juvenile,
Oh, yes, my little child.
A child can inspire you,
Can change you and guide you,
Can love you unquestioned
And give you direction,
With their peaceful decisions,
And their honest opinions, pure.
Your eyes,
So filled with surprise,
I'm not guessing
That you are a blessing in disguise.
There is no contesting

That you are the best thing
That exists in my life.
I'm patient days and nights,
I'm just awaiting you to enter this life.
Welcome to this jungle.
I'll teach you how to fight,
Not to offend, but defend what's right.
You've got to stand firm
And you can't be slight.
You're one of us, and everything's all right.
You came and you changed my life.
I'd walk a hundred miles.
I'd swim the river Nile.
And I'll always wear a smile
For the juvenile,
For the little child.
You came and changed my life.
You came and changed my life.

These lyrics inspired me, because I truly believe this is what my sister and the other children around the world brought to us. It was a blessing in disguise for us to be able to change so much and to be able to have so much compassion, to be able to help people suffering from this disease, so we can all overcome it together.

Thanks again.

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

PRESIDENT BAHR: I have said on a number of occasions over the years that it's rare indeed that we see the results of our own personal philanthropy. With the Elizabeth Glaser Pediatrics AIDS Foundation, we have seen, year by year, the discovery of new medications that deal with children who are HIV positive.

I'll always remember it because it had such a great impact on me several years ago, of course. What this medication has done is give the children greater longevity and hopes for a longer life. That wasn't the case when Elizabeth came to our convention in Toronto.

I remember going into the Pediatric AIDS Foundation office in Santa Monica and just walking around. I noticed a greeting card on a bulletin board where all the folks worked. It came from one of the kids who was then a teenager letting them know that he just graduated from high school.

He said this-- and think about it for a moment as a parent. "If you listen closely you can hear my mother's fingers uncrossing," because when it all started there was no real hope that this child would be a high school graduate.

So we have made an enormous contribution. With the few dollars each of us contributes put together, it's doing something spectacular. I was particularly pleased to receive the award

several years ago in Washington, D.C., which was a big fundraiser, and it's kind of interesting because the two honorees were Orrin Hatch and me.

I remember Chris Dodd, the Senator from Connecticut who was co-chair of the dinner, he said to me, "You know, I've been involved in an awful lot of dinners, but Bahr and Hatch?" You see, two things happened. One, SBC voluntarily-- no twisting of the arms-- kicked in \$450,000 to underwrite the full dinner, which meant every dollar collected went to the kids. (Applause)

Then at the end of the dinner, because Senator Hatch was suddenly exposed to a view of this union in a way he never thought, when we were leaving the dinner, the man embraced me. And I looked around quickly to see who saw it. But the man embraced me because he was emotionally affected by what we are able to do, even though politically we are 180 degrees into an opposite direction.

So in fighting illness, particularly when it's for children but not restricted to children, we bring together people of all stripes, of all political views. There is nothing better to know than that you made a personal contribution in an area that is so devastating, particularly when you talk about children.

Again, I say not restricted to children. The AIDS epidemic or pandemic around the world is so devastating, it should be frightening. There are parts of Africa where they cannot hire people to work. As a result, you have millions of orphans. We each really have to care about people we don't see.

We brought, as you know, several years ago a nurse over from one of the countries in Africa who shared with us what it was like to take care of people in remote areas of countries throughout the continent, starving for information, starving for medical treatment.

So I am proud of our role in the Elizabeth Glaser Foundation, because their work now is not restricted to the United States, but will be done, as funds permit, around the world. And I am pleased to correct Barbara, that we are no longer the single largest contributor, because Bill Gates is now giving money. I am glad to take second place to Bill Gates. His firm's contribution was \$15 million, so it was substantial. (Applause)

Would the Chair of the Credentials Committee come forward for a supplementary report? And while she comes up, would the Finance Committee come to the platform, please. We will go ahead with the Finance Committee, and get the supplemental report after they finish.

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

The members of the Finance Committee are: Don Trementozzi, President, CWA Local 1400; Gregory Wynn, President, Local 4100; Judy Dowdy, Secretary-Treasurer, Local 6228; Bob Campbell, President, Local 2108, the Chair; and Barbara Easterling, Secretary-Treasurer and ad hoc member.

The Chair recognizes the Committee.

DELEGATE ROBERT CAMPBELL (Local 2108, Chair, Finance Committee): President Bahr, just like you, this is also my last convention as president. I just want to say thank you for the honor of serving. It's certainly been a true pleasure. (Applause)

Brothers and sisters, your Finance Committee met in Washington, D.C., on July 13, 14--

PRESIDENT BAHR: Can I interrupt you, Bob, to take a motion?

CHAIR CAMPBELL: Yes.

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

DELEGATE BRENDA JONES (Local 4004): President Bahr, I would like to make a motion to dispense with the reading of the Finance Report.

PRESIDENT BAHR: I don't know if we can dispense with all of it.

The motion is to dispense with the reading of the report. That excludes the letter in front.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: So all those in favor, indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

DELEGATE JONES: Thank you.

PRESIDENT BAHR: The Chair of the Committee.

. . . The various members of the Finance Committee presented the report as follows: . . .

Sisters and brothers, your Finance Committee met in Washington, D.C., on July 13, 14, and 15, 2005 to review and recommend the 2005-2006 budget. The Committee reviewed the Strategic Planning and Budget Committee Report adopted by the Executive Board, along with other supporting documentation.

Every requested book, record, or report of the Union was made available to us. The Committee reviewed the audit report prepared for the fiscal year ending May 31, 2004 by the certified public accounting firm of Calibre CPA Group. The auditors conducted their examinations in accordance with generally accepted accounting standards. In the accountants' opinion, the financial statements reviewed fairly represent, in all material respects, the financial position of the Communications Workers of America as of May 31, 2004.

Past Convention actions direct Finance Committees to review the expenditures of each administrative unit and require any unit(s) that 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 who was one percent or less overspent. Therefore, your Committee directed those administrative heads who exceeded their 2003-2004 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.

Financially, stability requires a continuing effort on CWA's part to organize both internally and externally. Fiscal responsibility must become a 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 2005-2006 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 2005-2006 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 2005-2006, 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 2005-2006 Budget. We as a Committee, therefore respectfully request and urge delegate approval.

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

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

Microphone No. 3, Delegate Irwin.

DELEGATE MARILYN IRWIN (Local 2108): Brothers and sisters, I rise today in support of the report of the Finance Committee. I thank the Committee for the long and hard work it took to prepare and present this report. During this time of cutbacks, the CWA National Executive Board and Staff have striven to budget our members' dues monies fairly and equitably throughout the districts. I ask that you support and approve the Finance Committee report.

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

DELEGATE ARTHUR CHELIOTES (Local 1180): On Exhibit "C", page 23 of the report, on dues income, there seems to be some numbers pounded out. I don't know if it was a typographical error or if there is an addendum to the report, or what is going on with respect to that?

PRESIDENT BAHR: Would you please repeat the question?

DELEGATE CHELIOTES: On page 23 of the report, Exhibit "C", the line indicating dues income for Districts 1, 3, 4, 6 and 9 is pounded out rather than having any numbers in there, at least in the report that I have, unless there has been an addendum of some kind.

CHAIR CAMPBELL: I will have to ask Eileen Brackens for some consultation.

DELEGATE CHELIOTES: It looks like a typo, but I just want to make sure.

PRESIDENT BAHR: It looks like that to me also, Arthur, but it adds up at the end. Thanks for calling that to our attention.

The Secretary-Treasurer's office will announce the correction from here, so it is obviously a typo.

DELEGATE CHELIOTES: Thank you.

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

DELEGATE WILLIAM HENNING (Local 1180): Would the Committee enumerate for us the salaries of our elected officers, each one, the president, executive vice president, secretary-treasurer and vice presidents?

PRESIDENT BAHR: I assume it is because you want to give us a raise, Bill? (Laughter) Make mine a little retroactive, will you? (Laughter)

This is from the Finance Committee. I have it on a card, so I will read it to you, if the Chair permits me. The President is \$172,494. Secretary-Treasurer, \$154,195. The Executive Vice President, \$142,181, and Vice President is \$134,149.

You are entitled to a second question.

DELEGATE HENNING: I don't have one, thank you.

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

DELEGATE VALERIE B. REYNA (Local 9415): Morty, on the page I have it talks about the year ending July 1, 2001, through June 30, 2002. Is that correct?

PRESIDENT BAHR: Would you give us the page number, please.

DELEGATE REYNA: Page 23.

PRESIDENT BAHR: That page apparently has problems. That obviously is the wrong year. It would be July 1st, 2005. Just let me-- that is the past year. Barbara said it should be July 1, 2003, to June 30, 2004.

You are entitled to a second question.

DELEGATE REYNA: That's all.

PRESIDENT BAHR: Nobody else wants to speak. Before you is the motion to accept the Finance Committee Report. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

Would the Constitution Committee come to the podium, please, and I want to introduce the Vice Chair of the Credentials Committee, Don Rice, for a supplementary report. Don.

DON RICE (CWA Rep., District 1, Co-Chair, Credentials Committee): Thank you, Mr. President.

President Bahr, Delegates and Guests: The Credentials Committee would like to report credentials in Category 2, properly executed, but late, for the following locals: Local 1086 and Local 3010.

The Committee moves that the delegates be seated.

PRESIDENT BAHR: You heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: There is a second. No discussion. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. It is adopted.

The members of the Constitution Committee are:

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

"Shane" Williams, President, Local 3802; Terry Riddlebarger, President, Local 4322; Robin Gould, President, Local 7076; Walter Speakman, President, Local 13101; Eugene Maxwell, President NABET-CWA Local 51016, Chair.

PRESIDENT BAHR: The Chair recognizes Chair Maxwell.

DELEGATE EUGENE J. MAXWELL (NABET-CWA Local 51016, Chair, Constitution Committee): Good afternoon, brothers and sisters.

Before I begin the Committee's report, I would like to draw the delegates' attention to a typo in the report. On Page 2, Line 9, there is a typo that you should correct. The date on line 9 indicates July 1, 2004. It should be changed to July 1, 2005. (See Appendix)

Report of the Constitution Committee

The Constitution Committee met in the City of Washington, D.C., beginning June 27, 2005, for the purpose of reviewing and considering proposed amendments to the CWA Constitution.

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

The Constitution Committee held meetings in Chicago, Illinois, beginning August 26, 2005,

to consider additional proposals received after the preliminary report was issued on July 1, 2004. No additional proposals were received. However, subsequent to the issuance of the preliminary report, it was brought to the Committee's attention that the proposed amendment concerning recall of the AFA-CWA Sector Vice President was not consistent with the AFA-CWA Bylaws. Therefore, the Committee refers you to changes that have been made to Proposal 8. Because this change was not submitted to the Locals sixty (60) days prior to the Convention, it will require a three-fourths (3/4) vote to effectuate the proposed amendment.

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, except Proposal 8, contained in this report were submitted sixty (60) days in advance of the Convention; therefore, each proposal in this report, except for Proposal 8, will require a majority vote of the delegates at the Convention to be enacted. Proposal 8 will require a three-fourths (3/4) vote of the delegates at the Convention to be enacted.

The Constitution Resolutions appear on the last page of your report. If you would please turn to Page 10 now. The first proposed amendment will be read by Robin Gould, President, CWA Local 7076.

DELEGATE ROBIN GOULD (Local 7076): Thank you, Chairman Maxwell. I will read Constitution Resolution 67A-05-10 on page 10 of your report.

BE IT RESOLVED, that Article V (Membership) Section 6 (Retired Members' Council) Subsection (d) be amended to read as follows:

(d) The officers of the Retired Members' Council shall be a chairperson, vice chairperson and secretary-treasurer or secretary and treasurer. Such officers shall be elected from the Council Executive Board by the Retired Members' Council in accordance with Council bylaws. Beginning in 2002, the term of office for Council officers shall be three years or until their successors have been duly elected and qualified.

Mr. Chairman, the Constitution Committee recommends adoption of this resolution.

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

. . . The motion was duly seconded . . .

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

DELEGATE ED CREEGAN (National Chair, RMC): I would like to--

PRESIDENT BAHR: State your name and your affiliation, please.

DELEGATE CREEGAN: You already told my name. (Laughter)

PRESIDENT BAHR: But you have to do it as well to confirm.

DELEGATE CREEGAN: I don't remember my name at this point, Morty. That's why I had you do it. (Laughter)

PRESIDENT BAHR: That doesn't say much for me moving into the status of retirement. (Laughter)

DELEGATE CREEGAN: When you get old you're going to find out what it's like. Ed Creegan, National Chair, Retired Members' Council. Is that good enough? (Laughter) I am also from New York and I'm a Mets fan, if that makes any difference. (Applause)

Please support this amendment. The Retired Members' Council position of secretary-treasurer is very difficult and time-consuming and it is a non-compensatory job. Our existing

Secretary-Treasurer, Bonnie Murphy from District 4, is a total workaholic, but she is leaving us. All we want is the option of dividing the responsibilities if necessary. Thank you for your support.

I would like to make one additional comment, if I might. It is not out of order, but I don't know if that order works anyway. (Laughter)

Morty, on behalf of the hundreds of thousands of CWA retirees, we thank you for your extraordinary leadership as our president and your total support, respect and leadership of our Retired Members' Council. We will miss you as our leader.

By the way, we have already collected your dues, Morty, for the first year. Thank you very much. (Applause)

PRESIDENT BAHR: What Eddie didn't tell you, though, I handed him the dues at the RMC meeting the other day, and then announced I was running against him for election as the RMC Chair. (Applause)

On Microphone No. 1, Delegate Starr.

DELEGATE JAMES STARR, SR. (President, RMC, District 3): I rise for the purpose of moving the adoption of a friendly amendment. Mr. President, I move to change all references of "Retiree Clubs" in the CWA Constitution to read "Retiree Chapters".

PRESIDENT BAHR: Is there a second to that motion?

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Let me first put it to the body: Do you agree with me that this is a friendly amendment and we should accept it? (Applause)

Clearly, the body agrees it is friendly and, James, if you want to speak on it you are free to, right from where you're standing.

DELEGATE STARR: Okay. I was going to--

PRESIDENT BAHR: No, you are not going to defer it to Eddie, you're going to do it.

DELEGATE STARR: He told me to defer it to him, but I will listen to you just one last time. (Laughter)

To make it very brief, we would appreciate the body's support and adopt this amendment. It was recommended by our Bylaws Committee at our annual meeting and the Executive Board of the Retired Members' Council, and was adopted by our annual meeting. And that's why we are here asking you to support it. Thank you very much. (Applause)

PRESIDENT BAHR: As a matter of fact, we are changing the name "club" to "council", but--

. . . Cries of "chapter" . . .

PRESIDENT BAHR: Chapter, I'm sorry. All those in favor of the amendment indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

On Microphone No. 5, Delegate Ellebracht.

DELEGATE ANTHONY ELLEBRACHT (Local 6310): I don't know if this is the right time to ask this question or not, but on the existing Constitution that we were given when we registered, on Page 29 there is a change, and I would like to know when that change took place and at what convention did we vote on it?

PRESIDENT BAHR: The Chair of the Committee.

CHAIR MAXWELL: The booklet that delegates were given which is labeled "CWA Constitution - As Amended August 2004," actually contains several different documents. It contains the CWA Constitution which ends on Page 23. It also contains the Permanent Rules

Governing Conduct of CWA Conventions, the Internal Appeal Procedures, Notices Regarding Union Security Agreements and Agency Fee Objections, and the CWA Policy on Discriminations.

The section that the delegate refers to is contained within the Internal Appeals Procedures. If you would refer to Page 7 of the Constitution itself, you will see at the top right-hand corner there is Section 7 - Appeal Procedure, and there it sets forth the fact that, "The Executive Board of the Union shall establish reasonable appeal procedures within the structure of the Union to review complaints of members which allege violation of the Constitution, Local Bylaws or the rights and privileges of members."

So, it is the Executive Board that is actually charged with the responsibility of establishing and modifying internal appeals procedures. So, this was not a complaint to the Constitution Committee that was made in March of 2005, but rather a change by the Executive Board to the Internal Appeals Procedure, and it was within their right and purpose to do that.

PRESIDENT BAHR: Tony, you are entitled to a second question.

DELEGATE ELLEBRACHT: Morty, I would just like to say thank you for everything you have done for us. I was here when you got sworn in, and it is a pleasure to be here when you retire, too. Thank you for everything. (Applause)

PRESIDENT BAHR: Thank you. No one else caring to speak on this constitutional amendment, the amendment as amended. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the Committee.

CHAIR MAXWELL: The next proposed amendment will be read by Bud Speakman, President CWA Local 13101.

DELEGATE WALTER M. "BUD" SPEAKMAN, IV (Local 13101):

Constitution Resolution 67A-05-11.

BE IT RESOLVED, That Article XIII (Locals) Section 9 (Authority, Duties and Obligations of Locals) Subsection (e) be amended to read as follows:

(e) To establish and maintain actively functioning organizing, education, legislative-political, community services, women's, equity, and such other committees as may be necessary to effectuate the policies of the Local, the Union and the District, State or Area.

Mr. Chairman, the Committee recommends the adoption of this resolution.

PRESIDENT BAHR: You have heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded from the floor. No delegate is at a microphone. All those in favor of the amendment indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Chair recognizes the Committee.

CHAIR MAXWELL: The next proposed amendment will be read by Shane Williams, President CWA Local 3802.

DELEGATE CHRISTOPHER "SHANE" WILLIAMS (Local 3802):

Constitution Resolution 67A-05-12.

BE IT RESOLVED, That Article XXII (Referendum and Recall) Section 7 be amended by adding a new Subsection (d) to read as follows:

(d) The AFA-CWA Sector Vice President may be recalled by delegates at an International Convention, who represent the membership of the AFA-CWA Sector, by a majority vote of those voting on the question or by a referendum among the members of the Union in the AFA-CWA Sector, if two-thirds (2/3) of the votes cast in such referendum favor recall.

Mr. Chairman, the Committee moves adoption of this resolution.

PRESIDENT BAHR: You have heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It has been seconded from the floor. Now remember, it takes a three-quarters vote. No delegate is at the mike. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

CHAIR MAXWELL: Mr. Chairman, thank you very much. We appreciate the efforts of all of the delegates that assisted us, and we appreciate the opportunity to participate in an intimate way in the democratic process of this union. Thank you very much, Mr. Chairman.

PRESIDENT BAHR: Please join me in thanking the Committee for their hard work. (Applause)

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

I want to offer a clarification to the question that was put forth as far as the officers' salaries. There is one exception. Pat Friend of the Flight Attendants, her salary is \$110,783. I wanted to make that correction.

Here's Barbara for some announcements.

SECRETARY-TREASURER EASTERLING: The corrected Exhibit "C" for the Finance Committee report will be on your tables tomorrow. It was a printing error between one department down to the printing section.

Tomorrow, there is going to be a meeting of the CLC officers at the lunch recess. Please meet behind the platform, and lunch will be available.

Brenda Jones is running for Detroit City Council. (Applause) She has done a great job in her campaign to raise additional funds. They are at a table outside. And to raise additional funds, they are doing a 50/50 drawing. Their table is located to the right of the Secretary-Treasurer's table. The drawing is going to be on Wednesday, so if you get a chance, go by there and help her out. It would be appreciated.

. . . Further Convention announcements . . .

PRESIDENT BAHR: Thank you, Barbara.

The members of the National Committee on Equity are:

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

Denise Hawley, Business Agent, Local 1105; Daisy Brown, President, Local 2300; Norman Daniels, President, Local 3121; Jetty Wells, Local 4009; Aurora Duron, Local 7026; Lupe Mercado, Local 9421; Terrence Edmondson, President, Local 13301; and Keith Robinson, Vice President, Local 6310, Chair of the Committee

The Chair recognizes the Committee.

DELEGATE KEITH ROBINSON (Local 6310, Chair, Committee on Equity, began reading the printed report, followed in turn by other committee members):

Report of the National Committee on Equity

The National Committee on Equity recognizes that each year brings new delegates to our great Convention. We want to take this opportunity to share with you the National Committee on Equity's Mission Statement. The Mission of the National Committee on Equity is to develop and promote the CWA Civil Rights program. Our vision is to build a union wherein members of all cultures, religions, sexual orientations, genders, disabilities, ages and nationalities feel welcome, respected and heard, and where the leadership reflects the diversity of our membership.

The duties and responsibilities of the National Committee on Equity are to:

1. Provide guidance and information to the districts and locals on the CWA Civil Rights Program.
2. Keep the CWA Executive Board apprised of civil rights issues that affect our members and communities and, when necessary, offer a course of action.
3. Research, report and make recommendations or give direction to convention delegates on current civil rights issues.

The National Committee on Equity convention report lays the foundation for the CWA Civil Rights agenda for the upcoming year. Local Committees on Equity are encouraged to use the reports as a working document to move the Civil Rights agenda forward in the districts.

Our History

Since the 1970's under the leadership of our founding president, Joseph A. Beirne, CWA has strived to become a diverse union committed to providing representation and protection for all its members.

In 1972 CWA established the Office of Ethnic Affairs in an effort to involve more minorities in the union and to assist minorities' advancement to all levels of the union.

In 1973 the CWA Executive Board adopted the CWA policy on discrimination. As a result of discussion held at the 1973 Convention on methods by which CWA would deal with problems of women and minority members, the Executive Board established a "Blacks and Other Minorities Structure Study Committee" and a "Female Structure Committee." Additionally, the Executive Board directed President Beirne to develop a program to involve more minorities and women in CWA.

In 1974, the Executive Board under the leadership of President Glenn Watts, authorized the appointment of a National Committee on Equity. The Committee is composed of one minority representative from each CWA district. The National Committee on Equity held its first meeting in 1976 and has continued to meet annually since. The Committee's task was to review the status of our minority members and make recommendations to the CWA Executive Board.

In 1982, the Committee held its first National Minority Conference. Due to the overwhelming success of the national conference, it was recommended that the districts sponsor annual District Minority Conferences. In response to recommendations by the Committee for training opportunities directed at minorities, the Executive Board established the Minority Leadership Institute (MLI). The Minority Leadership Institute is a three-week intensive study program held annually and is designed to teach minorities leadership skills. The participants are recommended by the district vice presidents.

Under the leadership of President Morton Bahr, in 1989 the Office of Ethnic Affairs was changed to the Office of Civil Rights and Fair Practices. The CWA Executive Board also adopted the recommendations to include the Discrimination Policy in the CWA Constitution.

Until 1991, both the National Committee on Equity and the Women's Committee made written recommendations directly to the CWA Executive Board. At the 1991 convention, delegates adopted a constitutional amendment requiring the National Committee on Equity and the National Women's Committee to report to conventions on activities and make

recommendations.

As history has demonstrated, we have definitely come a long way. Our union has changed: we are no longer solely a telecommunications union. As mergers continue to take place within CWA, the makeup of our membership continues to expand and diversify. However, the role of the National Committee on Equity has not changed.

Working with the Office of Civil Rights and Fair Practices, we will continue to work toward making CWA a union where all cultures, religions, sexual orientations, genders, disabilities, ages and nationalities are welcome. We will continue to fight against discrimination in the workplace, in our communities, in our union, and within the labor movement.

Education

There is no denying that CWA has made much progress with regard to its education programs. It is by far a flagship organization in this area. As this great union changes to meet modern day challenges, one of those directions should be to renew its efforts toward education within the union.

CWA has always been committed to educating its members, but never has there been a time since the beginning of the labor movement when a more well-informed, knowledgeable membership is so vitally needed. While we should continue to focus on negotiating employer-paid educational programs within our bargaining units, we must also look at current training programs offered to our local leaders.

Just as other professions offer continuing education on products, services and laws that affect their clients, new emphasis should be placed on our current education and training programs to ensure they are designed to meet the needs of a diverse and younger membership.

Like the convention delegates who approved the recommendations made by the National Committee on Equity for the first Minority Leadership Institute, CWA should continue to make sure that all leaders (especially minorities and younger activists) are given educational opportunities to advance in the union.

In addition to our minority program, our Stewards, Leaders, New Officer, and Staff training programs should be re-evaluated to include a diversity component. Our union is composed of many individuals made up of various nationalities and races. Any education program is conducive to the free exchange of ideas; therefore, free exchange with fresh ideas can only make our union more vibrant.

Minority Leadership Institute

In 1973, at a meeting of the CWA Executive Board, a vision and a mission were adopted. The Executive Board wanted to make it clear that discrimination would not be tolerated at any of the companies with which CWA held working agreements. They also made it clear that discrimination would not be tolerated within the union.

In order to practice what we preach, a review of our local committees and steward groups was done to try to get them to reflect the diverse makeup of local memberships. Diversity is one of the key components to growing the union. Another key component is education, so in keeping with the mission, the National Committee on Equity met in June 1984. At that meeting the Committee recommended the formation of a Minority Leadership Institute. In an attempt to diversify, educate and grow the union at all levels, the MLI was charged with helping minorities at the local level become educated leaders. The idea was to also have in place a resource of qualified minority candidates available for promotion and appointment to staff positions.

The MLI has produced many qualified graduates but the statistics bear out that not many of those graduates have been appointed to staff or other appointed positions within our union. The theory of educating and growing the union is good but not if those graduates are not utilized at

the local, district and national levels. The MLI costs our union \$6,700 and three weeks of each participant's time. The under-utilization of MLI graduates is the breakdown of the vision. The MLI does a great job preparing minorities, women and people of color to take on greater leadership roles in our union, but the opportunity has to present itself to be able to take our union to the next level and keep the labor movement growing, not just in numbers, but also in having a greater number of minority leaders.

It has been over 20 years since the inception of the MLI and this National Committee on Equity feels it is time to move on and finish the mission and in order to do that we must give the process a tune-up. In doing this, we feel that we can bring the vision of the 1973 Executive Board and President Joe Beirne to fruition.

In a letter addressed to President Morton Bahr dated August 29, 2004, the National Committee on Equity encouraged the CWA Education and Civil Rights departments to work together in developing a curriculum and evaluating the continued success of the Minority Leadership Institute. Always mindful of the vision and mission, this National Committee in Equity makes the following recommendations to move the MLI into the 21st Century:

1. If we are going to fight discrimination at all levels of our union, we must expand the opportunity to attend the MLI to our sisters and brothers in our newly merged sectors. The number of attendees should be increased from 10 to 12.

2. The recommendation and selection criteria should be uniform throughout all districts and sectors.

3. Each Local President should submit to his or her respective District Vice President a candidate and a letter of recommendation.

4. Change the length of the training from the present three weeks at the National Labor College to two weeks at the College and one week working in the participant's respective district offices. This will help in the development of a mentoring system within each district for returning students.

5. The Education Department must forward to the National Committee on Equity a follow-up report on each previous and upcoming graduating class of the MLI. This report will be used to monitor the success of the vision and mission within our union. We would also like these reports to be used as a resource for both the MLI and its graduates to help grow our union.

6. Re-evaluate the curriculum for the MLI. This Committee will send a letter to the Education Department with recommendations.

The time has come for the CWA to mobilize our resources and continue to grow our union. We will always fight tirelessly to abolish all forms of discrimination by our members' employers. Our local leadership must encourage the importance of having solid and productive Local Committees on Equity in order for the vision and mission of 1973 to endure.

The vision and mission have been there for over 30 years. The time is now to complete the mission!

The Next Generation

As a union of many faces, today we see the next generation made up of younger workers, women and people of color, an influx of immigrants from many ethnic origins, members of the lesbian, gay, bi-sexual and transgender communities, and members who are new activists in the labor movement. The workplace affords the membership the benefits of unionism and collective bargaining, which assures them a healthy, safe, equitable and dignified work environment.

The Next Generation of CWA members will be charged with continuing to build our union. The spirit of full participation will have to be felt if they are to stay on the battlefield. Their presence should be seen at all levels of leadership within our union. There is no substitute for

being in the room where policies are decided. African Americans, Latinos, Native Americans, Asian and Pacific Island Americans need to have a voice in affirmative action issues but also they need to have a voice in budget decisions that determine where resources go in our locals and the international union. Women must have a voice in equal pay and childcare, but they must also have a voice in organizing. Lesbian, gay, bi-sexual and transgender (LGBT) members need to have a voice on hate crimes and domestic partner issues, and they must also have a voice in our union's political action program.

As we look for ways to integrate younger activists into our local unions, we should look at a resolution submitted by The Newspaper Guild at its annual conference. The "Next Generation" resolution calls for a committee of young workers to be established who will explore ways to better represent their interests, as well as ways to help inspire them to achieve higher goals.

We have come a long way but the struggle continues. History has mapped out for us where we have been and led us to where we are today. We must keep the momentum going as we move with the next generation into the 21st Century. The battle won for workers' rights assures our younger sisters and brothers that our diverse membership is recognized and heard. The concerns of all of our members should be at the center of all decisions that are made about our union. None of us should be viewed as an afterthought. We are the Movement. The next generation is the future.

Calling for a Diverse Movement

This is the 22nd Anniversary of the first Minority Leadership Institute, which was designed to provide CWA minorities with the means for active participation, high visibility and an opportunity for upward mobility at all levels in the union.

This program opened the doors for some MLI graduates to become executive board members, local officers or to acquire positions as CWA staff representatives or organizers. Their roles include significant responsibilities for negotiating labor contracts, presenting arbitration cases and organizing workers into the union. And to prove their ability, all staff members are required to take a competency test prior to being hired.

Despite decades of progress, CWA has not met its goal - a leadership that reflects its membership. While some effort has been made to achieve this goal, it has been stopped by an unbreakable "glass ceiling" that doesn't allow minorities opportunities to ascend to national leadership levels within CWA, regardless of their qualifications or achievements.

According to a recent study conducted by Silas Lee, Ph.D., for the AFL-CIO's Civil Rights Committee on overcoming barriers to full participation by people of color in today's labor movement, a majority of activists said that their union's leadership is dominated by white males. Additionally, 55 percent said that their union does not offer a supportive environment for minorities to move into leadership positions. And 65 percent say there continue to be barriers to minorities becoming leaders.

We are not the only union struggling to address this issue. This glaring cultural disparity has gone strangely unmentioned for numerous years, but is obvious when we reflect on recent staff movement caused by the retirement of several district vice presidents and the passing of the baton to their assistants. This tradition creates the component of upward churn, based not on qualifications, ability to perform competently or proficiently but on the incumbent's subjective appointments.

This is how it works: the newly appointed district vice president gets to appoint the assistant of his or her choice. This candidate is drawn from a selective group based on the vice president's comfort level with that individual, thus creating a personal selection over election process. This process has historically allowed district vice presidents to handpick what our leadership will look like in the future.

Compounding this process is the disproportionate lack of consideration given to highly qualified minorities in administrative assistant positions or qualified minorities on staff to fill an assistant position or an administrative assistant position or any administrative personnel position appointed by the district vice presidents.

This cultivated behavior is what creates the struggle for minorities to even crack that unbreakable barrier. The CWA Executive Board, in its Policy on Discrimination adopted in January 1973, stated:

“We must have greater recognition of the need for blacks and other minorities members’ voices, as well as views, at all levels of the Union. . .

“The Board directs that the Union continue to search for a solution to this dilemma, and directs that the inequity of our present situation be continually kept before the Union.”

Unfortunately, in 2005, CWA’s solutions have produced only one minority in an appointed position to receive the traditional baton handoff. Currently, only 12 percent of the assistant, administrative assistant, or director positions are held by minorities in CWA. As of today, the 51 minorities in staff positions represent only 18 percent of the staff positions in CWA.

These statistics constitute the continued dilemma exhibited by the noticeable lack of advancement into decision-making positions for minorities within CWA. This is even more discouraging when we consider that nearly 30 percent of workers in unions today are minorities.

Despite the call for this issue to “be continually kept before our Union” by the CWA Executive Board, the Board has not initiated any new practices or policies to address its commitment to inclusiveness. The Executive Board did, however, change the discrimination policy in 2002, restating its commitment to non-discrimination within our union. For the most part, CWA’s policies dedicated to minority advancement are superficial because local and district leaders have unquestionable autonomy. There isn’t a relevant source responsible for monitoring or reporting on minorities’ status at the local level in CWA.

However, most of CWA’s major employers disclose workforce diversity reports to the public at their annual shareholders’ meetings, affirming their commitment to inclusiveness. Every year, Fortune Magazine rates several of CWA’s major employers in their 50 most diverse corporations list. CWA should follow the example set by the companies it represents.

Recently, the leadership of CWA publicly commented on the AFL-CIO restructuring and the role minorities should have in the leadership structure of the labor movement. How can we, CWA, point fingers and not acknowledge that our own house isn’t in order? CWA should follow the advice that it gave to the AFL-CIO.

To accomplish this, CWA must restore the role that was given to the Office of Ethnic Affairs (now the office of Civil Rights and Fair Practices) in 1972. The purpose of that office was to assist active minorities’ advancement to all levels of the union. This department must be fully funded and adequately staffed if we are serious about diversity. It should be staffed with the necessary personnel required to ensure the successful development, implementation, monitoring and reporting of the ethnic affairs practices and policies of the union.

The National Committee on Equity recommends that we not let another 33 years go by before we achieve our goal of minority advancement at all the levels of the union. This is an issue that does not need to be studied any longer. The CWA Executive Board should, with great speed, work toward achieving this goal along with supporting any amendments to the CWA Constitution that may be necessary to implement these policies.

The national Committee on Equity further recommends the following to be completed by the Office of Civil Rights and Fair Practices Department and reported out at the 2006 CWA Convention:

* A report on the demographics that identifies members according to race and gender for

each of the reporting categories identified by the Equal Employment Opportunity Commission, and other minority classes listed either in numbers or percentages for each category.

* Develop a report on the race and gender of all elected officers, and their administrative personnel. This report should be distributed annually to delegates at the convention.

* CWA should provide a summary description of all minorities' advancement in CWA at all levels. A copy of all union policies and practices to advance equal opportunity for minorities in CWA should be available to all members through the Civil Rights Department.

* Establish reports to identify local Equity and Women Committees and initiate a recognition program within each district.

* The President should immediately implement and further develop for Board action an Affirmative Action Program to accomplish the objectives of the union's agenda to achieve diversity at entry level of the union as outlined in the 1973 Board minutes.

The Change, The Mirror, The Reflection

At the merger of the AFL and CIO 50 years ago, America's union movement recognized we are stronger when we are united and inclusive. Almost immediately, the labor movement became a partner with the Civil Rights Movement and became a key player in the passage of the Civil Rights Act. From that point on, the labor movement has always spoken out for equal rights for all people regardless of race, ethnicity, gender, faith, age, sexual orientation, disability or immigrant status.

However, even the house of labor has struggled throughout history to remove the remnants of its own "isms." Like the AFL-CIO, we too have had our struggles and, yes, we will continue to work on them as we move forward.

It is incumbent upon the union movement to stand before employers and governments in every part of the world as a model of openness, fairness and opportunity. We must find a way to balance our resources, building leaders in other countries as well as within our own union. America's union movement must stand as a model of full inclusion. We cannot ask more of the broader society than we are willing and able to do ourselves.

The National Committee on Equity commends the CWA Executive Board for supporting the following from the AFL-CIO's Resolution No. 2 that was passed at its convention:

Affiliated national unions to sign a set of diversity Principles, to be developed by the Civil Rights and Working Women's committees and approved by the Executive Council, and provide for affiliated national Unions to report annually on the representation of women and people of color in their membership as well as in staff and elected leadership positions at all levels.

Challenges for the Future

As we look at our past and present, we must not forget the challenges that we will face in our future. We must continue to be diligent in our quest to protect the civil and social rights that we currently enjoy in our country.

Last year's Presidential election set the stage for the turbulent times we face today. People were denied the right to vote and some ballots were not even counted. Election reform is still badly needed in our country.

We must continue to keep our eye on affirmative action and the continued assault against this program by Ward Connelly and others to disrupt attempts to make our higher education system diverse.

Our sister union, AFGE, is currently in a fight that affects all of us-- the downsizing of the

Equal Employment Opportunity Commission (EEOC). The proposal, if adopted, would reduce the number of district offices from 23 to 15, resulting in the elimination of eight regional attorney positions and splitting several states into different jurisdictions. These changes will heavily impact the EEOC's overall litigation work.

It is important that we continue to lead the way in getting The Local Law Enforcement Hate Crimes Prevention Act of 2005 passed, along with the keeping a close eye on judicial nominations. We must make sure that our members are aware of appointments that threaten working families and our civil and social liberties.

Within our union, we must continue to pool our resources by coordinating our civil rights, legislative and coalition-building efforts to move the agenda of our members. This successful collective activity was demonstrated in the recent effort to introduce due process legislation for law enforcement officers.

As we observe the 40th Anniversary of the Voting Rights Act of 1965, the National Committee on Equity encourages all CWA members to do the same by supporting our resolution, "Voting Rights for All." Your support will advance the legacy of the Voting Rights Act of 1965 by ensuring the continued effectiveness of the Act to protect the rights of all Americans. Let's not forget those brave Americans, known and unknown, from every race and ethnic and religious background who risked their lives on the Edmund Pettus Bridge in Selma, Alabama, on March 7, 1965. That day would come to be known as "Bloody Sunday." It was there where their bravery was tested to ensure that every American would have the right to vote.

Hope

As we move forward to challenging but exciting times in our union, let's not forget one who has toiled in the fields of justice for all workers, but especially for our great union - President Morty Bahr. President Bahr has set standards for CWA to become an education driven union, focusing on worker training education and minority advancement. From the mid-1980s to the present he has helped CWA become one of the most respected unions in the world. He has shown us that we must all reach out to our members, teaching them the meaning of solidarity, and sharing one another's concerns, problems and solutions. Although we will miss you, your legacy will continue as the president of education.

To our new leaders, the challenge is now yours and ours. The National Committee on Equity has set before you many challenges, and we look forward to completing a 33-year-old task.

CHAIR ROBINSON: Mr. President, you have heard the Committee's report. We move for adoption of the report.

PRESIDENT BAHR: You heard the motion to adopt.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: Seconded from the floor.

On Mike No. 3, Delegate Andrews.

DELEGATE WALTER D. ANDREWS (Local 3204): It is with great pride that we rise to support the National Committee on Equity's Report to the 67th National Convention. We wish to thank the Committee for all of its hard work and time they put into this report. If our great union is to continue to grow and remain strong, we must address these issues.

Again, we say thank you to the Committee on Equity. (Applause)

PRESIDENT BAHR: No other delegate has indicated a desire to speak. All those in favor of the motion to adopt the Committee Report indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

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

I would just like to offer one clarification. The Committee Report says 18 percent of the staff are minorities. That is undoubtedly accurate, but it leaves out something quite important. The reason I bring it up is because for 20 years I have been committed to bringing more equity to the Staff of this union. What it omits is the fact that the International Union of Electronic Workers merged with us and came in with approximately 85 staff members who were 100 percent males, with a sprinkling of a few females.

But then a change took place because the first appointment made by our new Vice President, Jim Clark, was an African-American member to the staff.

So we have to put things in perspective. People shouldn't take the rap for things that they have not been responsible for. Is there still an awful lot of work to do? You bet. But I've been proud of the progress that has been made in both minorities on staff and women on staff. While there has been an inequity on both sides, the greater inequity in our union has been among the women.

I had made it an objective, and each of these people sitting on the platform who have been here for a long time know that when they have a vacancy that they want to fill-- and unfortunately because of finances we haven't been filling many vacancies recently-- they know when they call on me to fill a vacancy, I have already in front of me the ethnic background and the entire demographic makeup of that district.

Our objective has been-- and I can assure you that under Larry Cohen the objective will continue to be-- to see that there is 100 percent equity for every person in this union, and that is our total objective. (Applause)

We are going to move right into the nominations of officers, but I think Barbara has some announcements, and then I may have some things to give to you for tomorrow. Go ahead, Barbara.

SECRETARY-TREASURER EASTERLING: We have a series of messages from some of the members of Congress and, while we can't read them all, those that we don't get to read will be entered into the record. But I did want to read one today from Senator Richard Durbin, who is also the Assistant Democratic Leader and is an Illinois Senator. It is to Morty Bahr and the men and women of the Communications Workers of America:

"Welcome to Chicago, the city of broad shoulders and the birthplace of the eight-hour day. We are proud that CWA has chosen our city as the site of your 67th Annual Convention. It was here in Chicago that some of the earliest and most hard-fought struggles in the history of the American Labor Movement took place.

"Today, CWA is writing an important new chapter in the history of the American Labor Movement. Under the courageous leadership of Morty Bahr, with help from leaders like Steve Tisza, President of CWA Local 4250, CWA is proving that America can win in the 21st Century without abandoning the victories labor won for working families in the 20th Century, fighting for the issues that matter most to American families: workers' rights, health care for all, fair pensions and a secure retirement.

"I want you to know that I am determined to continue to work with CWA for justice and genuine prosperity for all Americans. I grew up in a union family. My parents, my two brothers and I were all union members, and I understand the importance of unions.

"Together, we can protect the rights of working families and create a stronger, more prosperous future for all Americans."

It's signed, "Sincerely, Senator Richard Durbin."

We now have a video from Senator Edward Kennedy to show you.

SENATOR EDWARD KENNEDY (D-MA): If anyone ever asked Morty to make his life worthwhile, all he has to say is, "I was the leader of the Communications Workers." He has done so much for America's working families. I am proud to have him as a friend and proud of all he has accomplished in his long and outstanding career.

Morty's example has been a constant inspiration for us all. With his fight for a fairer economy and greater justice in the workplace, he is the perfect example of making life better for America's working families. It was true in 1951 when he became an organizer for the union; it was true during the 16 years he served as vice president of CWA District 1; and it has certainly been true for the two decades he has served so brilliantly as president of CWA. He is my kind of president.

We will miss Morty in the battles ahead, but we are proud of his leadership and grateful for his friendship. He is that shining example of the American Dream, and he will continue to inspire us in the years ahead in the ongoing battle to see that all our people have a genuine opportunity to live that dream to the fullest.

Thank you, Morty. We love you. (Applause)

SECRETARY-TREASURER EASTERLING: There is a 9/11 Scholarship Fund that has been underway. It's called "Remember the Children," and it's headed by a young person, the daughter of one of our members. They are in a booth next to the Secretary-Treasurer's booth, and they are selling ribbons for \$10. All of the money goes to the fund called the 9/11 Scholarship Fund. It's for children of parents that were killed at that time. So you want to remember that.

AT&T and Avaya, the Bargaining Committee election will be held tomorrow from 7:00 until 9:00 a.m. in Room 327 here at the Convention Center, and that's up on the next floor.

Again, I want to repeat an announcement I made earlier when you were leaving, and I thought you perhaps hadn't heard it. There is a Morton Bahr Retirement Dinner booth outside. That booth has been set up for those who want to come to the dinner or buy an ad, but it's also specifically set up because so many of you said to me, "Can I just give something?"

The answer to that is yes, and you can make that contribution at that booth. You can give whatever you want to give. If you are giving it personally, your name is going to appear in the souvenir book. If it's your local making the contribution, then it will be in the local's name in the book. So in either case, it will be there.

The reception tonight is from 6:00 to 8:00. It will be held at the Regency Ballroom, and I want to tell you that it is, in fact, your reception. There are going to be a very few, short, brief remarks by a few people, and then it becomes yours. Then if you brought him a gift, if you want to say something to him, bring him regards, you are going to have the opportunity to do so.

The photographer is going to be there. We have arranged that in case you would like a picture with him. Florence is going to be there, his family will be there. But it will be your reception so that you can spend time with him.

The Flight Attendants have an organization that is independent but made up of the Flight Attendants. They are called the Flight Attendant Fans of Jan. They've invited you to a reception tonight that is honoring Representative Jan Schakowsky from Illinois' 9th District, one of working families' best friends in Congress. She has helped them immensely in their pension fights, and they are having a little reception for her tonight from 5:30 to 7:30. If you want, you can go over at 5:30. It's going to be at the Hyatt Regency. The room is called the Truffles Room on the second floor of the West Tower. They are suggesting you make a contribution of \$10. So just stop by. Then she is going to join us later at Morty's reception as well.

The report of the Board of Directors of the CWA Joe Beirne Foundation: You have that, but inadvertently the printer's bug was left off of that. You should know that our printing shop is totally union-run, but the bug was just left off of it. But everything that you have comes out of that

same shop.

The St. Louis City Council will once again be collecting soap, shampoo, et cetera, for the low income women and men at the Mary Ryder Home in St. Louis. It is something we do at all the conventions. It is a United Way agency. Collection boxes will be in the Secretary-Treasurer's office and the District 6 area. So when you come to the convention tomorrow and Wednesday, you can bring the soaps and the extra things you have in the hotel and put them in those boxes. Thank you.

PRESIDENT BAHR: There are a number of Flight Attendant members at the Privilege microphone. I expected that some would get up when Barbara read the letter from Senator Durbin.

Senator Durbin is an enemy on one very important issue that we are all concerned about. He is opposing Senator Kennedy's draft legislation that would deal, at least temporarily, with the termination of the pension plan imposed by United Airlines through the Bankruptcy Courts. Pat Friend, Jeff Rechenbach and I- and I was in touch as recently as five or six days ago with Senator Kennedy-- are pressing hard on Durbin to remove his block. Because Chicago is the hub of United Airlines, he has taken upon himself to throw his lot in with the employer rather than with those who are about to lose their pensions.

So I hope I have captured it for you. Barbara read that letter inadvertently. I did not know that that was the letter that was going to be read. Had I known-- because I am working with Pat on this-- I would have been that much more sensitive to see that they did not do it, because it had to be offensive to you. For that, we apologize. (Applause)

I want to thank today's Platform Observers for the job they did today and name the Platform Observers for tomorrow. John Klein, Executive Vice President of CWA Local 1168, and Christene Johnson, Executive Vice President of CWA Local 6201. They should report to the platform at 8:00 a.m. tomorrow.

I want to recognize the Escort Committee for President Sweeney this morning: Tom Palermo, President of CWA Local 1039; Marc (Bill) Salganik, President, TNG-CWA Local 32035; Mary Curry, President, CWA Local 3204; Robert Browder, Vice President, CWA Local 4900; Ralph Cortez, President, CWA Local 6143; Sean Altamirano, President, CWA Local 7011; Sue Gallegos, President, CWA Local 9573; and Sandy Kmetyk, President, CWA Local 13500.

I want to now call on the Secretary-Treasurer for a presentation of the election procedures.

SECRETARY-TREASURER EASTERLING: Since I am standing for re-election, I certainly want to apologize to the AFA for reading the letter; however, had the letter not been read, we would not have all been aware of what you have been suffering with something like that.

I am going to ask you to bear with me for one minute. I have an announcement that was important, and it got away from me. For those of you who are not already screened in the marrow registration, we are going to conduct the marrow screening in the Marrow Foundation booth. More details on that marrow donation and screening process are in your packets. But the booth is outside, and if you get a chance, it is just going to take a little bit of blood and check it out. You may be able to save somebody's life. If you get a chance, they will be here for three days.

I want to introduce Steve Raeder, who is from the Calibre CPA Group, PLLC, and he will present the procedures for the election.

STEVE RAEDER (Calibre CPA Group, PLLC): Barbara, Delegates to the Convention:

The CWA Constitution makes provision in Article XV for the election of international officers, district vice presidents and national unit vice presidents. The term of each office shall be for three years or until a successor has been duly elected and qualified. The elections will be conducted in accordance with the following procedures:

International officers and national unit vice presidents of the union shall be elected by secret ballot of the delegates to the Convention today between the hours of 3:00 p.m. and 6:00 p.m. Nominations will be conducted here in the convention hall during the Convention session.

The district vice presidents also shall be elected by secret ballot today between the hours of 3:00 p.m. and 6:00 p.m. Nominations will take place 30 minutes after the Convention recesses today in the assigned District meeting rooms.

The sequence of nominations is as follows:

International officers: President, Executive Vice President and Secretary-Treasurer;

Communications and Technologies Vice President;

Telecommunications Vice President;

Public, Health Care and Education Workers Vice President;

Printing, Publishing and Media Workers Sector Vice President;

IUE-CWA Industrial Division Sector Vice President.

Thirty minutes after recess of convention today, district vice presidents will be elected.

The rules affecting eligibility of nominees and voters state that: First, only those members of the union in good standing who are not barred by law shall be eligible to hold elective office. Second, only delegates to the Convention who have been elected by secret ballot among the members of their Local and who have been duly certified by the Credentials Committee to the Judge of Elections shall be eligible to vote.

Nominating speeches shall be limited to three minutes in length and the two seconding speeches to one minute each.

A nominee will be considered nominated only upon acceptance of the nomination by the nominee.

Where there is only one nominee to an office, that nominee can be declared elected upon a motion made from the floor electing that officer by acclamation.

The following provisions apply to voting procedures:

All voting shall be on a per capita basis as certified by the Credentials Committee to the Judge of Elections.

A delegate may not split his or her vote.

For national unit elections, if a local has national unit jurisdiction, the unit votes will be divided equally amongst the Local's delegation.

Proxies may be voted only as they are certified by the Credentials Committee to the Judge of Elections and must be voted at the proper booth.

Alternates who expect to vote in any one of these elections must apply to the Credentials Committee for certification to the auditors for each of these elections.

The Committee will be available in the designated voting area for that purpose.

All voting will take place in the back of the convention hall and will begin at 5:00 p.m.

Delegates must identify themselves to the teller at the voting booth. A delegate's convention badge shall serve as sole verification of his or her identity for the purpose of determining their right to vote. Delegates are not permitted to use the badge of another delegate. If the teller's records show that a delegate has voted, the delegate shall be considered as having voted. The teller will inform the delegates of their duly accredited votes and present each voting delegate

with their ballot.

If a question arises as to the delegate's identity, or the number of votes they are entitled to cast, or other matters, the delegate shall be directed to the Judge of Elections who shall consult with the Credentials Committee, if necessary, before deciding the questions.

Only one delegate will be allowed in a voting booth at a time. Upon receiving a ballot from the teller, the delegate will:

Go into the voting booth;

Check only the name of the nominee of choice on the ballot;

Fold the ballot once.

The voting delegate will then deposit the ballot in the appropriate ballot box in the presence of the teller.

If a delegate makes a mistake in marking the ballot, the delegate should obtain a new ballot from the teller. The ruined ballot must be surrendered to the teller before another ballot is issued. Any erasure, cross-outs, changing of the number of votes or other alterations will cause the ballot to be voided and declared invalid.

Delegates are reminded that the polls will open at 5:00 p.m. and close promptly at 6:00 p.m.

The following provisions apply to the use of observers by the candidates:

No more than two observers will be allowed for each candidate at any one polling and/or ballot counting site;

Observers will be restricted to the specific area designated for observers. These designated areas will allow the observers to note the names of those voting and to observe the actual counting of the ballots. However, the observers will be placed so that they do not obstruct the voting and/or vote tabulation process;

Observers must remain in the ballot counting area until the count is completed;

The observers do not have the right to count the ballots.

In order to be allowed into the designated areas as an observer, individuals must register with the Chair of the Credentials Committee. Only individuals presenting evidence of their registration with the Credentials Committee will be allowed into the area designated for observers.

After the eligible delegates have had an opportunity to vote, the ballots will be recounted, and the results of the election will be posted in the lobby of each convention hotel and announced by the Chair on Tuesday morning.

If no one nominee receives a majority on the first ballot, a runoff election shall be conducted and the two nominees receiving the greatest number of votes on the first ballot shall be the nominees on the second ballot.

If no one nominee receives a majority on the first ballot and there is a tie for second place, a runoff election shall be conducted and the nominee receiving the greatest number of votes on the first ballot and the two nominees who tied for second place shall be the nominees on the second ballot.

The time and location of any runoff elections will be announced from the podium by the Convention Chair on Tuesday morning. The election will require the wholehearted cooperation of the convention delegates to run smoothly and efficiently.

If there are no questions on voting procedures, I will now turn the meeting back over to the Chair. (Applause)

PRESIDENT BAHR: At this time-- you see, this is awful final. Wow!

At this time, nominations for the Office of President are open. The Chair recognizes Rich Dann, Local 1085, at Microphone No. 3 for the purpose of making the nomination.

DELEGATE RICHARD DANN (Local 1085): Thank you, President Bahr. Brothers and sisters, it is a great honor and privilege for me to nominate Larry Cohen as President of the Communications Workers of America. (Applause and cheers)

We know all too well the struggles that the labor movement has faced. We can be forever grateful that under the progressive leadership of Morty Bahr, CWA has continued to thrive, to innovate, and to lead the fight for workers. Now that Morty is stepping down, we are fortunate to have a leader such as Larry Cohen to help us deal with the challenges ahead.

Larry has been a vital part of CWA's success to date. He has been instrumental in expanding our CWA family, in mobilizing, in building coalitions such as Jobs with Justice, and in developing new organizing strategies. His voice is respected in the labor movement, not only in the United States, but internationally as well.

As the labor movement debates its future, Larry has made it clear that CWA's tradition of union democracy is the key. Larry is committed to building a stronger union by empowering workers, stewards and locals at the grassroots. He is committed to changing the anti-democratic, anti-union climate fostered by corporate interests and right-wing ideologues.

We can be confident that Larry is the right person to lead us in the next chapter of CWA's proud history. I ask the delegates to elect Larry Cohen as our next President. Thank you. (Applause and cheers)

PRESIDENT BAHR: There has been placed in nomination Larry Cohen for President. And to second that nomination, the Chair recognizes Margaret Henderson, President, Local 4310, at Microphone No. 3.

DELEGATE MARGARET HENDERSON (Local 4310): Good afternoon, sisters and brothers. I'm delegate Margaret Henderson from CWA Local 4310 in District 4, which gives you some of the greatest trade unionists in the world: Barbara Easterling, Jeff Rechenbach and Seth Rosen.

Today, I rise before all of you to second the nomination of a very dear friend of mine and yours, Larry Cohen, for President of the Communications Workers of America, the greatest union in the world.

One day a public worker went looking for a Union that not only talked the talk but also was into action. They found all that and much more in CWA. Since that time, the door has been opened and CWA has become one of the most diverse unions around.

Larry's ability to think outside the box and expert skills at networking gave birth to the Jobs with Justice movement in this country.

Larry's firm belief that this is a small world and human rights are important, not just here in the U.S. but abroad, serves him well as president of the UNI World Telecom Committee.

Under the expert tutelage of President Bahr, Larry was able to explore new frontiers and spread his wings until the appropriate time for him to return to the nest to assume a leadership role. That time has come.

Larry is a visionary and he knows he faces some of the most serious challenges to the labor movement in this union and this country, but his passion to bring economic justice and social equality to all mankind makes him qualified to lead us into the future. Working together we can make your dream, Larry, a reality. I ask the delegates to join me in giving Larry an opportunity to do just that.

Thank you. (Applause and Cheers)

PRESIDENT BAHR: For the purpose of another second to the nomination of Larry Cohen, the Chair recognizes Claude Cummings, President of Local 6222, at Microphone No. 3.

DELEGATE CLAUDE CUMMINGS (Local 6222): Thank you, President Bahr, and thank you for everything that you have meant to this great union of ours.

Mr. President and fellow delegates of this historic 67th Annual CWA Convention: I stand before you today to second the nomination of Larry Cohen as President of this great union. Labor unions are at a point in time when we are facing challenges on every front, from an unfriendly, anti-union political climate, to unfriendly corporations, to even some disarray in our own movement. We need a leader who can lead us in the right direction and tackle those challenges head on, a leader who we can all depend on, a leader who has vision and does not believe in division. That leader is Larry Cohen.

Don't let there be any doubt in your minds; in these troubled times we can depend on Larry Cohen, and I know all of you agree that Larry Cohen can always depend on us. (Applause)

When elected President, we can all be assured that Larry will work with the Executive Board and with us to keep CWA the most progressive and responsive union in the labor movement.

I again proudly second the nomination of Larry Cohen for President of the Communications Workers of America. (Applause and cheers)

PRESIDENT BAHR: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching a microphone for the purpose of making such a nomination. There being only one candidate for the office of President, the Chair declares Larry Cohen as, therefore, elected.

Is there a motion from the floor to elect Larry Cohen as President by acclamation?

. . . The motion was duly made and seconded and the delegates arose and applauded and cheered at length . . .

PRESIDENT BAHR: There is that motion. All those in favor signify by applauding.

. . . The entire delegation arose and applauded and cheered . . .

PRESIDENT BAHR: The motion is adopted. The Chair declares that Larry Cohen is elected the next President of the Communications Workers of America. You will hear from Larry tomorrow after the installation. (Applause and cheers)

The next order of business is the election of Executive Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Brenda Mallory, President of Local 4309, at Microphone 3.

DELEGATE BRENDA MALLORY (Local 4309): President Bahr, Executive Board, Brothers and Sisters of this great union: I am extremely honored to rise to nominate not just a man, but the man from District 4. Let me tell you about the man we have come to know in District 4 as "JR"-- not the one in Dallas, but the one in Cleveland-- Jeff Rechenbach.

At the very young age of 19, he was the youngest president elected to a large local, CWA Local 4309. He joined the union staff in 1981 and was appointed assistant to the former district vice president in 1993, the late Robert Johnson. Jeff is currently active in a wide range of community services and civic organizations. And in Democratic politics, Jeff served on the party's Platform Committee in 1996 and 2000.

I could go on and on with accolades, but I won't. I will, however, tell you this: There are certain requirements that the leadership of an organization of thousands of members must have, and among these qualifications is a humble touch and a down-to-earth approach to problems. Jeff Rechenbach has these qualifications.

He runs away from credit, while always giving credit to others.

He is a champion of minorities and a defender of human rights.

He is a man of tested ability, sound judgment and keen perception.

While the positions he occupied all brought honor to him, he in turn brought honor to them by the manner in which he filled those positions, far above any feeling of partisanship or any political advantage.

His rise to his present position is the result of intellect, effort, character and integrity.

He possesses all the attributes necessary for the office of executive vice president.

He has worked unceasingly for the betterment of our union and has a real capacity for what is needed to forge ahead toward communicating unionism throughout.

He makes the tough decisions and is a genuine trade unionist.

Not only has he always been at the right place at the right time, but he has done the right job in the right way.

His personal integrity and moral courage have made him the clear choice for this position.

About a year now, shortly after the announcement that Jeff would be nominated to the position of executive vice president, at every opportunity-- without fail-- when I would see Jeff I would tease him and say "I'll be the one walking around the Convention with a petition to keep you here with us at District 4." He would smile and I would say, "Hell, no, you can't go."

Thinking about the direction we need to go as a union, there is none better to compliment the team of Larry Cohen, President, and Barbara Easterling, Secretary-Treasurer, than Jeff Rechenbach as Executive Vice President.

We at District 4 want to express our sincerest best wishes as he helps lead CWA to new horizons. I proudly nominate Jeffrey Rechenbach to the office of Executive Vice President of CWA. Brothers and sisters from CWA District 4, please stand and join me in sharing our Jeff Rechenbach with the rest of CWA.

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

PRESIDENT BAHR: There has been placed in nomination the name of Jeffrey Rechenbach for Executive Vice President. And to second the nomination, the Chair recognizes Carla Katz from Local 1034 at Microphone No. 3.

DELEGATE CARLA KATZ (Local 1034): Mr. President, it is my honor and it is with immense pride and pleasure that I rise today to second the nomination of Jeff Rechenbach for the office of Executive Vice President of our great union.

Lucky for me, Jeff was one of the first CWA national staff people I worked with when I started as an organizer in 1982 with the daunting task of organizing tens of thousands of Ohio state workers. I thought I was starting out young until I found out that Jeff had been president of Local 4309 at just 19 years old.

Back then, at the grizzled old age of 27, Jeff's deep commitment to our union, his expertise, his brains and his enthusiasm were clear evidence of the ten years Jeff had already spent serving CWA members. He jumped into the organizing campaign with both feet and a steady hand. He even lent me some of his amazing confidence. I think I've got that covered now, Jeff.

The members of District 4 recognized the talent they had in Jeff and elected him district vice president over and over. District 4 is now graciously sending their gifted leader to all of us. District 4, on behalf of the rest of us, I say a sincere and gracious "thank you" and second the nomination of Jeff Rechenbach for Executive Vice President. Congratulations, Jeff. (Applause)

PRESIDENT BAHR: For the purpose of another second for the nomination of Jeff Rechenbach, the Chair recognizes Larry Ihfe, President of Local 6150, at Microphone No. 3.

DELEGATE LARRY IHFE (Local 6150): Thank you. Sisters and brothers, I rise before you to second the nomination of Jeff Rechenbach for the office of Executive Vice President.

Jeff has always been there as a friend to help, advise and work with any local that asks for or needs assistance. He is one of the greatest union leaders and friends I have ever had the honor of knowing.

Please join me in standing in support of the next Executive Vice President of the Communications Workers of America, Jeff Rechenbach.

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

PRESIDENT BAHR: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching a mike for the purpose of making such a nomination. Thus, there being only one candidate for the office of Executive Vice President, Jeff Rechenbach is therefore elected. Is there a motion from the floor to elect Jeff Rechenbach Executive Vice President by acclamation?

. . . The delegates arose and applauded . . .

PRESIDENT BAHR: I think the response is affirmative. (Applause) Your motion is adopted. The Chair declares that Jeff Rechenbach is elected Executive Vice President of the CWA. (Applause and cheers)

The next order of business is the election of Secretary-Treasurer of the CWA. For the purpose of placing an individual in nomination, the Chair recognizes Sherrie Sallaz, President of Local 4302, at Microphone No. 3.

DELEGATE SHERRIE SALLAZ (Local 4302): Thank you, Morty. Congratulations to you and to Larry and to Jeff and to Barbara.

Sisters and brothers, on behalf of all the members, past and present, of Local 4302, I proudly place the name of Barbara Jean Easterling into nomination for Secretary-Treasurer of our great union.

I have had many opportunities to introduce and/or nominate Barbara. And somewhat ignorantly, I confess, I was growing tired of the same old "coalminer's daughter" introductory speech.

But this past April, I had occasion to attend a dinner where Barbara was being honored by her high school alumni with the Father Mahuer Award. I watched as Barbara spoke of her upbringing, of being a coalminer's daughter and later the daughter of a rubber worker, how her mother spoke at union meetings when her dad was working 12-hour days, how Mother Goose stories were never told, but instead stories of God, the Pope, John L. Lewis of the Mineworkers and Leo Dugan of the Rubber Workers.

As Barbara spoke, it dawned on me that I had never seen her stand so tall or hold her head so high as that night when she proudly delivered her remarks. I realized that evening that being a coalminer's daughter is in her blood. It's what drove her in Akron and what drives her still today

as she carries our message and labor's message around the world.

Barbara's brother Jim often tells the story of how at one time she wanted to become a nun. But thankfully, she had a different calling nearly as high in the House of Labor.

Sisters and brothers, please join me in the unanimous re-election of the best thing from District 4, I'm sorry, Jeff, our sister, our Secretary-Treasurer, and my friend-- Barbara Jean Easterling. Thank you.

. . . The delegates arose and applauded . . .

PRESIDENT BAHR: There has been placed in nomination the name of Barbara J. Easterling for Secretary-Treasurer. To second the nomination, Robert White, Secretary-Treasurer of Local 1109, at Microphone No. 3.

DELEGATE ROBERT WHITE (Local 1109): Thanks, Morty. Sisters and brothers, I can't explain how extremely honored I am to stand before you to second the nomination of Barbara Easterling for Secretary-Treasurer of our great union.

Providing service to the membership is the benchmark by which a secretary-treasurer is judged. With Barbara, membership service is priority one.

I know firsthand about Barbara's commitment to service. I'm a relatively new local secretary-treasurer and I have been truly amazed at the assistance that Barbara and her office, especially her assistant, Carmine Turchi, have provided to me. She has embraced me, worked with me, and given me the tools to help do my job.

In talking with officers from other locals, it's clear that I am not the exception; I am the rule. Barbara Easterling is the model of what an outstanding secretary-treasurer should be. She responds to your calls and e-mails. She gets things done. And most of all, she cares.

So it is with enormous pride that I enthusiastically second the nomination of Barbara Easterling for Secretary-Treasurer of CWA. Thank you. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination of Barbara Easterling, the Chair recognizes Maria Valdez, Secretary-Treasurer of Local 7026 at microphone No. 3.

DELEGATE MARIA VALDEZ (Local 7026): Also known as Cecelia Valdez. Thank you, Morty.

Sisters and brothers, it is a great personal privilege and honor for me to have the opportunity to second the nomination of Barbara Easterling for Secretary-Treasurer of CWA.

As a fellow secretary-treasurer and as a woman, I am enormously proud of Barbara's numerous accomplishments: holding the highest position ever held by a woman in CWA; president of the World Women's Committee of the Union Network International or UNI; and the list goes on and on. But most of all, I am proud of Barbara Easterling for her role as a mentor to me and to countless other CWA officers and members.

I've been a union activist for 28 years and secretary-treasurer of my local for the last six years. I have experienced Barbara's commitment to our members. It's genuine in every respect. Here's the bottom line: Barbara cares deeply about this great union and every one of our members.

She is a truly great union leader, and it gives me great pleasure to second the nomination of Barbara Easterling for Secretary-Treasurer of the Communications Workers of America. Gracias. (Applause)

PRESIDENT BAHR: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes for the purpose of making further nominations. There being only one candidate for the office of Secretary-Treasurer, Barbara J. Easterling is therefore elected. Is there a motion from the floor to elect Barbara J. Easterling as Secretary-Treasurer by acclamation?

. . . The motion was duly seconded as the delegates arose and applauded and cheered . . .

PRESIDENT BAHR: The motion has been moved and seconded and adopted unanimously, and the Chair declares that Barbara Easterling is elected Secretary-Treasurer of CWA. (Applause and cheers)

The next order of business is the election of Communications and Technologies Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Laura Unger, president of Local 1150, at Microphone No. 3.

DELEGATE LAURA UNGER (Local 1150): I am very proud to nominate Ralph Maly for the office of Vice President of Communications and Technologies.

Ralph is very serious about seniority and I assume I was asked since I am the longest-serving president of what used to be called the long lines locals, having been president since 1987.

None of us could have imagined then the changes that have occurred in our industry, the devastating effects of technology, deregulation, globalization, the turn of our nation's politics to the far right, the changes in the labor movement itself, and the unbridled rampages of corporate greed.

In times like this, you need a leader that does not lose his bearings, who never removes his eyes from the prize, fighting corporate power to defend and improve the lives of our members. That's Ralph Maly.

The first time I ever had to work closely with Ralph, I was not the most popular person with those in the C&T office, being outspoken in my criticism of his predecessor. I was a little nervous when Ralph came in to help negotiate a very complicated settlement in an arbitration case. I shouldn't have been worried. He was audacious in his demands and got our members much more than I ever thought we could get them. The settlement added up to almost \$600,000. I learned never to underestimate Ralph again.

Ralph comes from manufacturing, and some of us were concerned when he became vice president that he didn't understand AT&T. We were proved wrong. He saw the big picture and he also knew the details. What he didn't know he asked. In bargaining, when we thought we had gotten as much as we were going to get, Ralph always seemed to know when we could push a little bit further and get a little more.

He is fiercely loyal and fiercely fair. He gives every officer the benefit of the doubt and is very accessible. He does what he can to make us better at what we do, and because of that we are better.

Ralph has been faced with one impossible task after another, dealing with AT&T and Lucent and Avaya, three companies destroyed by mismanagement. He has done it better than anyone could have thought possible. I'm not really sure why he wants this job again, except that he's not one to give up a fight that needs to be fought.

My regret is that the group Ralph has to lead is getting so small. I think he is a leader that can and should have more responsibilities in this union. Over the next few years, I hope that will be the case.

I am honored to nominate and to wholeheartedly support Ralph Maly for Vice President of the C&T office and to be part of this new Executive Board and the new leadership of the CWA. (Applause and cheers)

PRESIDENT BAHR: For the purpose of seconding the nomination, the Chair recognizes Mike Klein, President, Local 4090, at Microphone No. 3.

DELEGATE MIKE KLEIN (Local 4090): Fellow brothers and sisters, I have been a CWA member for 48 years and I have been a local officer for 40 years. I've worked with many CWA leaders at the local and national levels of our union.

As far as recognizing members' issues, no one is better than Ralph Maly.

As far as finding solutions to the issues, no one is better than Ralph Maly.

As far as bargaining labor contracts for our units, no one is better than Ralph Maly. I know no finer unionist than Ralph Maly.

I second his nomination for Vice President of CWA Communications and Technologies. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination, the Chair recognizes David Lasley, President, Local 3263, at Microphone No. 3.

DELEGATE DAVID LASLEY (Local 3263): When I first met Ralph in 1971, he organized the Atlanta plant of Western Electric. He was a little, cranky guy who came down to us southerners to tell us how to run it. CWA got to be the union and I never saw Ralph again until '76. That was when National came into the plant. We filed charges against National at that time saying that they had no right to come into our plant. But we lost our charges against National and they stayed.

Folks, I'm here to tell you it's a good thing. Ralph was our first president from Buffalo and the best one. I became an area VP in '82 and Ralph was the president. I think from that point on I've been a thorn in his butt ever since. I'm here to tell you, Ralph was union when I met him, he is union now, and he will die union.

I recommend Ralph for Vice President, C&T, CWA. (Applause)

PRESIDENT BAHR: Dave, as vice president, I was the guy who sent him to Atlanta in 1971.

Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes for the purpose of making further nominations. There being only one candidate for the office of Communications and Technologies Vice President, Ralph Maly is therefore elected.

Is there a motion from the floor to elect Ralph Maly as Communications and Technologies Vice President by acclamation?

. . . The delegates arose and applauded . . .

PRESIDENT BAHR: We have the motion.

. . . The motion was duly seconded . . .

PRESIDENT BAHR: It is seconded and approved unanimously. Ralph Maly is elected Vice President of C&T. (Applause)

The next order of business is the election of Telecommunications Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Ronald Knight, President of Local 3681, at Microphone No. 3.

DELEGATE RONALD KNIGHT (Local 3681): It gives me great pleasure to nominate

Jasper Gurganus to the office of Vice President of Telecommunications.

Jasper, known as Jimmy, has demonstrated his true unionism many times under some most tumultuous circumstances. His zeal, his resolve and his compassion has not only made Jimmy a great leader, but also a great friend. He has in many instances had to make harsh, hard decisions, but he never lost or thought about losing his compassion for the purpose, but at the same time recognizing that you do have to make those decisions.

Jimmy not only has proven his ability to be a great leader, he has also proven to be a great friend. So it gives me great pleasure to nominate Jasper Gurganus for the office of Vice President of Telecommunications. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination, the Chair recognizes Linda McGrath, President, Local 1170, at Microphone No. 3.

DELEGATE LINDA McGRATH (Local 1170): To begin, I personally want to thank you, Morty, on behalf of my membership in Rochester for all your years of support to our local, first as our district vice president and then as our national president. Your leadership as our president has brought our union through many tough battles, which we usually have won. You have also led us to be the most democratic, progressive union in our great nation. You have brought respect and justice to all workers. Thank you. I also want to wish you and Florence many years of retirement bliss. We are going to miss you.

There is no person better to replace you and continue our great union into the future than newly-elected President, Larry Cohen. Congratulations, Larry, the rebel from 1170.

Now I am here with the greatest honor and privilege, fellow delegates, alternates, retired members and guests, to second the nomination of Jimmy Gurganus for Telecommunications Vice President of the Communications Workers of America.

Jimmy was elected our vice president in 2002, and he was a stranger to all of us, but I have to tell you, he has been there every step of the way since, as we dealt with our membership losing all of their 401(k) to the Global Crossing bankruptcy, dealing with Citizens Communications, not only in Rochester, but across the nation. He has assisted us in so many ways.

Over the last three years, Jimmy has proven his honesty, integrity and dedication to this union, and again, it is with great honor and gratitude that I stand here before this convention to second the nomination of Jimmy Gurganus for the Vice President of Telecommunications of the Communications Workers of America. Thank you. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination, the Chair recognizes Mike Simmons, President of Local 6171, on Microphone No. 3.

DELEGATE MICHAEL SIMMONS (Local 6171): President Bahr, Executive Board, Fellow Delegates: I am honored to have the opportunity to second the nomination of Jimmy Gurganus, Vice President of Telecommunications.

In very difficult times, Jimmy has always shown his dedication to the CWA membership and to the union movement. In times of extreme uncertainty and tough challenges in labor, we need someone with vision, integrity, knowledge and dedication to help move our great union forward.

Jimmy has shown these qualities throughout his career as a union activist. Through good and bad, he has always been there for our union men and women.

Please join in support of Jimmy Gurganus for Vice President of Telecommunications. Thank you, Morty. (Applause)

PRESIDENT BAHR: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair, seeing no one move to a mike, therefore declares Jimmy Gurganus elected as Vice President of Telecommunications. Is there a motion from the floor? Is there a motion from the floor?

. . . The motion was duly seconded as the delegates arose and applauded . . .

PRESIDENT BAHR: It's seconded. By your response it is adopted. Therefore, Jimmy Gurganus is elected Vice President of Telecommunications. (Applause)

The next order of business is the election of Public Healthcare and Education Workers Vice President. For the purpose of placing an individual in nomination, the Chair recognizes Brenda Scott, President of Local 3570, on Microphone No. 3.

DELEGATE BRENDA SCOTT (Local 3570): I am from Local 3570 in Mississippi. Mr. President, Brothers, Sisters and Guests: I rise for the purpose of nominating Brooks Sunkett for the office of Vice President of Public, Health Care and Education Workers.

As I said, I am from Mississippi. In Mississippi, we know struggle. We have no collective bargaining laws, and the only right to organize comes from the right to do what is right in the face of that which is wrong.

In Mississippi we have struggled for 16 long years overcoming one obstacle after another, building our local from 300 to 3,000 members.

Brooks Sunkett has been there with us from the beginning. I am not talking about just showing up on Lobby Day for a few hours once a year. On many occasions, Brooks has rolled up his sleeves and worked with us side-by-side for weeks at a time doing phone banks, house visits and membership meetings. These things have been very important to us and extremely helpful.

But what sets Brooks apart is that through him we have always found hope, courage and the inspiration to keep getting up.

Brothers and sisters, let me tell you why Brooks Sunkett is one of our greatest leaders. We all know that we are on the verge of change. We also know that change can be very difficult and can drive people apart. Brooks knows this. He sees the big picture and is always focused on the greater good for the union.

In our sector meeting just yesterday, everyone was talking about change, what it would mean, winners and losers. In that meeting, Brooks could have said anything, but what he said was, "No matter what, at the end of the day, we are now and always will be family. And as family we can endure anything and come out better on the other side, as long as we remember that family stays together. Because together we will always make a difference. One love, one union."

It reminded me of the words to that favorite union song:

"In our hands is placed a power

Greater than their hoarded gold,

Greater than the might of armies

Magnified a hundredfold.

We can bring to earth a new world

From the ashes of the old,

For the union makes us strong."

. . . Delegate Scott then invited the delegates to sing along with her . . .

"Solidarity forever,

Solidarity forever,

Solidarity forever,

For the union makes us strong."

Mr. President, it is with great pleasure and pride that I place in nomination Brooks Sunkett for Vice President of Public, Health Care and Education Workers. Thank you. (Applause)

PRESIDENT BAHR: For the purposes of seconding the nomination, the Chair recognizes Bob McCracken, President of Local 1103.

DELEGATE ROBERT McCracken (Local 1103): Morty, thanks for the ride for the last 44 years since you organized us into CWA in the New York plant. You may be getting off the train, but I am going to stay a little longer and ride with Larry for a few more years.

Let me say that the reason I am up here, brothers and sisters, is that my sister from Mississippi spoke eloquently of his proud history, accomplishments, and commitment to the labor union. But I want to second the nomination of the man who has touched many CWA locals personally. Like many of you here, my local is an amalgamation of many workers in many fields who have varying needs to compete in today's environment and to meet the challenges of tomorrow.

Brooks Sunkett is the leader we have looked to to help us accomplish the task our members have entrusted to us. Brooks Sunkett pioneered the contract negotiating and strategic planning program at the George Meany Center that is second to none. Because of his input, knowledge, and the skills development he passed on to my business agents, we have successfully negotiated contracts in the Public Healthcare and Education Sector. And on behalf of these CWA members in my local, I thank you, Brooks, personally.

Brothers and sisters, it is with honor and pride that I ask you to join me in seconding the nomination of Brooks Sunkett as CWA Vice President of Public, Health Care and Education Workers. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination, the Chair recognizes Linda Hatfield, CWA Local 7026.

DELEGATE LINDA HATFIELD (Local 7026): Thank you, Mr. President.

Sisters and brothers, it is a great privilege and honor for me to second the nomination of Brooks Sunkett. The best opportunity we have today is to build CWA and the labor movement in the public sector. Brooks has supported my local in organizing, taught us how to do public sector, and taught us how to maintain a local with latitude and potential for growth. He has helped us increase the union density in Arizona. Brooks has always said purpose before pride, everyone before ego. Brooks is a true leader and friend.

It gives me great pleasure to second the nomination of Brooks Sunkett for Vice President, Public, Health Care and Education Workers. Thank you. (Applause)

PRESIDENT BAHR: Thank you, Linda. Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes for the purpose of making a nomination.

There being only one candidate for the office of Vice President of Public, Health Care and Education Workers, Brooks Sunkett is therefore elected.

Is there a motion from the floor to elect Brooks Sunkett as Vice President?

. . . The motion was duly seconded as the delegates arose and applauded . . .

PRESIDENT BAHR: The motion, by your response, has been seconded and adopted. Therefore, the Chair declares that Brooks Sunkett is elected Public Healthcare and Education Vice President of CWA. (Applause and cheers)

The next order of business is the election of the Printing, Publishing and Media Workers Sector Vice President of CWA. For the purposes of placing an individual in nomination, the Chair recognizes Wayne Mitchell, President of Local 14170, at Microphone No. 3.

DELEGATE WAYNE MITCHELL (Local 14170): Thank you, Mr. Chairman.

I rise to nominate William Boarman for Vice President of the Printing, Publishing and Media Workers Sector of CWA. I would like to say, I am able to stand here and do this because of Morty Bahr's vision over 18 years ago. We were able, those of us in the old ITU, the oldest trade union in the world, to join the greatest union in the world. And were able to move into the "House of CWA." For the past 18 or 19 years, Morty, you lived up to everything you ever committed to. You created and helped be a major player in creating the greatest union in the world, and we thank you for enabling us to be part of that. We will never forget you, Morty. (Applause)

PRESIDENT BAHR: Thank you very much, Wayne.

DELEGATE MITCHELL: I must add that Morty's vision was a lot better than mine. In 1983 in San Francisco, while attending my third convention of the International Typographical Union, the first time I ever stood at a mike was to nominate the person that William Boarman would eventually defeat for vice president of the International Typographical Union.

When Bill got elected, he made some comments and promises to a union that was in complete disarray, going in multiple directions, and certainly wasn't doing things that were necessarily in the best interests of our members. Bill made a commitment to fix that problem. Bill kept his word, and Bill has kept his word for the past 18 years. He brought a union together.

Most importantly, he moved us forward within CWA and made us understand what a great union it is, what resources it has, and made us understand that if we were going to move forward and if we were going to live on and if we were going to maintain contracts in the printing and newspaper industries, we needed to understand how to work within CWA. And we did that.

Bill Boarman is a man of his word. He is a person of great integrity. He stands here running for this office unopposed, not because of a lack of interest, but because Bill has earned the respect of the members of the entire Printing Sector. But his attributes, his assets, his commitment go far beyond the Printing Sector. He is an asset to every CWA member. He cares deeply about CWA and all its members and issues. He has participated in a number of actions that have-- I would like to think and I do believe and I believe you do-- helped many locals within CWA far beyond the printing sector.

We, indeed, will be moving forward as one union, because that's how we will best survive. We elected some new leadership today, great leadership, and Bill will be a great part of that team. He will be the kind of vice president that Larry and Jeff and Barbara need going forward. I can only say to you that I don't know a better way to describe him than as a person with a great work ethic and a lot of integrity. He is totally committed to the membership of this union, the whole union, one union.

I would like to take this opportunity to thank his wife Mary, his daughter Lauren, who are both in the hall today, for sharing Bill with us. His son Chris could not be here.

Brothers and sisters, Bill Boarman will be an asset to us moving forward. We have a great challenge. This is exactly the kind of leadership we need. We need Bill Boarman. And with that, I proudly place into nomination for Vice President of the Printing, Publishing and Media Workers Sector of CWA, William Boarman. Thank you very much. (Applause and cheers)

PRESIDENT BAHR: For the purpose of seconding the nomination, the Chair recognizes

Jane Howald, President, Local 14177.

DELEGATE JANE HOWALD (Local 14177): Thank you, Morty. God bless you on your retirement.

I represent the 340 CWA members who work in the apparel industry. At New Era Cap in Derby, New York, our members send this message from the production floor: that we are proud to belong to CWA-- yesterday, today, and forever; CWA, one union. (Applause)

It is a personal honor and privilege to second the nomination of William Boarman to the office of Vice President of CWA Printing Sector. Bill's leadership, commitment, dedication, and personal involvement with not only our local, but all locals in the sector, is a testimony to the true meaning of a union leader. Bill has never failed to represent the best interests of all union members.

It is with a great deal of respect that I second the nomination of William Boarman-- my friend, my vice president, my president-- for the office of Vice President of CWA Printing, Publishing and Media Workers Sector. Thank you. (Applause)

PRESIDENT BAHR: For purposes of seconding the nomination, the Chair recognizes Arthur Deianni, President of Local 14156, at Microphone 3.

DELEGATE ARTHUR DEIANNI (Local 14156): Thank you, Morty.

You have just heard what Bill means to the Printing Sector. There are other facets of Bill. He also protects our pensions. Bill is the chairman of the Board of Trustees of the ITU negotiated pension plan. He also serves as co-chair of the Council of Institutional Investors. Bill is out there in the forefront, protecting pensions of all our pensioners and future retirees.

There is one other thing that he has been steadfast on, and that is his fight to protect the defined-benefit plans that are now coming under attack.

I want to personally thank Bill for what he has done for me. He has helped my local tremendously in the last five or six years, and it is my great honor to second the nomination of William J. Boarman for Vice President, CWA Printing, Publishing and Media Workers Sector. (Applause)

PRESIDENT BAHR: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no delegate approaching any of the mikes for the purpose of making a nomination. There being only one candidate for the office of Printing, Publishing and Media Workers Sector Vice President, William Boarman is therefore elected.

Is there a motion from the floor to elect Bill Boarman as Printing, Publishing & Media Workers Sector Vice President by acclamation?

. . . The motion was duly seconded as the delegates arose and applauded at length . . .

PRESIDENT BAHR: The motion has been seconded. It has been offered, seconded, and by your response it is adopted. The Chair declares that William Boarman is elected Printing, Publishing and Media Workers Sector Vice President. (Applause)

The next order of business is the election of IUE-CWA Industrial Division Sector Vice President of CWA. For the purpose of placing an individual nomination, the Chair recognizes Don Arbogast, member of Local 84717, at Microphone No. 3.

DELEGATE DONALD O. ARBOGAST (Local 84717): President Morty Bahr, President-Elect Cohen, Distinguished Officers, Delegates and Guests: This 67th CWA Convention is

celebrating 20 years of historic leadership from our outgoing President, Morton Bahr: This Convention is also about moving this great union forward to face the many challenges our collective future holds.

The men and women whose nominations have preceded this one inspire me to believe that, while the battles will be brutal and the choices we face may be difficult, we have our leadership positions filled with people who are committed to winning the battles that working men and women face. That is why I am so honored to be here today to place into nomination a man who will be a perfect compliment to the CWA leadership team.

Mr. Chairman, Jim Clark began his union career in IUE, Local 755, in Dayton, Ohio. That local recognized Jim's leadership ability and elected him to serve as its Shop Committee Chairman.

In 2001, with the merger of our two great unions, Jim Clark was elected to serve as the chairman of the IUE-CWA Automotive Conference Board. In this capacity, Jim served as the chief bargainer for the IUE-CWA Division in the negotiations with General Motors and Delphi Corporation.

In 2005, Jim was re-elected by acclamation to his position on the Automotive Conference Board. Today, Jim serves our membership as president of the IUE-CWA Industrial Division, having been selected to fill a vacancy in this position by the IUE-CWA Executive Council and approved by the CWA Executive Board.

Those who have been honored to work with and know Jim know him as a consummate professional in everything he does. Jim Clark is respected, admired, and, yes, loved by the members he has worked for and with over the years. He is a man of high integrity whose word is his bond. He is a thoughtful leader, a loving husband, a wonderful father, and, as of a few days ago, a very, very proud grandfather.

It is with great pride and affection that I place into nomination the name of my friend, Jim Clark, for the position of Vice President of the IUE-CWA Industrial Division. (Applause and cheers)

PRESIDENT BAHR: For the purpose of seconding the nomination of Jim Clark, the Chair recognizes Roy Rogers, President of Local 82161.

DELEGATE ROY C. ROGERS (Local 82161): We represent General Electric. It is my pleasure to second the nomination of Jim Clark. I found him a very honorable man, a man of passion, and I believe he is the man that's going to bring unity to IUE and bring us into a place of prominence in the CWA that I think we should have. I think he is the man that will restore our prestige and our ability to organize and to bring forth more people into the industrial division of the IUE. He has got a passion for organizing. He is a man that is just a great, great unionist, and I have a great honor to be able to second his nomination. Thank you. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination of Jim Clark, the Chair recognizes Isabel Pietri, President of IUE-CWA Local 81076 out of New York City, New York.

DELEGATE ISABEL PIETRI (Local 81076): For the very short time that Jim has been the vice president of our division, he has certainly demonstrated his ability in leadership, the ability to keep us united. I personally am very grateful that he has made an effort to visit all of the local unions from the Furniture Workers to the Conference Board, it doesn't make a difference. He has been out there, and he has been working very, very hard.

I hope that you all join me in electing him as our vice president of the IUE-CWA division. Thank you. (Applause)

PRESIDENT BAHR: Are there any further nominations?

Any further nominations?

Any further nominations?

The Chair sees no one approaching any of the mikes for the purpose of making a nomination. There being only one candidate for the office of IUE-CWA, Industrial Division Sector Vice President, Jim Clark is therefore elected.

Is there a motion from the floor to elect Jim Clark as Vice President by acclamation?

. . . The motion was duly made and seconded as the delegates arose and applauded at length . . .

PRESIDENT BAHR: It has been moved and adopted by the response from the floor. The Chair declares that Jim Clark elected as IUE-CWA Industrial Division Sector Vice President of the CWA. (Applause and cheers)

In accordance with the instructions you have been given, all district elections will be conducted in the rooms listed in the Schedule of Events. You will be hearing from Barbara, Jeff and Larry tomorrow.

It is now 4:30, so nominations for district vice presidents will take place in the designated meeting rooms at 5:00, as we will be recessing in a moment. The polls will open this evening from 5:00 until 6:30. I am adding a half hour because we have gone a little later than we thought we would.

Delegates where there are elections are urged to go to their polling places as quickly as possible at the end of the district meeting. It will certainly be appreciated.

I want to congratulate all of those who have been elected thus far. Those of you who have never witnessed an installation ceremony of our union will certainly enjoy it tomorrow. I hope that we see you tonight at the reception in my honor, for which I am very flattered.

We stand in recess until 8:30 tomorrow morning. (Applause)

. . . The Convention recessed at 4:33 p.m. . . .

TUESDAY MORNING SESSION **August 30, 2005**

The Convention reconvened at 8:30 a.m., President Morton Bahr presiding.

PRESIDENT BAHR: Would the Convention come to order and delegates take their seats. The Convention will come to order please.

Those of you who were here a little earlier saw the feed from MSNBC on the tragedies that happened due to the hurricane. But I want to thank MSNBC for giving us the feed so that we could use it here. As you know, MSNBC is represented by NABET-CWA, so we thank them for that courtesy. (Applause)

It is now my pleasure, for the purpose of getting us started today with an invocation, to introduce Reverend Jean Darling from the New Garden Unitarian Universalist Church, Oak Park, Illinois for the invocation.

REVEREND JEAN DARLING (New Garden Unitarian Universalist Church): I am doing the sermon first.

Good morning. I bring greetings from the Chicago Interfaith Committee on Worker Issues, working for justice for workers in the Chicago area. On its behalf, I bring good wishes to the Communications Workers of America at this, your 67th Annual Convention. And I feel at home with you here since I am a member of UALE, a CWA-affiliated organization. And as a minister I am another sort of communications worker.

We Americans are facing strife and discord in every direction. We are deeply divided over the Iraq war; feeling the pain of religion misused for ill purposes; fearful, worried about the future; confused, appalled over the direction our country seems to be headed. And the labor movement itself is divided over strategy and on the defensive in so many industries.

It is a time that demands a great deal from us. This is a time to give up old habits of hatred and blame, a time to remember our most deeply held values-- responsibility, fairness, compassion, telling it like it is-- and to live those values in an authentic way in all parts of our lives.

Jesus said, "You reap what you sow." "You will know them by their fruits," he said. "Are grapes gathered from thorns, or figs from thistles?"

This is a time for living, into being the world we want to see. Let us leave behind the thorn bushes of fear and the thistles of timidity. Let us keep this thought in mind: What do we want this world to look like?

We are fortunate as union members to be part of one of the few institutions in America that practices and nurtures democracy. Part of that spirit is your adopting this new process on gathering all of the collective wisdom of CWA members around the country.

Winston Churchill may have said, "Democracy is the worst form of government, with the exception of all others." But a democratic union is a grapevine, and from it we gather the fruits of dignity, of fairness, of participation in the decisions that affect our lives. From the fig tree of solidarity, we gather the fruits of courage, of strength, the joy of community.

So let us enter the spirit of meditation and prayer.

Dear God, Universe, Spirit of Life, we are grateful for this day, for each breath, for the gift of life. Help us to make the most of this time together. Fill us with enthusiasm and hope. And from our struggles together, let creative solutions flow.

Give us clarity to know our minds and the ground we stand on; then give us strength to be tough and persistent for what we hold dearest. Help turn our outrage into effective action, our despair into commitment. May fear evaporate in the spirit of love greater than any one of us. May joy pervade our dreams for the future, and laughter fill our working hours.

In the name of all that is holy, we pray. Amen.

PRESIDENT BAHR: There was one contested election yesterday. The official results are as follows:

In District 9, Vice President Tony Bixler, 49,720; Mike Crowell, 7,942. (Applause)

In the uncontested elections, all by acclamation, District 1, Vice President Chris Shelton was elected. (Applause)

District 2, Vice President Pete Catucci was re-elected. (Applause)

District 3, Vice President Noah Savant was elected. (Applause)

District 4, Vice President Seth Rosen was elected. (Applause)

District 6, Vice President Andy Milburn was re-elected. (Applause)

District 7, Vice President Annie Hill was elected. (Applause)

And, District 13, Vice President James Short was elected. (Applause)

We are now going to begin the Installation ceremony. Will all of the vice presidents please come forward, district and sector.

. . . President Bahr began the Installation ceremony as music played in the background . . .

PRESIDENT BAHR: We, the Communications Workers of America, have built out of our own experience an organization which today stands as a great institution for justice. We have fashioned that organization-- our union, the Communications Workers of America-- according to the dictates of democratic tradition.

We have, today, taken upon ourselves a grave responsibility, a trust delegated to us by the thousands of men and women whose work makes our union possible.

In keeping with this tradition, we have held truly democratic elections-- an action by which we have chosen our leadership. We have chosen leaders who throughout the years have demonstrated by their ability, courage and devotion that they are well-qualified to fulfill the sacred trust that we have placed upon them.

They have as their creed our common faith and a devout belief in the essential dignity of all. This cause, throughout the Free World, finds its finest expression in unions of working men and women.

Those whom we have elected are dedicated to guide us in the never-ending struggle for industrial, social and political democracy. Our freely chosen officers will speak and act in our name. It is up to us, individually and collectively, the members of the Communications Workers of America, to see that these actions are not hollow.

Theirs will be wise decisions made in the name and the best interests of our membership and for fellow working men and women in the entire Free World. But those statements and those decisions will only have force and effect to the extent that we support them.

In a larger sense, you, the delegates to this great convention, must carry the trust which we have bestowed upon them far beyond the bounds of this assembly. It is up to us to take home the faith we have demonstrated in electing them and translate that faith into concrete action.

They are a living symbol of our trust and faith and signify our belief that they will act in accordance with the responsibilities of the high positions we have bestowed upon them. Their work of service for us and all people will be consecrated, since it is Godly work to bring justice and equity here upon this earth.

In that spirit, we ask that they demonstrate all humility in the assumption of their duties and obligations. It is then in the name of the membership and of the sacred cause of Free Labor that I administer this Oath of Office to our elected officers, reverently asking our Creator to look after them and care for them in the execution of their solemn obligations.

To our Vice Presidents here on the podium: Do you, on your honor, accept the office of Vice President and, thereby, the trust of Executive Board Member of the Communications Workers of America?

Do you solemnly swear that you will faithfully fulfill the responsibilities of your office and carry out decisions, orders, and regulations of the duly constituted authorities of the Communications Workers of America?

Do you hereby pledge yourself to assist, to the fullest extent of your ability, your fellow Vice Presidents and International officers who comprise the Executive Board of the union, to uphold the Constitution of the Communications Workers of America at any and all times?

Do you solemnly swear to work tirelessly to build our union by organizing the unorganized?

Do you swear that you will faithfully preserve the fundamental principles and traditions of a free and independent labor movement and pledge yourself to defend our nations and their constitutions?

Will each vice president, one at a time, step forward, place your left hand upon the Bible, raise your right hand and pledge yourself to the Oath and sign the CWA Constitution, which is beside the Bible, thus symbolizing your conviction of your Oath.

VICE PRESIDENT CHRISTOPHER M. SHELTON: To this, I, Christopher M. Shelton, Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT PETE CATUCCI: To this, I, Pete Catucci, Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT NOAH SAVANT: To this, I, Noah Savant, Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT SETH ROSEN: To this, I, Seth Rosen, Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT ANDY MILBURN: To this, I, Andy Milburn, Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT ANNIE HILL: To this, I, Annie Hill, Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT TONY BIXLER: To this, I, Tony Bixler, Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT JAMES E. SHORT: To this, I, Jim Short, Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT RALPH MALY: To this, I, Ralph Maly, Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT JIMMY GURGANUS: To this, I, Jimmy Gurganus, Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT BROOKS SUNKETT: To this, I, Brooks Sunkett, Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT WILLIAM BOARMAN: To this, I, William Boorman, Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT JOHN S. CLARK: To this, I, John S. Clark, Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT LINDA K. FOLEY: To this, I, Linda K. Foley, Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT JAMES CLARK: To this, I, James Clark, Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

PRESIDENT BAHR: Now for our executive officers, executive vice president and secretary-treasurer.

Do you, on your honor, accept your respective office as secretary-treasurer and executive vice president of the Communications Workers of America and solemnly swear that you will truly and faithfully fulfill the responsibilities of your office, and to the best of your ability perform the duties belonging to this office and carry out decisions, orders, and regulations of its duly constituted authorities; that you will organize the unorganized, and that you will earnestly and in good faith defend the integrity of our union and pledge that you will, to the limits of your ability, uphold the Constitution of the Communications Workers of America and the ideals and principles of a free trade union movement and its sacred traditions, and that you will hold as part of this sacred trust conferred upon you the duty of defending our nations and their constitutions?

Barbara J. Easterling, will you step forward, place your left hand upon the Bible, raise your right hand, and pledge yourself to the oath and sign the copy of the CWA Constitution, which is beside the Bible, as a symbol of your resolution to fulfill the principles of your oath.

SECRETARY-TREASURER BARBARA EASTERLING: To this, I, Barbara Easterling, Secretary-Treasurer of the Communications Workers of America, do solemnly swear, so help me God.

. . . Prolonged applause, cheers and whistles as Secretary-Treasurer Barbara Easterling signed the CWA Constitution . . .

PRESIDENT BAHR: Jeff Rechenbach, will you step forward, place your left hand upon the Bible, raise your right hand and pledge yourself to the oath and sign the copy of the CWA Constitution which is beside the Bible, as a symbol of your resolution to fulfill the principles of your oath.

EXECUTIVE VICE PRESIDENT JEFFREY RECHENBACH: I, Jeff Rechenbach, Executive Vice President of the Communications Workers of America, do solemnly swear, so help me God.

. . . Applause and cheers as Executive Vice President Jeff Rechenbach signed the CWA Constitution . . .

PRESIDENT BAHR: We will now hear from Secretary-Treasurer Easterling and Executive Vice President Rechenbach.

SECRETARY-TREASURER EASTERLING: Let me begin by thanking each and every one of you for the trust you have placed in me and your years of support. For the last 20 years, you have elected and re-elected me to the position of executive vice president and then to secretary-treasurer of this great union. You have given me the privilege to represent you before employers, in the halls of Congress, within the labor movement and throughout the world.

But, as you know, we in labor do so much more than just serve the members we represent. And so I am especially grateful for being afforded the privilege, as an officer of CWA, to reach out to those we don't represent, and in many cases, they have no one to represent them.

I have been able to fight for research that today saves the lives of mothers and children with AIDS through our pediatric AIDS program; to spread the word that women drinking one glass of orange juice daily could cut the number of children born with the crippling effects of spina bifida by 75 percent; to encourage cities to build permanent housing for the homeless rather than just provide meals; to travel around the world, working with women, distributing your union-to-union international solidarity funds for education programs dealing with domestic violence, the trafficking of women and children from one country to another, and encouraging men to take a major role in those fights.

Thank you. And again and again, I pledge to you that this telephone operator will continue to work just as hard for you in CWA in the next three years as I have done throughout my lifetime. Thank you. (Applause)

EXECUTIVE VICE PRESIDENT JEFF RECHENBACH: To this, I want to thank you all for the extraordinary confidence that you have placed in me with my election to executive vice president, beginning with President Bahr, Larry Cohen, Barbara Easterling, my colleagues on the board, and then yesterday afternoon all of you.

I recognize that my election is as much a reflection of the work that has been done by the staff, local officers and stewards in District 4 as it is of me. So let me say a special thank you to all the staff and delegates in District 4 for their hard work and friendship. (Applause)

If I have a regret about taking on this new challenge, it is leaving all of you, but I leave you in good hands. I want to also thank retired board colleagues, confidantes and just plain buddies of mine who made the trip here to be with me this week, T.O. Moses and John Thompson. (Applause)

And two more that are here in spirit, Bob Johnson and Vic Crawley. They have been great mentors to me. (Applause)

And of course, thanks to my family, who have been such a pillar of strength for me during this past difficult year, and, Happy Birthday to my sister Debbie. (Applause)

This is an amazing place we are in today. You look around this hall, you see men and women, young and old, African-Americans, Caucasians, Latinos, Asians, Native Americans. I am sure if we dug deeper we'd find every variety of beliefs and gender orientation, and certainly every job occupation imaginable.

Nowhere else in America would you find such a diverse group of people brought together other than at a union meeting. And, brought together why? Brought together by what all of us hold in common-- the desire to make things better for our co-workers; to gain respect on the job; and to build dignity in the workplace and economic security at home. The willingness to stand up together as we build this nation and make sure that workers get a fair share of the sweat of their brows is what we are all about.

I am proud to say that leadership, by evidence of all of those in attendance here today, is not measured in this union by the color of your skin or by the God you pray to. It isn't measured by your gender or the gender you want to spend time with. It is only measured by the size of your heart. (Applause)

I hope all of you will leave here at the end of this convention with renewed energy to help make the lives of our members just a little bit better. And you have my word, right here and now, that I will work tirelessly every single day with my colleagues, Larry and Barbara, the entire Executive Board, and each of you here today to make better the lives of CWA members and CWA members yet to be.

Thank you from the very bottom of my heart for this opportunity. (Prolonged applause)

PRESIDENT BAHR: Will President-Elect Larry Cohen please come to the podium, escorted by his daughters Rachel and Julie. (Applause)

Do you, Larry Cohen, as duly-elected President of the Communications Workers of America, on your honor, swear that you will honorably and faithfully fulfill the solemn responsibilities embodied in the office of President of the Communications Workers of America, and that you will, to the limit of your ability, perform the duties associated with this office?

That you will truly and faithfully observe the Constitution of our union at all times and will carry out the decisions, mandates, policies and objectives legislated by the duly constituted bodies of this union?

That you will honorably and faithfully strive to promote the good and welfare of the membership of the union and of working people in our countries and throughout the Free World with whom we are united in the sacred bond of labor solidarity?

That you will strive to implement Growth Resolution Number 1 and improve the lives of all working people by organizing the unorganized?

That you will in good faith, with an unshakable conviction and with deep-rooted courage, strive to protect, defend, preserve, and advance the ideals, principles and traditions of a free and independent Labor movement; and that you will faithfully persist in the advancement of the fundamental principles and institutions of our democracies and the enduring welfare of their people?

Larry Cohen, will you place your left hand upon the Bible, raise your right hand, and pledge yourself to the oath, and sign the Constitution, as a symbol of your resolution to fulfill this pledge?

CWA PRESIDENT LARRY COHEN: To this, I, Larry Cohen, President of the Communications Workers of America, do solemnly swear, so help me God.

. . . The delegates arose and extended a prolonged ovation to President Larry Cohen as he was congratulated and embraced on stage by the officers and staff of the convention . . .

PRESIDENT BAHR: Will the officers we have installed, the local officers, delegates, alternates and visitors, please stand and bow their heads in silent prayer. Let each of us in our own way and each of us in our own words pray for eternal guidance and strength and will from Almighty God to do His work on earth. Shall we pray.

. . . The entire delegation observed a moment of silent meditation . . .

PRESIDENT BAHR: Thank you.

I want to make two presentations to Larry now. His own gavel to keep all of you in order.

. . . Laughter and applause as a giant gavel was presented to Larry Cohen . . .

PRESIDENT BAHR: Twenty years ago, President Watts presented this to me. And you can't imagine how many times I wanted to use this when Mike Fahrenholt was up on the No. 5 microphone. (Laughter and applause) I pass it on to Larry. So Mike, look out. (Laughter)

The Installation is now complete. These elected leaders of the Communications Workers of America have been duly installed in the name of the membership. It is now my personal privilege and honor to introduce to you the President of the Communications Workers of America, Larry Cohen.

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

PRESIDENT COHEN: Thank you. Thank you. It is all of us together. (Applause)

Thank you for this honor. I look behind me and around this hall and I see the leaders of our great union. I see the faces and energy that make CWA great. Thank you for your faith in electing me as president of our great union.

Thank you to the staff of CWA, those in the executive vice president's office, others in D.C., and to the districts and sectors across our union. Thanks for all you do and your support at this critical time.

I also want to thank our retired leaders who are here with us today for all they have done to build our union, including Secretary-Treasurer Emeritus Booe and Executive Vice President Emeritus Nichols.

I am honored and humbled to follow Morty Bahr. Morty, you have led us well. You have passed on a vision of a member-run union, mobilized, ready for action and able to bargain successfully with some of the world's largest employers. You are universally admired throughout the trade union movement, in the halls of Congress, and the communications industry. We love you. I love you. And we are grateful for your 20-year stewardship of our union. (Applause)

With me here today are my two daughters, Rachel and Julie. While still young, they have demonstrated their own commitment to make a difference. Julie is a graduate student and research assistant in psychology, but is also working to change health care and mental health policy and is working with at-risk youth.

Rachel is a CWA shop steward in New York, Local 31003, involved in a long contract fight at Reuters, mobilizing her co-workers, and now on a leave of absence, giving up most of her income to do an internship in Brussels with the International Federation of Journalists.

Today I stand here and pledge to you that I will be there with you on the front line, working, standing strong, and when necessary, fighting for CWA families every single day. That is my promise to all of you.

There is so much at stake for every CWA family. Our challenges are great: The Bush administration, anti-union management, division in the House of Labor. But our determination is greater. Time and again, we have joined together to overcome overwhelming odds. Working together, there is nothing we can't do.

For Barbara, Jeff and I, “working together” was not just a campaign slogan. It stands for our commitment to you. We will listen first, then make a plan and work hard to overcome all obstacles. And we will. We know there is nothing that can stand in the way of united CWA members working together to advance and secure our future.

Whether for our children, our own generation, or for the CWA members and leaders who came before us, we must rededicate ourselves to our most basic values and our strategies for change. This is our true CWA heritage. Our Executive Board is connected by this vision.

Today, we remain connected to Joe Beirne, Glenn Watts and their generation of amazing leaders who founded our union based on the triple threat of Organizing, Political Action and Representation-- what we now refer to as our CWA Triangle. They built CWA as the community-minded union focused on these three programs, with education driving all three.

These strategies carried us through our first 40 years and were the foundation for the Bahr years. An amazing 20-year run with a strong and visionary leader who continued to expand on those three sides of the CWA Triangle and how each reinforces the other. We developed strategies like bargaining to organize, Jobs with Justice, CWA mobilization, and international alliances with unions like Mexico’s STRM and Germany’s Ver.di, who we will hear from later today. I and the other members of our Board honor and recognize this heritage, and we will work tirelessly to build our effectiveness on all sides of the CWA Triangle to serve our members.

Membership growth has been a hallmark of Morty’s leadership. More than half of our current members in CWA are in bargaining units that joined our union in the last two decades, including 100,000 telecom members. New strategies like “bargaining to organize” at AT&T led to 10,000 new members joining from 1986 to 1995 with CWA’s first card-check and neutrality agreement. Neutrality agreements at US West, GTE, Pacific Bell, Southwestern Bell and other employers like Delphi Electronics were important as 10,000 more members joined with us. This led to card-check and neutrality at Cingular Wireless where over 25,000 service reps, technicians, retail store employees and others have joined CWA in the last five years.

Public Sector organizing grew from our original groups in New York City and then New Jersey as 12,000 state workers in Texas, 10,000 at the University of California, 4,000 in New Mexico state government, 3,000 in Mississippi, 15,000 law enforcement officers and many others in every region joined CWA. Most of these joined without bargaining rights, but have made real gains. That strategy produced results unmatched by any other union. Similarly, airline customer service workers, IBM employees, workers at GE, and high-tech workers are building CWA member groups.

For the first time, 3,000 members joined CWA in Puerto Rico-- including newspaper and media workers, telephone installers, 911 dispatchers, airline employees, and Cingular Wireless. The Canadian Media Guild tripled in size, organizing wall-to-wall at the Canadian Broadcasting Corporation. Ten thousand US Airways passenger service agents organized, sticking together through three elections in three years.

In these twenty years, 200,000 members from five AFL-CIO unions joined with us-- ITU, NABET, TNG, IUE and AFA.

In short, during Morty’s tenure we have built and rebuilt CWA, today more than 650,000 strong, a high mark in our union’s membership over our proud 67-year history. We have succeeded and grown by facing the future, listening to each other, making a plan and working to build our union. We have charted a course to serve our members that will guide us in the future.

But we also need to remember the challenges we have faced, the stories of pain as well as gain over those 20 years. Think of our members at AT&T 20 years ago with more than 125,000 CWA members and the strongest telecom in the world, now merging with SBC. Or Lucent 20 years ago with 100,000 CWA and IBEW members, and now 3,000 CWA technicians remain.

In both cases, there was gross corporate mismanagement and we must always remember how those managers took care of themselves while demanding pay and benefit cuts from our

members and retirees. Michael Armstrong, after losing more than \$30 billion on acquisitions and sales of those same acquisitions, negotiated a five-year, practically “no show” \$5 million-a-year job for himself at Comcast, along with the sale of AT&T Broadband.

And Richard McGinn at Lucent negotiated a \$10 million severance for himself, after inflating Lucent’s share price by booking revenues through equipment leases to dot-coms that were unlikely to ever pay up.

And Joe Nacchio at Qwest, who negotiated the purchase of US West with Qwest shares that were inflated by phony revenue swaps with other telecoms to boost revenues.

While telecom provides the harshest examples, variations of this story are found in the media industry, such as Disney where they paid Michael Ovitz more than \$150 million for one year’s work and severance pay. And in airlines, where right now the CEO of United has fenced off his own \$4 million pension while seeking to destroy the pensions of flight attendants and other workers who have been there for decades.

We remain committed to working with management whenever possible. We will look for those opportunities. But today we challenge the more than 1,000 CWA employers to help us define what leadership really means in the U.S. and Canada, two of the world’s oldest democracies. What does leadership mean?

We believe leadership means working together for health care for all, not squeezing working families and standing on the sidelines while a national crisis grows worse every day.

We believe leadership means working together to provide meaningful careers for employees, not hollowing out our companies by outsourcing nearly everything.

And we believe leadership means standing by our retired members, your former employees, and not breaking the commitments made to them. (Applause)

And in CWA, we have seen the very best qualities of good leadership firsthand in the officers who have built this union. Today we make a pledge to Morty and the leaders that are leaving us, as well as those members who were forced to leave us and every member who faces a tough future. We will not forget you, and CWA will always act on the principle that “We leave no member behind! We leave no member behind! We leave no member behind!” (Applause and cheers)

Consider the discharge of Kathy Blair of Local 1103 in Westchester, New York. She was a mobilization leader during the 2003 Verizon negotiations. She was discharged during the prolonged bargaining and intensified mobilization. Kathy attended a picket line protesting the training of scab operators. The next day, a Sunday, she found a note taped to the door of her house telling her she was fired for a “supposed” picket line incident.

Verizon would not settle the case, but Local 1103 stood with Kathy. She received benefits from the Members’ Relief Fund, along with donations from fellow members. Kathy remained active in the local. When I attended a Local 1103 membership meeting with Vice President Chris Shelton on a cold December 20th last year, there was Kathy and her husband 16 months after she was fired.

We won her case, but it took 19 months to get the arbitration decision. And on the day Kathy returned to work, Local 1103 members wearing red lined the roads from her house to her garage, and then met her at the garage for an 1103 family breakfast.

Would the delegates from Local 1103 please stand. (Applause and cheers) You and Kathy Blair are a model for all of us. You are a model for all of us. This is CWA at our best. This is what we carry with us to the future.

Stories like Kathy Blair and Local 1103 inspire us all. There are many more. This is what makes CWA special. It happens not only in contract battles and workplace mobilization, but in

our political and organizing work as well. Consider the hundreds of CWA staff and members who left their homes and families and traveled to other states in last November's election.

Many here have been involved in bargaining and mobilizing for fair contracts, including District 7 members at Qwest who recently fought for family and retiree health care with a company still facing a financial crisis; 5,500 members at the Canadian Broadcasting Corporation, who we will hear from tomorrow, who are locked out over management demands to cut permanent jobs and use contractors and freelancers; and the thousands of Comcast workers who have been fighting for the last five years to bargain contracts with a management that's determined to crush our union. In Pittsburgh, 600 technicians have been forced to vote five times in six years for CWA representation and even with the whole city mobilized, Comcast's greed and union busting prevents a first contract.

Now consider the positive example of Cingular Wireless, which respects workers' rights to organize and bargain collectively. Before the recent merger with Cingular, more than 15,000 service reps, technicians and retail store employees at AT&T faced total management opposition when they joined our union. But once the merger with Cingular was announced, CWA locals around the country reached out, explained what neutrality would mean and began committee-building inside.

We negotiated neutrality and card-check as of July 1st, but even before that, Cingular management told the former AT&T managers that neutrality at Cingular would be enforced.

Nate Crouse and Mary Mikan, two Cingular customer service representatives from Austin, Texas, traveled here on their own to be at this convention. Nate and Mary have each worked at this center for years. They worked with Local 6132, helping to lead the organizing committee inside this center among the 800 customer service reps.

Nate and Mary were the first workers at the center to leaflet with CWA Local 6132 organizers. They refused to back down when interrogated by managers, who tried to stop them from talking union, but many of their co-workers were intimidated. Things changed when Cingular bought AT&T Wireless. Soon 19 others joined Nate and Mary in passing out leaflets, and 47 coworkers were part of signing up 75 percent of the service reps at this facility. And two weeks ago, they won union recognition. (Applause)

Every step of the way, they were supported by Local 6132 and President Luz Riley. I should add that Nate is the son of CWA Staff Representative Hetty Scofield, and he has grown up union. (Applause) When he first moved to Austin, Texas, District 6 Area Director Danny Fetonte and his wife Barbara, Secretary of Local 6186, put Nate up in their house for six months and brought him into their family.

Would Nate and Mary and Luz and the delegates of Local 6132 please stand and be recognized? (Applause)

And now would every local that is organizing at the former AT&T Wireless please stand and join them as we recognize our union builders? This is the largest national organizing effort in the United States, and it's already a success, thanks to your good work. (Applause) CWA at its best. Thank you, thank you.

Nate and Mary are part of our next generation of CWA leaders. Later today, many next generation CWA leaders will meet, sponsored by TNG-CWA and supported by our Equity Committee. We need to follow the example of Luz and Local 6132 supporting our next generation of CWA leaders.

There will also be a resolution before us today about December 10, International Human Rights Day. When we consider that resolution, let's remember Nate and Mary, and so many more like them, who are the real proof that our system is broken and that we need to work for real change in U.S. labor law.

Imagine, that's why the AFL-CIO has chosen International Human Rights Day to mobilize

millions of union members, with a focus on bargaining rights and not just organizing. Workers' rights are human rights, and we must be committed to this broader campaign. It's a hard and long struggle, but it's important because collective bargaining itself is at stake.

CWA's strength is internal. It comes from the inner life, the spirit, of every CWA local. That is why we have leaders like Kathy Blair. That is how we sustain mobilizers, stewards, and organizers. That is what drives the CWA Triangle on all three sides. It is a real sense that we can count on each other.

Our union education and steward structure is an important basis of this trust, but ultimately it goes deeper, to the core of what union means. Our commitment is to each other, our knowledge that we are all there for each other, that no one is left behind.

Resolution No. 1, adopted yesterday, depends on each of us thinking about that internal or inner life in each local. How can that help us imagine and plan, set goals and strengthen every local union in these most difficult times?

Morty described our challenges-- political, bargaining, organizing, the global economy, and now even the future of the AFL-CIO. These challenges make building our own union, CWA, even more significant. Resolution No. 1 starts with each local, the core of our union. Then we come together to figure out our district, sector, and national priorities and structure.

We might also consider questions like: How do we strengthen our state councils so that they can lead our political program in every state? How do we support central labor councils so that we have a labor movement in every community, urban, and rural, even as some unions have left?

In the workplace, we are 700,000 working Americans and can be an amazing, powerful union when we unite and unite we must and unite we will. (Applause) Some union leaders have divided our labor movement when they could not dictate its leadership and structure with a minority of the votes. But we need vision, not division. We need a vision that we imagine and plan together. (Applause)

Division is easy; it can be created through any conflict. A common vision of our future, a willingness to take some risks, a commitment to change is more difficult. But CWA is up to the challenge, and with all of us working together, we can make it happen. All of us together, using our diversity and understanding it to make us stronger-- young members and retired members, minorities, women and men, straight and gay, all sectors-- diversity of leadership as well as membership, all working together. That is our strength and that will be the source of our success.

Barbara, Jeff and I are committed to working together at every opportunity. This Executive Board is committed to working together. But it is our unity with each of you, and your commitment to bring this message to every workplace, that is most critical. As Barbara has said for years, "We Cannot Go Back." Working together, we need to fight for the future.

Today marks a day of transition. But we stand together with this agenda for the future:

- * Our national and international coordination at CWA; employers, when necessary, uniting with districts and sectors;

- * Strategies that link public policy issues to each of our major industries such as telecom, airlines, media, manufacturing and trade;

- * Matching CWA's goals with our budget and time commitments;

- * Community alliance building, starting with labor councils and including Jobs with Justice;

- * Renewed commitment to diversity, including our "Next Generation";

- * Continuing to expand unified political action with a focus on State Councils;

- * Democracy in the workplace uniting everything we do.

It's what we stand for that unites us: vision, not division; leaving no member behind; imagining what we can do together; believing that our best years are to come.

We are united. We are strong. We are committed to the future. We are CWA!

. . . The delegates arose and applauded, followed by Brother Si Kahn leading the delegation in singing "Solidarity Forever" . . .

PRESIDENT COHEN: Let's say thanks to Si Kahn, songwriter, Executive Director and leader of the Grassroots Leadership. Si was there with us in 1987 when we founded "Jobs with Justice." He was the emcee for that program, and he has been with us ever since. Si Kahn. (Applause)

Would the Resolutions and Rules Committee please come to the platform.

SECRETARY-TREASURER EASTERLING: First of all, I want to give Larry his new badge, because he's the President now, and that's what this says. (Applause)

PRESIDENT COHEN: Thank you.

I recognize the Chair of the Resolutions and Rules Committee for a special resolution.

CHAIR KRAMER: Thank you, President Cohen. The Chair recognizes Ken Saether.

DELEGATE KENNETH SAETHER (Local 7906): Thank you, Mr. Chairman. Would the delegates please turn to Page 5 of the Resolutions report and look at Resolution 67A-05-2, entitled "Resolution of Appreciation - Morton Bahr".

Resolution 67A-05-2 Resolution of Appreciation - Morton Bahr

It is with enormous gratitude and affection that we voice our appreciation to Morton Bahr for a lifetime of service and 20 years of strong, wise and visionary leadership as President of the Communications Workers of America.

Morty has steered our union through its most turbulent period – one marked by tremendous forces of deregulation, globalization and a technological explosion. Under his leadership, CWA has constantly adapted to change, finding new directions for membership growth and inventing new tactics for bargaining and representing members in a more hostile environment for labor.

As a pioneer in negotiating and developing opportunities for lifelong training and education, Morty has helped CWA members and other workers have a chance to adapt to ever-changing job patterns and skill requirements. He has been widely and deservedly recognized in this field by academic and political leaders, including President Bill Clinton.

Morty has been a union-builder throughout his career. Following wartime service in the Merchant Marine as a shipboard radio operator, he went to work in New York for Mackay Radio & Telegraph. Mackay had decertified its union in 1948, but Morty helped his co-workers fight back.

He became an in-plant organizer for CWA in 1951 and led the Mackay unit through a hard-fought campaign, finally winning recognition in 1954. He served as president of new CWA Local 1172 until 1957 when he was named to the union staff and took on the challenge of organizing 24,000 plant workers at New York Telephone. The workers voted for CWA representation in 1961.

Morty was elected vice president of District 1 in 1969. Two years later he led an historic 218-day strike at New York Telephone that led to the end of pattern bargaining in the Bell System, paving the way for national bargaining with AT&T. That contract also produced the first agency shop agreement in the Bell System.

As vice president he expanded CWA's organizing horizons beyond the telecom industry in

District 1, helping thousands of public and health care workers win representation.

When Morty became CWA President in 1985, the Bell System breakup presented a host of challenges to CWA. Taking advantage of the new competitive era, CWA leaders devised new strategies, such as the “electronic picket line,” which threatened to shift customers from one carrier to another.

Under his leadership, CWA developed new grassroots mobilization and corporate campaign tactics that have been widely adopted throughout the labor movement.

With Morty’s guidance, CWA led the way in negotiating card-check and neutrality agreements to help workers unionize in today’s tough climate. CWA has continued to organize broadly and aggressively and to reach out to merger partners in media, communications, airlines and manufacturing. As a result, CWA is one of the few unions that have grown in size and strength over the past two decades.

During the Bahr leadership era, CWA also expanded alliances with global unions as well as with coalition partners through Jobs with Justice, and continued to build our reputation as the “Community-Minded Union.”

CWA has built one of the labor movement’s most effective grassroots political action programs and continues to be one of the most prominent and respected forces on Capitol Hill as well as in statehouses around the country.

Morty Bahr is special to us not only for his accomplishments as a leader, but also for his personal values and qualities – his warmth, his humanity, his deep concern for every individual member. When he accepted the presidency in 1985, Morty declared that CWA is more than an institution, it’s a family. That philosophy has marked all of his actions and decisions as our president.

As Morty enters a well-deserved retirement, we extend our appreciation and our love for his more than 50 years of service and hard work on behalf of CWA and its members. We also extend our appreciation to Florence, who has contributed so much as Morty’s supportive partner and wife of 60 years. We offer them our best wishes for many years of happiness and fulfillment.

RESOLVED: The 67th Convention of the Communications Workers of America bestows upon Morton Bahr the title of President Emeritus. The Convention further calls upon the CWA Executive Board to make use of all of Morty’s experience and talents as CWA moves forward.

Mr. President, the Resolutions Committee moves the adoption of Resolution 67A-05-2, “Resolution of Appreciation - Morton Bahr.” (Applause)

PRESIDENT COHEN: Thank you. You have heard the motion.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Seconded from the floor. On Microphone No. 3, Delegate Fahrenholt.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): Good morning, Mr. President.

PRESIDENT COHEN: Good morning, Michael.

DELEGATE FAHRENHOLT: Good morning, Mr. President Emeritus. From Microphone No. 3, Mr. President Emeritus, I wish you all the best. I believe that this membership is losing a great deal.

In the past 20 years, President Bahr and I have shared quite a bit of discussion, a number of letters, I even got him to say “uncle” once. Some of the things that he has done for me personally, no one could ever know, no one could ever appreciate as much as I do.

In 1997, I got a visit from the Department of Labor and subsequently the Department of

Justice. I was indicted, and you know what happens when people point fingers at you: all of a sudden, you're guilty, et cetera, et cetera. The first person in this union to contact me was Morty Bahr. He said, "Mike, fax me the paperwork, let me let people look at it."

He called me back and he said one word, he said, "Bullshit." (Applause) He also explained that I would have to pay for my own defense. (Laughter) But he led the effort to help with that from a personal standpoint.

Again, for 20 years, Mr. President Emeritus, you have been trying to get the final word. You thought you had it this morning with your little gavel thing. (Laughter) Best of luck, my friend. (Prolonged applause)

PRESIDENT COHEN: No other delegates care to speak. All those in favor of Resolution No. 2 please stand, and we welcome our President Emeritus, Morton Bahr. Down hands. Opposed by like sign.

. . . The delegates arose and gave President Morton Bahr heartfelt applause and cheers as he was presented with his new Convention badge . . .

PRESIDENT COHEN: Yesterday, Morty told us all that he was going back to his own roots as a volunteer organizer, where some of us here have been, and we have something for Morty in his role not only as President Emeritus but as CWA organizer-- his organizing jacket. And on the front it says, "Morty," with the CWA seal, and on the back, "Organizer, CWA". (Applause)

PRESIDENT EMERITUS BAHR: This goes with the cap that our members at the New Era Cap Company gave me yesterday, a cap that of course has "Union Made" and the local number on it. But on the back it says, "Verizon Wireless Organizer." So the jacket goes with it. Thank you. (Applause)

PRESIDENT COHEN: I call on Credentials Committee Co-Chair Don Rice for a supplemental report.

DON RICE (CWA Rep., District 1, Co-Chair, Credentials Committee): Thank you, Mr. President.

President Cohen, Delegates and Guests: The Credentials Committee would like to issue a supplemental report in Category 2, Credentials Properly Executed but Late, for the following local: Local 6913. The committee moves that the delegate be seated. (Applause)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: You have heard the motion, seconded from the floor. All those in favor please raise their hands. Down hands. Opposed by a like sign. The motion is adopted.

All right, we have a delegate at the "Motions" mike. Delegate Nancy Hill, Local 6215, Microphone No. 1.

DELEGATE NANCY HILL (Local 6215): Let me congratulate you and the entire Executive Board, President Cohen.

PRESIDENT COHEN: Thank you.

DELEGATE HILL: I make a motion that the Committee only read the resolveds on the remaining resolutions. (Applause)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: You have heard the motion, seconded from the floor. Does anyone wish to speak? No one wishes to speak.

All those in favor of the motion to read just the resolveds indicate by raising their hands. Opposed by a like sign. The motion is adopted.

The Chair calls on the Chair of the Resolutions Committee.

CHAIR KRAMER: Thank you, Mr. President. The Chair recognizes Debbie Helsley.

DELEGATE DEBBIE HELSLEY (Local 3805): Thank you, Mr. Chairman. Would the delegates please turn to page 6 of the Resolutions Report and look at Resolution 67A-05-3 entitled, "Reinforcing Our Commitment to Central Labor Councils." I will read the resolveds.

Resolution 67A-05-3 Reinforcing Our Commitment to Central Labor Councils

Central Labor Councils bring together local union members from all unions and sectors to learn from each other and concretely support our movement's solidarity principle that "An Injury to One is an Injury to All."

The labor movement's power locally can reduce employer resistance to workers organizing into unions, can build political power to support workers and their families, and can generate new and innovative methods to help workers obtain a voice on the job such as community benefit agreements, labor peace agreements and project labor agreements.

Building solidarity at the local level among workers, unions and the community is critical to defending our living and working conditions.

RESOLVED: All CWA locals shall participate in building stronger local Central Labor Councils by mobilizing CWA members into action to support activities to build worker power;

RESOLVED: CWA local unions shall work to improve the solidarity, political and organizing capacity of their local Councils;

RESOLVED: CWA shall encourage efforts of CWA-CLC leaders to develop ways to increase communications and share strategies for strengthening local labor movements.

Mr. President, the Resolutions Committee moves for the adoption of Resolution 67A-05-3 entitled, "Reinforcing our Commitment to Central Labor Councils."

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Thank you. The resolution has been moved and seconded from the floor. Microphone No. 3, Delegate Perez.

DELEGATE JUDY PEREZ (Local 9400): Mr. President, Brothers and Sisters: Presently I am the delegate to four CLCs and I have served on the executive board at the Orange County Central Labor Council for 29 years. I have seen firsthand the advantages of coalitioning with other unions under the umbrella of the Central Labor Councils. Whether it be a picket line, a rally, lobbying legislation, obtaining community support, the CLCs have always been the moving vehicle.

While some unions will try to destroy their CLC, now more than ever, we must stand by and support them. Our members need to be educated and involved and to know that the Central Labor Councils are critical to the well being of all workers. Only through the help of the Central Labor Councils does California stand tall as a blue state. That is something we are quite proud of. And only with the support of the CLCs will we terminate "The Terminator" and send him back to making movies.

Sisters and brothers, if we are to stop the decline of the labor movement, we must build our Central Labor Councils by banding together and fighting like hell. Please support this resolution. (Applause)

PRESIDENT COHEN: Microphone No. 3, Delegate Crosby.

DELEGATE JEFFRY F. CROSBY (Local 81201): Central Labor Councils, as you have just

heard, and hopefully you know from your own experience, have been able to contribute to our movement in a number of ways. First of all, you cannot win a local election unless the unions are unified and have an active and experienced program and know how to get people to vote the way we want them to vote.

Second of all, in a lot of our Councils, they have rapid response organizations where we can turn out boots and sneakers on the street when there is a picket line or people need help.

And the third and the most promising, we are beginning to be able to put political pressure on our elected officials so that if a company gets money for a contract from a government body, through regulatory agencies or influencing elected bodies, we are able to make sure they do not spend that money fighting workers who are trying to organize and get a voice on the job.

Central Labor Councils at their best are where unions become a movement. It is where iron workers learn about firefighters, where nurses learn about the blood, sweat and tears that teachers have to go through to try to teach our children in the way they should be taught. CLCs are where the rubber meets the road on solidarity. Ultimately, at its base, solidarity is a human relationship. It is between people, where workers live and work.

So this resolution asks us to do three things. First of all, of course, to participate in the Central Labor Councils; second, to make them better, because Central Labor Councils are like local unions. And like all kinds of things, there are good and bad ones. There are great CLCs and some that don't do much and have to change.

Finally, we are asking the CWA to develop a network where CLC leaders can come together, talk, strategize, and collectively figure out how to make our CLCs better and build power for the labor movement in their local areas.

What this is asking us today is to take the heart and soul of the CWA into the CLCs and take the strength and vision of the CWA and help build a unified global labor movement through the Central Labor Councils.

Thank you very much. (Applause)

PRESIDENT COHEN: Thank you.

The delegate at Microphone No. 3, Delegate Miller.

DELEGATE REX MILLER (Local 2001): Thank you. I come to you today to stand before you as a member of CWA, but also a member of the Kanawha Labor Council and trustee of the AFL-CIO Central Labor Council.

We have been striving to organize and bring in more members of the local Central Labor Council. Our council is working to build a stronger one. We work to interview candidates who run for office. Our endorsements are granted to those who are labor friendly and will remain so and not turn their backs on us in times of tragedy.

Our numbers are growing, however, we are not batting 100 percent. On affiliated participation, we have discussed and agreed that those affiliates who are not affiliated 100 percent will be asked to do so. We must have a 100 percent in order to maintain a strong, effective Central Labor Body.

I urge each of you to take back this message to your local Central Body. Get involved! Get going to the meetings. Run for a position on your local Central Body.

We cannot be a union without you and you and you. It is no secret that CWA has, and is, a "Working Union." Our sectors are working, our districts are working, our telcom unit is working, and our executive boards are also working. We are all working together to help sustain the AFL-CIO, to strengthen the AFL-CIO, and to make this country union again!

We need to bring this message home to each of our neighbors, communities and members

to begin or continue our tasks within the local central bodies. We must make the local central bodies strong. We must make our state AFL-CIO strong. We are in a time of adversity and we need to stand up to take the task to make CWA a prominent force in the local central bodies.

I urge you and I challenge each of you to stand up and take the task to work hard within your local central bodies.

Our Local, 2001, is being very active in our local central body, again, the Kanawha Central Labor Council. We have a member who is the recording secretary and, again, I am a trustee. We have four delegates here who are sitting at the table and we have two retired members as guests. We have ensured that CWA Local 2001 is a force within our central body, and we urge you to go home and do the very same thing.

My brothers and sisters, I ask you to do this. Thank you, President Cohen. (Applause)

PRESIDENT COHEN: Thank you. May I ask that the speakers also repeat their name and local as they speak please.

On Microphone No. 3, Delegate Harvey.

DELEGATE BILL HARVEY (Local 9415): Mr. President, Brothers and Sisters: Central Labor Councils are the heart and soul of our movement. And make no mistake: We are a movement. Our local is affiliated with the Alameda County Central Labor Council, the San Francisco Labor Council, the Contra Costa County Central Labor Council, and the San Mateo County Central Labor Council. I am an officer of the Alameda County CLC. We pay the full per capita for our members in each of those areas to their council.

As Secretary-Treasurer of our local, I am sometimes asked why we send so much money to all of these councils because, like most of you, our telco membership has declined significantly over the years and money is always tight. I answer that question by explaining that our movement is only a movement because of our affiliations with many other locals in CWA and many, many other locals in the AFL-CIO who help each other. We help them and they help us.

The labor councils help us organize, help us with community services, help us achieve our political goals, help support us in collective bargaining, and, yes, when necessary help swell our picket lines so that our enemies can clearly see that an injury to one is an injury to all.

Brothers and sisters, the load is lighter when we all carry our share of the load. Brothers and sisters, please support this resolution and support our labor councils. Thank you. (Applause)

PRESIDENT COHEN: Thank you.

No other delegates care to speak. All those in favor of Resolution No. 3 indicate by raising your hands. Down hands. Opposed by like sign. The motion is adopted. (Applause)

I will call on the Resolutions Committee.

CHAIR KRAMER: Thank you, Mr. President. The chair recognizes Lise Lareau.

DELEGATE LISE LAREAU (TNG-CWA Local 30213): Thank you. Would the delegates please turn to Page 7 of the Resolutions report and look at Resolution No. 67A-05-4 entitled, "International Human Rights Day - December 10th."

Resolution 67A-05-4 International Human Rights Day – December 10

The AFL-CIO's Voice@Work is coordinating a highly public national campaign that seeks to educate and engage current union members on the need to restore organizing rights in America. Only a fraction of union members know that employers routinely deploy a variety of tactics to fiercely and effectively resist the efforts of workers to win union representation and collective

bargaining.

Our own CWA locals witness the denial of collective bargaining rights on a daily basis. In early 2001, 156 workers at the Chinese Daily News voted for representation by our union. The employer's appeal of the election results was denied by the Regional Director of the National Labor Relations Board. The employer then appealed to the NLRB in Washington and after four and one-half years of delay the NLRB took a standard that they had recently established and retroactively applied it and overturned the workers' vote. After four and one-half years of bribes, threats and delays these brave workers will have to vote once again.

Two years ago at our convention, we showed a short video about the fight for collective bargaining at Verizon Wireless. The video featured three brave Verizon employees who spoke of the threats and intimidation they faced. Shortly after the video was first shown, Verizon fired these three brave workers for speaking out. A co-worker, Steve Ferrante, who testified as a witness at the NLRB hearing on Verizon's behavior, was also fired.

Comcast Corp. has demonstrated complete scorn for the rights of workers to bargain collectively. Comcast workers do the same type of work as many CWA members but face an unrelenting war from their employer for exercising their legal right to bargain collectively. Those workers who are able to withstand the intimidation and fear tactics face years of delay and bad faith bargaining and management-instigated decertification campaigns. Where workers are able to achieve contracts, they face daily attacks and insults.

The AFL-CIO campaign also seeks to educate and engage our political leaders in the fight to restore the freedom to form unions. We must demand that our political allies speak up and go on record as supporting the right of workers to form unions and bargain collectively. We expect all our political allies to sign on to the Employee Free Choice Act – no excuses accepted. This critical piece of federal legislation ensures that when a majority of employees in a workplace decide to form a union, they can do so without the obstacles, intimidation and fear tactics employers use now. Currently, 38 Senators and 201 House members co-sponsor this bill.

On December 10, 2005, International Human Rights Day, the labor movement will once again hold actions across the country to reclaim this day and bring attention to the daily attack on workers' freedom to form unions and bargain collectively. In 2003, on this same day, CWA participated in over 40 actions and more than 350 locals passed resolutions in support of these actions. We will do it again this year and the year after that until we restore the right to form a union and bargain collectively in the United States.

RESOLVED: That CWA locals will use all vehicles to educate members on the need to change our labor laws and support the Employee Free Choice Act, including meetings, newsletters and workplace mobilization structures;

RESOLVED: That CWA locals will get a minimum of two (2) percent of their membership to participate in the December 10th actions across the country;

RESOLVED: That every organizing local will help lead this work and make December 10th a success.

Mr. President, the Resolutions Committee moves the adoption of Resolution 67A-05-4.

PRESIDENT COHEN: Thank you. Microphone No. 3, Delegate Fletcher.

DELEGATE BRIAN FLETCHER (Local 6320): I stand in support of Resolution 67A-05-4. In a day and age when many believe that unions have become obsolete and are no longer necessary, it is important to educate and engage our current union membership that we do not forget our past.

As a personal experience, I stand before you having been laid off this past March 25th after 22 years with AT&T. I stand before you here and tell you that it's very important to have collective bargaining rights.

I saw my union support our membership at the St. Louis facility with union-negotiated benefits. I myself am on an extended compensation plan for 64 weeks as an active employee. I will receive health care for myself and my family until June of next year. I have an interview Thursday with Southwestern Bell Yellow Pages, and should I be successful in that position, the union will benefit from the 1984 Mandatory Portability Act, which this union fought for and won in 1984.

When those around you ask whether it's still important to be a union member, I know firsthand, after 22 years with CWA, that indeed it is still important, much more important than it ever has been. I wish that this membership would stand with me in support of Resolution 67A-05-4. (Applause)

PRESIDENT COHEN: Thank you.

At Microphone No. 3, Delegate Mathews.

DELEGATE CLAUDIA K. MATHEWS (Local 2001): Thank you, President Cohen. I also stand in support of this resolution. I believe that everybody should have the right to organize. That should be a basic human right. I can't believe that today, in 2005, we still are standing here asking for the right to organize. This is America! I can't believe it.

We are the best union in the world, not just in America, and I believe that. I know that. I look at the leadership up there, I look at the leadership in this room, and I know we are the best. I know we will stand in support of this.

So I ask all of us here today, please support this resolution, 67A-05-4. Thank you. (Applause)

PRESIDENT COHEN: Thank you. At Microphone No. 3, Delegate Deborah Prince.

DELEGATE DEBORAH PRINCE (Local 2001): I stand in support of this resolution. The only difference in today's tactics of intimidating workers from forming unions from the coalmining days is that they are carrying briefcases now. We need to get our younger members involved, educate them on where we have come from, how long it has taken us to get where we are and to have the benefits that we have, and just how quickly we can lose those things. We cannot let corporate America and the Bush Administration win.

I stand here in support of this resolution.

PRESIDENT COHEN: Thank you.

No other delegates care to speak. All those in favor of Resolution 4 indicate by raising your hands. Down hands. Opposed by like sign. The resolution is adopted.

Before we call on the next resolution, I recognize at the Privilege mike, Delegate Honse.

DELEGATE RONALD HONSE (Local 4319): On the previous motion, Resolution No. 3, I would like to ask the CWA membership in this room and encourage all locals to affiliate at 100 percent with their Central Labor Councils. With the division in the House of Labor, we need to get all the help we can get. Some locals are not affiliated 100 percent.

As Vice President of the Toledo Central Labor Council, I realize the need to encourage people to continue to grow their Central Labor Councils in spite of the losses we have suffered. So please, I encourage everyone in this room to affiliate at 100 percent membership levels. Thank you. (Applause)

PRESIDENT COHEN: Thank you, Ron.

I might add that we are doing something we have not done before, which is that all the officers of CLCs in CWA are meeting here. And we are committed to that. When we were here for the AFL-CIO Convention and when we met as a caucus, people said, "Why don't we get together at other times?" So we are going to do more to make sure that at a time when we need

to go deep with our commitment to each other and building this union, that we network our own labor council leaders with each other. As Ron said, I also encourage every local to fully affiliate at this critical time.

I call on the Resolutions Committee Chair.

CHAIR KRAMER: Thank you, Mr. President.

The Chair recognizes Sandra Martinez.

DELEGATE SANDRA MARTINEZ (Local 9509): Will the delegates please turn to Page 8 of the Resolutions report and look at Resolution 67A-05-5 entitled, "Keep The Momentum Going."

Resolution 67A-05-5 Keep the Momentum Going

CWA, along with the rest of the labor movement, engaged in the biggest political mobilization campaign in its history during the 2004 U.S. elections. Although our candidate did not win the presidential contest, many other labor-endorsed candidates were elected at the federal, state and local levels.

Despite the great political work done by CWA leaders and volunteers, the power of the federal government remains in the hands of those opposed to workplace rights and collective bargaining. We learned in 2004 that unity, commitment and leadership are CWA's greatest strengths. We must and we will continue to fight for our major belief: belonging to a union is a human right.

A big mistake of the past, however, was allowing our political mobilization structures to weaken or even disappear between each cycle, requiring us to restart our efforts every two years. CWA leaders and activists were energized and excited in 2004 as never before. They were looking for positive direction to keep the momentum going.

Serious issues confront working families over the next two years. The looming fight against the privatization of Social Security, the fight for good jobs, universal access to affordable health care, and the all-important fight to protect the freedom of workers to freely join a union are among the core issues we face. We must build on our political mobilization successes of 2004 to confront these big threats facing working families. Our goal must be to build local union political activism, as well as deepen our local union volunteerism.

We are in this together because CWA members are all equally affected by the outcome of these campaigns. Reaching these goals will take money and commitment.

How CWA responds to this challenge will define us as a union and directly affect the future of the labor movement. CWA has the resources, credibility, infrastructure and message to fight back against those who seek to break our movement.

We must strengthen CWA's political mobilization structures rather than allow them to waste away. We must do more than simply speak to our members during election campaigns. We must reach out to educate and inform them about the issues every day, throughout the year.

RESOLVED: The CWA convention delegates do not just urge locals to participate in this strategy; we expect CWA at all levels, including local officers, stewards and activists, to show leadership because our local unions are at the heart of successful political activism. All local unions in every state, district and bargaining unit must be prepared to build our CWA-COPE funds, conduct membership education and mobilization and continue the great work that was done in 2004;

RESOLVED: We will mobilize to win key state and local elections in 2005, enter the 2006 elections strong and prepare for the 2008 national elections. We will go on the offensive in so-called "Red" states and build power where we already have membership density. We will engage

in a nationwide coordinated strategy in every district and bargaining unit;

RESOLVED: The CWA convention delegates call on all local unions to provide the spark of inspired leadership for the entire labor movement in 2005 to "Keep the Momentum Going."

Mr. President, the Resolutions Committee moves the adoption of Resolution 67A-05-5 entitled, "Keep the Momentum Going."

PRESIDENT COHEN: Thank you. At Microphone No. 3, Delegate Rooker.

DELEGATE ALEXANDRA ROOKER (Local 9400): Sisters and brothers, we are a unique union which represents every major city and small town, in addition to rural America. Our voices must be heard in every city council, school board, county supervisor, state and federal office. CWA must be the first to be heard and we must raise and nurture candidates as they run for elected office and we ourselves must run for those elected offices. And that takes money-- COPE money-- and commitment.

Having said all that, we must capitalize on what we accomplished in 2004 and continue building. Sisters and brothers, remember, we are not a team in this union. We are a family. Thank you. (Applause)

PRESIDENT COHEN: Thank you, Alex.

Microphone No. 3, Delegate Santos.

DELEGATE VIRGINIA SANTOS (Local 9407): Brothers and sisters, I stand before you today in support of the "Keep the Momentum Going" resolution. We need to demonstrate support to improve our CWA leadership as volunteers in our great labor movement. We can no longer afford to mobilize in cycles with an aggressive administration. We collectively, as a national union, must adopt a year-round commitment to increase our resources, to strengthen our voice for working families in our great nation.

COPE funds are the lifeblood of the labor movement. We as CWA need to lead the support in the labor movement by putting our full support and dedication into COPE. As activists, we must lead by example.

Our Vice President, Tony Bixler, does just that. His energy and commitment for increasing voluntary COPE contributions has led to a focused union in District 9. I have been privileged to assist with that. We are signing up members daily, but we can't do it alone.

Like President Emeritus Morty Bahr said yesterday, all of us need to support increased COPE contributions so that we can keep the momentum going. I ask for your support in this resolution. Thank you. (Applause)

PRESIDENT COHEN: Thank you. No other delegate cares to speak. All those in favor of Resolution No. 5 indicate by raising your hands. Down hands. Opposed by like sign. The motion is adopted. (Applause)

It is now an honor and a privilege for me to introduce, for the purposes of a report, Secretary-Treasurer Barbara Easterling. We have a lot of emotion today. For me, introducing Barbara is special. When we were here in this same hall several weeks ago for the AFL-CIO Convention, a time of division as well as focusing on the future, we were all, all of us who were delegates, incredibly proud of Barbara and the leadership role she played and the leadership role she is playing, not only in CWA but for the entire labor movement. It is a privilege for me to present our Secretary-Treasurer, Barbara Easterling. (Applause and cheers)

SECRETARY-TREASURER EASTERLING: Thank you, Larry.

This is indeed a momentous convention for us, one that highlights the strengths of our great union, our time-tested strategies, our groundbreaking innovations, our incomparable resilience, our dynamic leadership and our vibrant future, for in this convention, as we say thank you to a

great union president and welcome a worthy successor, we now transition to a new era--smoothly, seamlessly, in solidarity, and stronger than ever.

In more ways than most, this convention truly is about building CWA together. No one has done more to build our union, to expand the CWA family while making our bonds even tighter, than Morty Bahr. We are heralding the start of a fourth chapter in CWA's proud history. Joe Beirne, Glenn Watts, Morty Bahr, and all of us in our own ways wrote the first three chapters, and now Larry Cohen will write the fourth chapter, with our help. Knowing Larry, I am sure it will be a must-read and one characterized by accomplishment and achievement.

It is quite something, if you stop and think about it, for a union that is 67 years old to be embarking on the fourth presidency in its history. It speaks volumes about our stability, our strength, and our solidarity. It is a great privilege for me to be a member of the CWA Unity Team, to be a part of "CWA Working Together," because that defines what we are all about. We are working in unison toward a better life for our members, toward a more just society, toward a more powerful union, toward a future even brighter than our past.

Larry Cohen will be a great, great president, truly the model of a labor leader for the 21st century. (Applause) I could not be more delighted to serve with Larry, as well as my good friend Jeff Rechenbach, our new executive vice president.

Like Larry, Jeff is an outstanding trade unionist and, in addition to being an all-around great guy, he also comes from my home state and from my district, so already he has got a lot going for him. But it's the solidarity of our leadership team and the solidarity of our union that stands in stark contrast to the state of the labor movement as a whole. That's not how it should be, and standing here, I am struck by the juxtaposition of two events.

The first one took place last month, as Larry said, right here at Navy Pier, when I led a rally supporting John Sweeney's re-election as AFL-CIO president. The other event took place ten years ago when I was an incumbent AFL-CIO secretary-treasurer running on a slate opposing John Sweeney. Of course, I was disappointed that we lost, but not for one moment did I ever consider leaving the labor movement. (Applause)

Not for one split second did CWA or any of the other unions backing the Donahue-Easterling slate consider leaving the AFL-CIO. Not because we didn't have differences in our agendas and our approaches for revitalizing the labor movement, but because solidarity is as much a part of our being as breathing and eating.

By working together over the years, by keeping our priorities straight, by making sure our members came first, we healed our wounds and built even stronger bonds to the point that I was delighted to lead the re-election rally of my one-time opponents.

Yes, we have the right, even the obligation, to debate our views, to air our differences and advocate our agendas, but not to let our egos compromise our fight for working families; not to leave the movement entirely, and certainly not when our adversaries are united against us; not when all three branches of our government are controlled by radical extremists who want nothing less than a world without unions; not when big business breaks the law to deny employees their right to organize and bargain.

It's a simple truth: You don't grow the labor movement by subtracting and dividing; you do it by adding and multiplying. (Applause)

So it remains my deepest hope that organized labor will recognize that we are far stronger together than apart, and that we will come back together in solidarity in the near future.

In the meantime, let me make one thing clear: There is no place in the labor movement for parasites that seek to gain members by raiding other unions rather than organizing the 80 or 90 million workers who desperately need union representation. (Applause) We will never engage in these despicable practices, but neither will we stand by and let others prey on us.

Any union that has its eyes on any group of our members should hear this message loudly and clearly: You will rue the day you took on CWA. (Applause and cheers)

At the same time, CWA has a more dominant role than ever to play in the AFL-CIO. As you might imagine, it's the state federations and central labor councils that will be hurt the most by the split. For many years, CWA locals have been leading the way on state and local central bodies. Never has this rung truer than today. With others looking to us for leadership, lead we must and lead we will.

We will also lead the way in the National AFL-CIO. As the union representing the workers of the 21st Century, as the union with the most tenacious organizing, the most innovative strategies, the most successful bargaining, the most fearsome political operation and the most dedicated members, we have a responsibility to set the course for the labor movement. And so we will.

There are more than 700,000 reasons why this is true, and a good 2,600 or so of those reasons are right here in this hall. You quite simply are the best and the brightest. And it is because of you that I can report that the state of our union is good. It's because of you that CWA is meeting every challenge we face head-on; every challenge in organizing, bargaining and political action, the three sides of the CWA Triangle. It's because of you that we have bucked the trends plaguing other unions and now more than ever we are in the vanguard of the labor movement.

As secretary-treasurer, it is my privilege to help keep the union moving forward, to make the circuits hum and the gears mesh, to make members' dues money go the farthest and to ensure that all parts of our union have the resources they need to do the job.

And it is my pleasure to report to you that this is exactly what we are doing. The state of CWA is good, and it is getting better. And I must commend the people that work with me-- and you know them by heart almost-- Eileen Brackens, Carmine Turchi, Vera McGee and on and on. Those are the people that work with me and, of course, as many of you know when you call me, if it wasn't for Robin you probably wouldn't be treated as wonderfully as you are. So I owe a debt to Robin, my secretary, as well. (Applause)

Now, it is also my privilege to oversee the Legislative Affairs Department in CWA and here, of course, we face the toughest challenge in our history. We have some dynamic people in that department-- and you know that because you deal with them on a daily basis. Lined up against us are a President and Congress desperately trying to turn back the clock, undo the New Deal, and create a world without unions. But let there be no mistake: They are taking dead aim at us. We are in their crosshairs.

But let there also be no mistake about this: We are not afraid, we are not cowed, and we are not going to run and hide. (Applause and cheers)

Sisters and brothers, we are fighting back like we have never fought before. And while they may win some battles here and there, while we may have some tough times ahead, at the end of the day we will win.

We will win the war they are waging against working families.

We will win the war they are waging against civil, human and workers' rights.

We will win the war they are waging against the poor.

And we will win the war they are waging against our democracy.

We are going to win because we are tougher and more tenacious than they are and because, while they are driven by the basest motivations of greed and intolerance, we are driven by the highest motivations of morality.

Yes, the quest for social justice is a moral cause; the fight to empower workers is a moral cause; the battle to end poverty is a moral cause. And let us never be afraid to proclaim this

loudly and clearly.

You know, it really gets my goat to hear the other side talk about moral values, to hijack God for their own purposes. From my perspective, the religious right is neither. For me, this is personal.

Somebody revealed that deep dark secret that I was going to be a nun. Well, listen, it was even better than that, because I was going to be a cloistered nun, and they don't speak! But you see, God knew better, didn't He? (Laughter)

I am in fact a pretty good Catholic. I attend church every week. So know this: the God I worship doesn't belong to a political party. He doesn't support candidates, nor does He lobby on legislation. (Applause) My practice of religion teaches me right from wrong, not right from left. (Cheers and applause) And it emphasizes the morality of helping the poor, of seeking justice and respect, caring and compassion.

Former Republican Senator John Danforth of Missouri, an ordained minister, said it best. He recently wrote in the *New York Times*, and I quote:

"A political party should resist identification with a religious movement. For politicians to advance the cause of one religious group is often to oppose the cause of another.

"As a senator, I worried every day about the size of the federal deficit. I did not [however] spend a single minute worrying about the effect of gays on marriage. Today it seems to be the other way around. Our current fixation on a religious agenda has turned us in the wrong direction."

The irony-- or more accurately, the cynicism-- of George W. Bush's and Tom DeLay's embrace of the religious right is that it masks a wholly immoral agenda, one based on greed and dishonesty, one that disrespects and disenfranchises tens of millions of Americans, one that tries to perpetuate injustice and spread it across the land.

This is an administration that deliberately confuses the worship of God with that of the almighty-- albeit shrinking-- dollar; an administration that considers the desires of big business as sacred as the Bible.

You want evidence? Just look at the bills Congress hurriedly passed and the President signed just before they took their August vacations:

They passed CAFTA. That's a trade deal negotiated to raise the profits of multinational corporations even higher, drive workers' rights and labor standards even lower, and throw even more Americans out of work. They did it by breaking House rules. They held the vote open for more than an hour while they bribed enough Representatives to squeeze out a two-vote win.

They passed a so-called "Energy Bill" that gives away \$515 million to Big Oil while doing nothing to reduce the dependence on Middle Eastern oil that is the greatest single threat to our national security. And gas prices? Well, you probably heard this morning, they will be above \$3.00 by the weekend. They are going to continue to go through the roof while "Dubbya's" oil buddies are making a fortune.

Then the Senate put another fox in the henhouse. They confirmed Representative Christopher Cox as head of the Securities and Exchange Commission, even though he wrote the law that made the Enron scandal possible; even though he was sued for securities fraud himself; and even though he has received more than \$254,000 from the industries he's supposed to regulate.

These come on top of Bush's and Congress' other so-called achievements of the year: Passage of a bankruptcy bill that padded the pockets of the profitable credit card industry at the expense of the 90 percent of working families who are driven into bankruptcy due to a health care crisis, a layoff or other unpreventable crisis. And passage of a so-called "tort reform bill" that won't lower health care costs but will deny justice to families harmed by wrongdoing.

Then there is the additional evidence of an NLRB that has gone completely off the deep end in its subservience to big business and its contempt for the law. Earlier this month, it issued the most outrageous ruling yet, that employers can actually prevent employees from meeting outside of work for any reason whatsoever. In other words, they can control our personal lives for the 128 hours a week we're not on the job.

As *Washington Post* columnist Harold Meyerson wrote, and I quote: "There's a word for the kind of employer-employee relationship that the NLRB has just sanctioned. It's 'feudal.' The brave new world that emerges from this ruling looks a lot like the bad old world where earls and dukes had the power to control the lives of their serfs-- not just when the serfs were out tilling the fields, but when they retired in the evening to the comfort of their hovels."

So when I say that the Bush Administration wants to turn back the clock, it seems they don't just want to turn it back before the New Deal or even before the turn of the last century when progressives reined in the robber barons; they want to turn the clock back a good 500 years to the days of feudalism.

Well, sisters and brothers, we're not only going to stop them, we're going to fight to move the clock forward into a new century, into our century. And first and foremost, we're going to do it by enacting the Employer Free Choice Act. (Applause)

All of us know that today we are forced to fight our organizing battles with sticks and stones while management gets to use nuclear weapons. One of every four employers fires at least one worker for union activity during organizing campaigns; three of every four hire union-busters; 92 percent force their workers to attend captive audience meetings; and more than half threaten to close their facilities if the union wins an election. They do this because they know they can get away with it.

But they are thwarting the will of the people. Polls show that 42 million unorganized American workers would like to join a union. That's three times the number of union members today.

The Employee Free Choice Act would empower these workers to take control of their destiny by requiring union certification through card-check. That's particularly important because the NLRB is considering the outrageous move of ending card-check, violating 70 years of labor law in the process. As we all know, card-check is the most democratic, fair and effective way to organize. But passage of the Employee Free Choice Act will restore to every American their constitutional right to organize and bargain collectively.

We must also keep up our fight to end the health care crisis. Bush wants to ignore it, or use it as a pretext to dump billions of dollars into the pockets of the drug companies and HMOs. But we must stay out there on the front lines. We must protect Medicaid from the budget axe; fight for "Kids Come First," which is an Act that would expand Medicaid to cover all children up to age 21 and all pregnant women. We must battle to fix the Medicare drug company giveaways and enable the government to negotiate lower drug prices; make the voices of 45 million uninsured Americans heard; and work to reduce the skyrocketing costs that give us nightmares at contract time.

On another front, we are fighting for passage of the Peace Officers' Bill of Rights. Our law enforcement officers, 20,000 of them CWA members, put their lives on the line for our safety. And it is dead wrong that they often have fewer rights than the people they arrest.

The Peace Officers' Bill of Rights will set a national standard for due process. It will mean no more "fire-first, hold-a-hearing later" discipline. It will mean swift completion of investigations, fair interrogation conditions, the right to an attorney, appeal rights and other constitutional guarantees. On behalf of the National Coalition of Public Safety Officers-CWA, we must get this passed, and we are working very, very hard to do so. (Applause)

We have many other battles that are coming our way. We know the extremists in Congress will try to revive legislation replacing the right to overtime with so-called comp time. In reality, it's

"con time," because employers would be able to cancel the comp time paid to workers if it would, quote, "unduly disrupt their operations." And we have heard stories like that about overtime all our lives. So you would work longer for nothing.

And we have got to be ready for battles to weaken the Family and Medical Leave Act and destroy OSHA.

We enter these battles knowing that the makeup of Congress and rigid Republican Party discipline reminiscent of Stalin's Soviet Union or Mussolini's Italy put the odds against us.

But we have many factors working in our favor. In the battle on Social Security, our relentless campaign exposing how Bush's privatization scheme would slash guaranteed benefits, enrich Wall Street, and make the Trust Fund less solvent paid off big time. Most Americans see through it now. They see through Bush's lies, they oppose privatization, and they don't want to dismantle the most successful anti-poverty program in American history. We owe it to our retirees, and we owe it to our children. (Applause)

We must continue to stay vigilant to kill off any of the "son-of-privatization" proposals still floating around Congress. But we're a long way toward our goal. We also know that voters have wised up to Bush's real agenda, that they no longer buy his blather, and that they recognize how utterly incompetent his administration is. That's why Bush's popularity is plummeting faster than a broken elevator.

According to an August Associated Press poll, his overall approval rating is down to 42 percent. And now a majority of Americans believe Bush is dishonest. But we knew that all along. (Applause) So finally it's catching up to him.

The scandals are hurting, too. Like presidential hatchet man Karl Rove outing an undercover CIA agent, potentially putting lives at risk, in order to wage a political vendetta against a truth-teller who dared to expose Bush's lies on Iraq. I don't know what you would call it, but in my book this sure sounds like treason. To borrow from the slogan moveon.org is using, "Karl Rove's loose lips deserve a pink slip, and maybe prison whites, too." (Applause)

Then there is the walking human scandal, Tom "The Hammer" DeLay. He's kind of a cross between Boss Tweed, Jerry Falwell and Tony Soprano, whose systematic shakedowns of well-heeled lobbyists, big businessmen and Republican donors have earned him four House Ethics Committee reprimands and a possible indictment soon.

Sisters and brothers, hear this: When all is said and done, we are going to out Rove and we're going to nail "The Hammer." (Applause)

We have a lot on our plate, and a lot of hard work ahead. These battles we must fight will take years, perhaps even decades. But that doesn't faze us. We're not doing this for ourselves. We're doing it for our children and grandchildren, for our values and principles, for the future of America. We are not going to be the first generation to leave our world a worse place than we found it, nor will we be the first generation to leave the labor movement worse than we found it. It's a simple fact: It takes a long time to succeed.

Just look at the other side. The extreme right wing of the Republican Party got its start in 1964 with Barry Goldwater's presidential campaign, and they never stopped. It took them 16 years to put one of their own in the White House. It took them 30 years to get control of Congress. And it took them 40 years to gain definitive control of all three branches of government.

Now, I don't think we're looking at 20, 30, or 40 years to take back America. But we've got to be ready, willing and able to fight for as long as it takes.

I do think the policies of Bush, DeLay, Frist and the Republican leadership are so far outside the mainstream, so contrary to the interests of working families, that they will soon earn the ire of the majority of American voters fed up with getting the short end of the stick for so long. So I

think if we work hard enough, we have a shot at recapturing the House or Senate next year, and then retaking the White House in 2008.

But no matter how long it takes, we will never, we will never stop fighting. (Applause)

We will never give an inch in our struggle for justice.

We'll never back down in our battle to improve the lives of working families.

We'll never compromise our principles or values, and never abandon our mission.

We'll never break the solidarity that is the foundation of our strength.

Because we are the CWA! And we lead the way! (Applause and cheers)

As we enter the fourth chapter in our history, let us pledge today to keep building CWA together. Let us pledge that we will lead the labor movement out of the troubled times we're facing, that we will lead our members into a better future, and that we will lead our nation into a new promised land for the 21st Century where justice prevails, where working families rule, and where all Americans are empowered to improve their lives.

We have to get out there and we have got to build CWA, and we have got to do it today. Thank you.

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

PRESIDENT COHEN: I would like to call the Women's Committee to the platform. After the Women's Committee Report, we will have the 30-Year Achievement Awards, so you should be ready for that.

Now join me in welcoming the National Women's Committee of the CWA. The members are:

. . . The delegates responded with a single clap of recognition as the members of the National Women's Committee were introduced . . .

Ann McCauley, Secretary-Treasurer, Local 1106; Debra Brown, President, Local 3706; Tami Drollinger, President, Local 4371; Jacqueline Fields, President, Local 6505; Susie McAllister, Secretary-Treasurer, Local 7704; Rosa Bernal, Secretary-Treasurer, Local 9588; Carol Coultas, Executive Vice President, Local 13500.

I now call on the Committee for their report.

DELEGATE ANN McCAULEY (Local 1106, Chair, National Women's Committee): Good morning. On behalf of the Women's Committee, I would like to congratulate you, Larry, Barbara, Jeff and the entire Executive Board, on your election. The Women's Committee looks forward to working with you in the future.

President Cohen, please note that Jackie Fields' title, our District 6 Representative, is incorrect in the written report. She is president of her local.

And, Morty, the Women's Committee wishes to thank you for your leadership, not only through your words but also through your actions. Your words to us when you were inaugurated were, "We are union, we are family, we are proud." Morty, on behalf of the Women's Committee, our parting words to you are, "You're union, you're our family, and we are all very proud of you." Morty, we wish you well. (Applause and cheers)

. . . The members of the Women's Committee took turns reading the various sections of the report, as follows: . . .

CWA National Women's Committee

The CWA National Women's Committee met in Seattle, Washington, on April 12 and 13, prior to the CWA National Women's Conference. Approximately 225 CWA activists, local officers, staff and National Executive Board Members attended the conference.

In addition to workshops, this year's conference concluded with the second "mock convention" chaired by Dina Beaumont, executive assistant to the president. Dina called the convention to order with the same gavel she used at the first "mock convention" held in 1978 in Minneapolis, Minnesota.

The convention gave participants a chance to use skills gained or enhanced in the workshops and further provided opportunities to make motions and speak on them, including resolutions honoring Dina for her dedication and years of service to CWA members and women in particular, Social Security and others. We were pleased to have two CWA members, Zach Hudgins and Jean Godden, who both hold elected office, encourage us to get more involved in politics and run for office, as they had. In addition, Congressman McDermott was pleased to address the conference and sign on to the Pledge to Protect Social Security.

The Committee would like to recognize and thank Paula Terveer, Executive Vice President, Local 2202; Jan Rich, President, Local 4107; and Jennifer Case, Vice President, Local 6320, for their service on the Committee and welcome Linda Miller, Executive Vice President, Local 6505, to the Committee.

Our report highlights some, but not all, issues of importance to women and gives recommendations for actions, some of which are already underway. We encourage locals to follow the fine example of President Bahr, who throughout his career did so much to advance issues of importance to women in our union and the larger labor community. Thank you for your leadership, Morty, and we wish you well.

Equal Pay – What Can We Do?

Since the Equal Pay Act was signed in 1963, the wage gap has been closing at a very slow rate of less than half-a-cent per year. In 1963, women working full-time earned 59 cents on average for every dollar earned by men. In 2002, women's earnings were 77 percent of men's. However that gap widened in 2003, dropping to 76 percent.

The wage gap exists in part because many women are still segregated into low-paying occupations. More than half of women workers hold sales, clerical and service jobs. Another factor in the wage gap results from differences in education, experience or time in the workforce. A significant portion of the pay difference cannot be explained by any of those factors.

What can we do to eliminate wage discrimination? The Women's Committee makes the following recommendations to CWA local leaders to assist in eliminating pay inequity:

Encourage bargaining committees to make sure employers evaluate and compensate jobs based on their skill, effort, responsibility, and working conditions and not on the people who hold the jobs.

Educate our members, especially the ones in traditional women's lower-paying titles, about the education and training programs available to them. Many of these programs have been bargained for by CWA. These include Next Step for Verizon employees; The Alliance for AT&T, Avaya and Lucent employees; Pathways for US West employees; CWA/NETT, and NACTEL. Members should be encouraged to use the programs to become qualified for the higher-paying, traditionally male jobs. It is critical for women in endangered jobs, such as operators and call center positions, to become qualified for these jobs as soon as possible to increase their odds of staying employed as their jobs are eliminated.

Finally, participate in the national observance of Equal Pay Day. The Equal Pay Day is organized annually by The National Committee on Pay Equity to raise awareness about unfair pay for women and people of color in America. Equal Pay Day is observed in April to indicate

how far into the next year a woman must work to earn as much as a man earned in the previous year. Tuesday symbolizes the day of the workweek when women's wages catch up to men's wages from the previous week. In 2006, Equal Pay Day will be observed on Tuesday, April 25.

Workplace & Family Balance

When employees in surveys or focus groups are asked what would reduce the work-life conflict they experience or help them manage better, they are most likely to ask for workplace flexibility. As far back as 1998 in a survey of 614 companies, half of the companies ranked workplace flexibility as a most effective retention tool. (The survey was Watson Wyatt Worldwide).

Other surveys show that when jobs have an opportunity for flexibility, employees have more commitment to the employer, are more satisfied with their job, are more likely to stay with the current employer, and report fewer mental health problems. CWA has long recognized the need to bargain over family care and balance issues.

Negotiated contracts across the CWA family have language for workplace flexibility and family care. Some examples are:

- * Flextime that allows employees to select the starting and quitting times within a range of core operating hours. Flextime to also be utilized during the lunch hour.

- * Compressed Work Week allows employees to work their full-time schedule by working four 10-hour days each week rather than five 8-hour days.

- * Alternative Vacation Schedule, Shift Trades, Two-Hour Vacation Increments, Voluntary Part-time Assignments.

- * Family Care Leaves including Care of Newborn Child Leave, Gradual Return to Work after Care of Newborn Child Leave, and Family Care Leave.

- * Emergency Backup Family Care (child and elder), Family Care Resource, Homework hotlines, and Kids in the Workplace.

These types of negotiated items are extremely helpful to our members, but some need strengthening to weigh on the employees' side rather than "needs of the business" or "subject to supervisor approval." For additional information on these items, contact Janine Brown, CWA Representative, at jbrown@cwa-union.org or 202-434-1149.

Eldercare, along with childcare, is still normally unpaid time to the employee. An estimated 22.4 million U.S. households are currently providing some type of informal care to a relative or friend age 50 or older. "Baby Boomers" (ages 40-59) more often have eldercare responsibilities.

Fifty-three percent of women under the age of 45 who do not currently have children but expect to at some point in the future are "very optimistic" they will find a job that will allow them to be successful at work and succeed as a partner once they have children. However, oftentimes this is still very difficult and there is still opportunity for improvement in these areas.

The Family Medical Leave Act (FMLA) that became law in 1993 continues to be attacked by business groups that want to weaken the law by redefining what would qualify as a serious health condition. One such assault would weaken the law by covering only illnesses serious enough to require 10 or more days off. Other pieces of the law under attack are occasional time off and proof of illness. Choosing between an employee's or family member's health and the paycheck is unacceptable.

There are eleven states that have family leave laws that are more expansive than the FMLA. One example requires employers with fewer than 50 employees to grant leave for newborn childcare, adoption, family member, or their own medical health condition. Also, the State Family Leave Laws allow time to attend school-related or routine health care activities of an employee's

child. California has a Paid Family Leave plan.

Locals are encouraged to learn more about these laws and work to improve existing laws. Collective bargaining agreements also should be reviewed to determine where family-friendly and flexibility language could either be added or improved.

Domestic Violence

According to an AFL-CIO sponsored report, "Overcoming Barriers to Women," unions are facing a crisis in women's leadership. Women now comprise 43 percent of union membership; women are more likely than men to say they would join a union, to support workers over management and to believe that corporations should be held accountable. However, lack of leadership at the highest levels of our unions is viewed as a barrier to organizing and growing our unions.

Although working women support unions, membership is declining overall. Women's positive views toward unions have declined since 1999. Women who are not in unions say that "unions are for men," they don't see women as leaders and don't associate unions with working on issues of importance to them, according to recent research associated with the report.

There is no denying that CWA has made much progress with regard to women and their participation in our union at all levels. However, in order to grow our union, CWA leadership needs to reflect our diverse demographics and target audiences. Our membership is about equal between men and women, but our Executive Board is only 25 percent women.

The historical path to elected office on the Executive Board of our union is through staff and administrative positions. While we have made great strides with regard to diversity particularly at the staff level, more needs to be done regarding administrative positions. CWA leadership should examine the hiring practices for administrative positions to help encourage diversity in our union leadership. There needs to be a commitment by top leaders to discuss, promote and implement changes to encourage diversity in leadership positions.

Fair Trade and Women

Despite the best efforts of the AFL-CIO and many CWA members and activists, the Central American Free Trade Agreement (CAFTA) passed and will do much more than just reduce barriers to the flow of goods and services. It reduces protections for workers' rights that employers will use to violate the right to organize -- further eroding wages and working conditions.

CAFTA will negatively impact the agricultural sector in Central America, which will force women to the cities to find work. CAFTA contains no meaningful labor standards and will allow widespread problems of discrimination, sexual harassment and physical abuse. Although the number of cases of women being dismissed while pregnant is decreasing, in El Salvador, 70 percent of women surveyed are still forced to take a pregnancy test. Women are subjected to sexual harassment ranging from sexual comments to unwanted touching, mostly by factory supervisors. It is believed that nine out of ten sexual harassment cases go unreported. A large percentage of women are subjected to physical violence and verbal aggression.

Health and safety issues will continue to plague working women in the five Central American countries and the Dominican Republic. Women workers have to contend with working long hours and unpredictable schedules. They are paid poverty wages that make it nearly impossible for them to find and afford adequate childcare and provide food, basic clothing and a home for their families. These low wages will also impact workers in the United States as we, too, will be forced to find low-paying, non-union jobs.

Union organizing can cost women their jobs. Workers are routinely intimidated, fired, threatened, and blacklisted for trying to exercise their most basic rights on the job. In El Salvador, workers fired for union organizing have no right to be reinstated. Because of the overly

formal union registration requirements, officials deny legal recognition to legitimate trade unions.

Here at home, CAFTA threatens U.S. jobs by making it harder for American businesses and farmers to compete with countries that have excessively low wages and deficient working conditions. We have lost 2.8 million manufacturing jobs since President Bush took office. CAFTA doesn't solve the jobs problem; it only digs the hole deeper. Under the rules of NAFTA and now CAFTA, "free trade" has, and will continue, to devastate our communities as companies close or export jobs while millions of skilled workers cannot find living wage work. Under CAFTA, multinationals will continue their race to the bottom on wages and worker protections.

What can we do to help our sisters and brothers affected by CAFTA and any future trade agreements without rules that protect the basic rights of workers?

Join and participate in the CWA E-Activist campaigns, the AFL-CIO's Campaign for Global Fairness and other social, community and labor organizations such as STITCH- Women Organizing for Worker Justice, and the Coalition and the International Gender and Trade Network. Educate our members about the Free Trade Area of the Americas (FTAA) and other trade agreements.

Social Security and Women

Social Security provides a defined income that is guaranteed. Regardless of how long you live, the benefit cannot run out or be spent before you die.

Women would especially be hurt by privatization. They are the majority recipients and less likely than men to have pensions or substantial savings. For older women, it would be especially devastating as they more often depend on Social Security for their retirement income.

Women benefit from Social Security's progressive benefit formula. Women face wage discrimination in the workplace and tend to be paid less than men. Women are more likely than men to be in temporary or part-time jobs, and interrupt their careers to care for children and elderly parents. As a result, women earn less than men during their working lives. Social Security's progressive benefit formula helps women because it provides benefits of a higher percentage of earnings to workers whose lifetime earnings are lower.

Privatization would open up Social Security to corruption and waste, would explode the U.S. budget deficit, and burden our children with \$4.9 trillion in debt in the first 20 years alone.

We must strengthen Social Security without slashing benefits, require Congress to pay back the money borrowed from the trust fund, and end the wealthy wage exemption (cap) so CEOs pay the same Social Security taxes as we pay.

Take the Pledge to Strengthen Social Security seriously by doing your part. If your representatives haven't signed the Pledge, available at (<http://www.unionvoice.org/campaign/sspledge>), encourage them to do so.

DELEGATE ROSA BERNAL (Local 9588): President Cohen, the Committee would like to request a personal point of privilege.

PRESIDENT COHEN: Proceed.

DELEGATE BERNAL: President Cohen, on behalf of my brothers and sisters who attended the CWA National Women's Conference, I rise to recognize Dina Beaumont as a role model for CWA women, and request that the resolution, which was passed at the mock convention held at the conference, become a part of the official record of this convention.

President Cohen, I would like to read it for the record.

PRESIDENT COHEN: Proceed.

DELEGATE BERNAL: Dina Beaumont, a role model for CWA women.

The Communications Workers of America National Women's Committee's mission statement clearly states that our primary mission is to raise issues of special concern to women and develop programs and strategies to make these issues a priority in the workplace, community, and most importantly, in our union. This includes seeking leadership roles at all levels of the union. While in these leadership positions, we must take an active interest in our union sisters by supporting and inspiring them to do the same.

Since the mid 1960s, our sisters and brothers of the Communications Workers of America have had the privilege of working with a leader who has fulfilled the CWA Women's Committee mission statement. Therefore, we should honor her for her years of service and dedication.

Dina Beaumont was president of the Federation of Women Telephone Workers, a proud union with a proud record. She merged her union into CWA in 1974 and was subsequently elected the first woman vice president of the Communications Workers of America where she diligently served the members of District 11 in Southern California.

She was the first recipient of the Joseph Anthony Beirne Community Services award and has also received the ACLU Woman of the Year award. She has represented the Communications Workers of America and all workers as a board member of the California Labor Federation, the Los Angeles County Federation of Labor, and as an executive board member of the Coalition of Labor Union Women, of which she was a founding member and continues her work as chair of the resolutions committee.

Dina serves as executive assistant to the president of the Communications Workers of America, and as such, participates daily in the formulation and implementation of the policies and programs of CWA.

The Women's Committee resolved that all members of the Communications Workers of America strive to emulate her fine example of service to all working women and men. We also resolve that at this Communications Workers of America 67th Annual Convention, that we recognize and express our gratitude to Dina Beaumont for her countless years of service to the members of this great union by making her chairperson emeritus of all future National Women's Conferences. (Applause and cheers and whistles)

So, President Cohen, it is with great pride that we are the first CWA Women's Committee to address you and all the newly elected officers.

President Cohen, I move for the adoption of the report.

PRESIDENT COHEN: So moved. Is there a second from the floor?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: On Microphone No. 3, Delegate Owens.

DELEGATE KENNETH D. OWENS (Local 9509): Good morning, brothers and sisters. I stand before you to support the Women's' National Committee around domestic violence as well as the other reports.

Before I do that, I would like to address my brothers in the audience. I know that the vast majority of men are good people and non-violent. I know you're good fathers. I know you're good husbands. You're outstanding citizens in the community. Yes, I know that you can also be a victim of domestic violence.

However, that being said, studies show that between 94 and 97 percent of the domestic violence victims are women. Every 15 seconds a woman is beaten. That is four a minute, 240 an hour, and by the time we recess today from convention, over 2,100 women will have been attacked.

I would like to kind of put a face to this issue and tell you how we got involved. I'm also MAP coordinator for our local. About two or three times a year we get a call about domestic violence. I

go around and visit them and give them comfort and refer them to an outside agency. We did a mass hiring about five years ago. With them came 18- to 25-year-old kids and a lot of domestic violence issues.

Over the holiday season I received about twenty calls all centering around domestic violence. I knew I had to have some hands-on experience, so I talked to the members. I went to the company. They shut me out. Even after I told them they had domestic violence in the department, their response was, "Okay, do it on your own time or on weekends." They didn't understand the dynamics of it because the women's time and whereabouts are controlled by the husband or significant other.

I decided to call the agency outside the community, and they offered training for myself and three of the members. We went through a six-week course and got certified.

Then fate actually intervened. We were ready to go back to the company again. Right about that time, management called me and said, "Kid, you still want to do training?"

Of course, I said, "Yes."

"Come and talk to us."

The voice was kind of quivering at that time. She said, "Right now, if you don't mind."

I went to the work location. I was met outside by a first-line manager. She took me inside to a different office where I met a second-line manager and one of my members. She sat there with her eyes almost swollen completely shut. She was bruised, her lip was split, and her clothes were bloody and torn.

What had happened, her husband picked her up after work. This time he didn't take her home. He took her to a hotel. For three days he raped and beat her. When he decided to go out for some cigarettes, she escaped. Only a few blocks away, she ran to work.

Needless to say, walls came down and doors opened and a presentation was given to about a thousand of our members.

I don't tell you the story for shock value. What I would like you guys to do is go back to your MAP Committee and get some education around it. Go out to the community and get certification to come back and help our members educate the management, which finally will be educated.

To my brothers in the audience, I would like you to go back and get involved also. You're going to find when you go to the agency and go through the doors they are going to be staffed by women. They are going to be chaired by women or have officers who are women. They are also going to greet you with open arms.

I found out we are turning the tide, but we need you guys to help. With that, I thank you for your support. (Applause)

PRESIDENT COHEN: Thank you. Microphone 3, Delegate Crowell.

DELEGATE MICHAEL K. CROWELL (Local 9588): In January a female officer in my local came to me and told me that they needed me to go to the Women's' Conference in Seattle. They also told me they were going to select the classes which I attended.

One of the classes was on domestic violence. When I went to the class and I walked in, I met Vice President Ken Owens. You can tell Ken. He's a big, burly guy.

Also in that class was a very diminutive, beautiful CWA member who provided the instructions in that class. I learned and got totally blown away when I found out that this CWA member was a victim of domestic violence and it was horrible. To me, it became critical that our local, as well as every other local in this country, has got to come up with training so that we can recognize the subtle, very subtle signs that we get that domestic violence is taking place with one of our members. We also must let these members know that we, CWA, are there to help. I urge

you to support the Committee's report. Thank you. (Applause)

PRESIDENT COHEN: Thank you.

There is one more delegate requesting to speak, so I would ask that the sister at Microphone No. 1-- if it's okay, I would like to call on Microphone No. 3, Delegate Vicary.

DELEGATE LAUREN VICARY (Local 31222): I have to say, it was pretty inspiring when I walked up here-- and I was pretty nervous to come up-- that the first four people in line were men. (Applause) I want to point out that that really inspired me and made me feel comfortable about coming up here. Thank you, guys. (Applause)

It goes without saying to me, but I want to say it to this room, that I support this report and all of the Committee's efforts. I was going to tell a personal story about the pay disparity in my office, and the fact that I am the only woman in my division. That was true until I fought it and pointed it out, then and they finally hired another woman.

I started to realize that if I came up here and said that, there's probably not a woman in this room who has not had the same experience. We have all been through it.

Part of the reason that I have gotten involved in the union was to make sure that there were more women as leaders. I went to dinner last night with all the guys in my group. They are incredibly supportive and are wonderful guys, but I really wish there had been another woman at the table.

I cannot stress enough that gender equity is important. It is not a slogan. Actually I stole that line from my President, who is a guy. But I believe it 100 percent, and that is why I am involved. But I want to be more involved. And I would like to say to a lot of people here who may have heard about the Next Generation project-- which is part of the Newspaper Guild-- please come and find out about it. Because we are not just encouraging new female leaders; we are also encouraging new male leaders. But we want everyone in this room to understand that we need your help to do it. And it is groups like the Women's Committee and their report that really inspired me. I am 100 percent behind it-- full support. Give it up for them, everybody. Thank you. (Applause)

PRESIDENT COHEN: Thank you.

All those in favor of adopting the Women's Committee report, as well as the special tribute to Executive Assistant Beaumont, please indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

We thank the Women's Committee for their excellent work. (Applause and cheers)

It is now a privilege for Barbara and me to recognize, and for the entire Convention to recognize, those officers who have reached 30 years of service, and several who have retired with 30 years of service since our last Convention.

Secretary-Treasurer Easterling and I will present certificates to them in appreciation for what they have meant and done for CWA and for our members. It is always gratifying to see the list of outstanding CWA leaders who have committed and worked with us for such a long time.

Would you please come to the platform, all those who will be receiving this certificate, as we call your names.

. . . Applause as each recipient was called to the platform to receive their certificate . . .

PRESIDENT COHEN: District 1: Joseph McAleer, Vice President, Local 1101; R. Terry Daly, Treasurer, Local 1101; Angel Feliciano, Executive Vice President, Local 1101; and Benjamin Baroody, President, Printing, Publishing, Media Workers Sector, Local 14133.

District 3: Cheryl Comeau, Secretary-Treasurer, Local 3101--

Where are they? Am I reading too fast? There is not a single person up here yet. Well, we don't have perfect organization up here. What can I tell you? I will read their names again.

District 3: Cheryl Comeau, Secretary-Treasurer, Local 3101; Harry Stallings, Secretary-Treasurer, Local 3170; Roy Lollie, President, Local 3171; Larry Wofford, President, Local 3212.

Now, some of these people must be here. Who was organizing this? (Laughter)

Jeffrey Wolfe, President, Local 3305; Phillip Coldiron, President, Local 3371; Joe Pierce, Vice President, Local 3490; Joe Thomas, President, Local 3702; and Jesse Parrish, President, Local 3879.

Again, as we start District 4, the idea is that you come up on the stage when your name is called. Come right on up here.

District 4: Johnnie Kidd, President, Local 4473; and Edward Lowdenslager, President, Local 4773.

District 6: Elvin C. Crites, Jr., President, Local 6007; Dorothy Bartlett, Secretary-Treasurer, Local 6203; Dorothy Barker, Secretary-Treasurer, Local 6222; Ronald Gray, President, Local 6228; Tom Breidenbach, President, Local 6390; Ken Flanagan, President, Local 6391.

We still have a perfect record here. (Laughter)

How about District 7: Gayle Tellin, President, Local 7109; Lee Linford, President, Local 7705; Kenneth Horn, President, Local 7803; Bill Jenkins, President, Local 7810; and Kenneth Harding, President, Local 7812.

And from District 9, I know he is here, Michael Hartigan, President, Local 9400; Marjorie Terflinger, Executive Vice President, Local 9400; Judy Perez, Vice President, Local 9400; Herman Bose, Vice President, Local 9400; Carmen Hernandez, Vice President, Local 9400; Richard Herrero, Vice President, Local 9400; Barbara Spradlin, President, Local 9417; Joe Manser, President, Local 9576; Jan Phillips, Vice President, Local 9576; and Doug Cuthbertson, Executive Vice President, Local 39521.

All right, everybody is here who was called, right? Let's thank all of them for their years of service to CWA. (Applause and cheers)

I now want to introduce a very good friend of mine, Greg Junemann who is President of the International Federation of Professional and Technical Engineers. I can't tell you what Greg means to me as a friend, but I can tell you what he means to our union as a leader.

Greg is a living example of what was wrong with the notion that we need forced mergers of the AFL-CIO unions into other unions. Greg spoke out on that, and we spoke out on it with him. That was rejected by the AFL-CIO Convention here several weeks ago.

When you hear from Greg you will understand the quality that his union represents. It happens to be probably in percentage terms the fastest growing union in the AFL-CIO. They do the organizing. They do the political work. They do amazing representation.

Greg is an amazing leader of our movement. We often meet at 7:00 a.m. for coffee. And Greg is one of the few people who I can imagine going to 7:00 a.m. meetings, and he literally has already run seven miles as he prepares for his next marathon.

Greg is an amazing human being. He was a leader of his local in Milwaukee and came up through the ranks as a true believer in trade unionism. He was the secretary-treasurer before being elected the president of his union. He now serves with me and Pat Friend as a member of the Executive Council of the AFL-CIO.

Would you join with me in welcoming my friend, my brother, Greg Junemann, the president of the International Federation of Professional and Technical Engineers. (Applause)

GREG JUNEMANN (President, International Federation of Professional and Technical Engineers): Thank you, Larry. I remember Lyndon Johnson once said, after getting an introduction like that, he said, "My father would love that introduction because my dad would have appreciated it, but my mom would have believed it." (Laughter)

I will tell you, on the way in here I thought to myself, I really do appreciate your having me here because I understand this is rare. You normally do not have guest speakers. So I understand this is a really rare privilege.

When I was coming in, I heard from my office that Morty told a couple of people to meet me at the airport. Well, I've got friends in New Jersey, too, so I know what it means sometimes. And I thought, "Uh-oh." I started thinking, "When did I anger Morty?"

No, really, Morty is a terrific guy. He is very warm-hearted and he is a dear friend of mine. But I took the train anyway. (Laughter)

But quite honestly, as Larry mentioned this morning, Morty is greatly admired. And that is one of the reasons I wanted to be here at this Convention, sharing the moment this morning and yesterday, hearing Morty give his farewell address to the Communications Workers of America.

At this point, I can honestly say that this is one of the highlights of my career. I will never forget it. He has been an absolute tribute to the Communications Workers of America, and he has been an inspiration to me and an inspiration to thousands of other union leaders throughout the United States and Canada, and throughout the world.

Larry, as well, I can say quite honestly, it was an absolute thrill for me to be elected to the Executive Council on the same ballot with Larry, as well as my sister, Pat Friend.

Larry and I started these meetings at Union Station. I didn't know it was an issue several years ago, but we just decided, you know, that we should meet sort of on neutral terms. We did not know each other, but we wanted to feel each other out. I get to work really early and so does Larry. We said, "Let's meet at 6:30 or 7:00 o'clock at Union Station. We will have a bagel and coffee and discuss our stuff and get to work on time." It just continued, and through the years it has been a terrific learning experience for me to hear Larry's views on things and sharing mine with him.

I will tell you a cute story. A couple of years ago-- we flash back about five years from this time-- Larry was meeting with the organizing director of the Teachers' Union, and they were going over an issue that the CWA and the AFT had in common. After a bit of discussion, Larry said, "Geez, we should get Greg Junemann in on this because his union is involved. They could participate and benefit from this."

The AFT representative said, "Why don't we have one of your secret pre-dawn meetings at Union Station?"

Larry said, "Well, there are two things I want to tell you. One, they are not secret meetings. Secondly, how the hell did you find out about it?" (Laughter)

But through these meetings, I can say quite honestly, what came out of them is that Larry and I came to understand that we have a real mutual sharing on how a union should be run. And what I mean by that is that it should not be run by the bigwigs in Washington, D.C., but the union should be run by the members. That is how IFPTE is run. I know that is how CWA runs itself; that the members are in charge, right?

. . . Cries of "Right!" . . .

And the members run the locals and the districts and the regions, the sectors. And those in turn run the national union. That is the way our union runs, and that is the way your union runs. That is the way it's supposed to be. This is the workers' movement. This is the workers' union here. And that is the sort of union that you have. That is why we get together and work together so well.

You know, you need and it is important that you have strong, elected leaders like Larry and Barbara and Jeff and your vice presidents. They bring in vision, they bring in enthusiasm, they bring in encouragement, they bring in the national voice, they bring the passion. But it is not their union. The union belongs to 650,000 people. And the great thing that I see here with your Convention is that you are not only making decisions and sending them over to the officers and the staff, but you understand that you need to do the heavy lifting. That is really just so rare with unions nowadays; that the people who are here at the Convention understand that they need to go back home and do all the hard work that is involved in putting the union together.

You take up the challenge. Yesterday it was so inspiring to hear Morty, and he never said a thing about his long and illustrious history and his beautiful record in the labor movement. All he talked about to you was the challenges and the opportunities that are in front of the CWA.

One of the things that he brought up-- and it registered with me was that he asked all of you not for standing ovations, not for letters of commendation and plaques and so on. What he said to you was to please organize one member a month throughout the rest of the year-- four members, right? Remember, he said, "Take up the challenge. I want four members by the end of the year."

So I guess I would say to you, you know how to get in touch with Morty. Send him an e-mail when you have signed up your four members. Say, "That one is for Morty." Send him an e-mail and say, "I want my receipt for the dues paid." When you sign up your four members, make sure Morty knows you did it. That is 10,000 members by the end of the year. I think that would show the greatest appreciation to Morty Bahr if you did that. (Applause)

That is the challenge that you have to take up. You have to take up the challenge of organizing. It's not just for the staff organizers; it's up to each of you, your members and leaders back home. You have to take up the challenge of organizing and bringing in new bargaining units. E-mail your colleagues in the unrepresented phone companies and places like GE and other sectors where it's important for the Communications Workers of America to have additional members and additional bargaining units.

But you know, organizing does not stop there. It's about being part of membership involvement and leadership development. So you reach into the ranks of your members and bring out a specialist or a technician or equipment operator who becomes the next district leader, or maybe he or she becomes the next President of the CWA after Larry. But that only happens when you reach out within your membership and bring that out.

Then it goes on from there into the political arena. You're the ones who do the heavy lifting. You take on the challenge. You do the phone banks, the door knocking. You do the neighbor-to-neighbor walks. That is incredibly important.

We put these people in office on Capitol Hill or the State House or City Hall. We have to remind them we're the ones who put them there. And they have two things to keep in mind. Either they are going to stand up for working people-- and they can just skip their excuses, we're not interested. We need to hold them to the same standards that we hold our labor leaders to. (Applause)

Finally, we take up the challenge of communities, because so much that we are about does not involve our members or our potential members. It involves the people that Barbara talked about this morning. It involves the underprivileged and the sick and the elderly, because so much of our mission is about advocating for those who don't have the ability to advocate for themselves.

After doing that, we need to send out that message. We need to blow our own horn a little bit on that because, you know, the polls show we are only interested in ourselves. So much of what we do involves the entire nation and all workers and all families. And we need to let that word go out.

So that's the type of union that I see when I look at the Communications Workers of

America. It's all of you working together to make all of this happen. It would be so much easier just to hire an army of staff and let them do the work, and we could get together and say, "Well, we can pass resolutions and pass it on." But that's not the type of union you are. The type of union that you have, you know, you have to be able to do the work in addition to the folks back home in order to make this union strong.

Again, I was told to be brief. We are ahead of schedule. I'm not going to be the one to mess it up, right? So I will close by saying I am really so proud to have friends in CWA like Larry and Barbara. I don't know Jeff yet, but he seems pretty popular so I had better get to know him better. And your other vice presidents, some of your folks on staff and many of your members, I consider them friends.

I'm very proud to call all of the members of the Communications Workers of America my brothers and sisters because I really believe in this. I really do. I think we really have to take that term to heart, because I think when the forces of corporate greed and the political toadies pick a fight with my brother, I am jumping in on that fight. And if they mess with me, they're messing with my sisters. (Applause) If they mess with my sisters, they are in for a world of hurt, because my sisters fight like hell and they don't know how to quit. (Applause)

So, sisters and brothers, I commend you on your fight. I commend you for taking up the challenge. Keep building up CWA, and together let's build a stronger labor movement. Thank you. (Applause and cheers)

PRESIDENT COHEN: Join me in welcoming the members of the Defense Fund Oversight Committee to the platform. (Applause)

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

David Layman, Local 2204; Mark Ledford, Local 3802; Edwin Phillips, Local 4340; James Allen, Local 6215; Dawn Schnickels-Johnson, Local 7200; Joan Gifford, Local 9505; Sandy Kmetyk, Local 13500; Arthur Cheliotis, Local 1180; Loretta Heard, IUE-CWA; Robert Lilja, Local 1104, the Committee Chair; and Barbara Easterling, Secretary-Treasurer.

I will turn it over to the Committee's chair.

DELEGATE ROBERT LILJA (Local 1104, Chair, Defense Fund Oversight Committee): Thank you.

For the purposes of reading the report, I will turn the microphone over to an individual who is one of the most senior and competent people on the committee and who has made the Members' Relief Fund as strong as it is today, worth over \$343 million, and that's David Layman in District 2. (Applause)

. . . The various members of the Defense/Members' Relief Fund Oversight Committee read the report of the committee as follows . . .

Defense/Members' Relief Fund Oversight Committee Report

The Defense/Members' Relief Fund Oversight Committee met on April 18-21, 2005, in Washington, D.C. We met in Chicago 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, 2004. In Chicago, we reviewed the report ending June 30, 2005. 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, 2004, the fund investments, including mortgages held by the fund, have earned 9.16% for the year ending June 30, 2005.

Members' Relief Fund: The balance of the MRF as of June 30, 2005, is **\$334,130,525.94**.

Mortgage Loans held by the MRF as of June 30, 2005:

<u>Local</u>	<u>Amount</u>
1033	\$ 518,828.97
1034	187,813.30
1107	200,000.00
1109	219,185.29
1118	237,160.59
1120	20,638.61
2101	362,779.38
2222	210,931.02
2336	330,220.14
3112	115,840.22
3314	61,349.48
4008	59,894.68
4039	168,078.48
4340	1,040,826.77
4501	139,367.77
6229	6,180.59
6310	231,729.72
7019	876,508.48
7708	237,019.19
7803	187,619.68
9415	68,121.06
9423	1,239,392.71
9503	151,455.00
9505	317,361.92
9509	251,553.95
39521	116,205.05
59057	<u>345,779.44</u>
Total Mortgage Loans -	\$ 7,901,841.49

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59057	<u>345,779.44</u>
Total Mortgage Loans -	\$ 7,901,841.49

Members' Relief Fund Expenditures - July 1, 2004 - June 30, 2005:

Strike Related:

Local 1101	-	Sprint	\$ 2,425.34
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Local 30248	-	Cobourg Daily Star	(5,091.73)
Local 30403	-	Victoria Times	3,396.17
Local 4107	-	Youngstown Newspaper Guild	1,100,000.00
Local 4546	-	Summit County	33,902.44
Local 34179	-	Sheboygan News Guild	1,600.00
Local 54047	-	WKPN-TV	(2,400.00)
Local 81266	-	Fenn Manufacturing	(763.70)
Local 81323	-	Alston Signaling	34,959.76
Local 81475	-	Chromalloy	118,400.00
Local 83751	-	Tampa Armature	(22,128.90)
Local 84907	-	Visteon	422,340.15
District 13	-	Loral Skynet	13,577.95
SBC			15,360.00
US West			(2,200.00)
Verizon			<u>17,400.00</u>
Total			\$ 1,740,477.48

Defense Fund: The balance of the Defense Fund as of June 30, 2005, is: **\$11,630,272.53.**

Defense Fund Expenditures - July 1, 2004 - June 30, 2005:

Strike Related:

			<u>Spent</u>
Bargaining Unit			
Local 1101	-	Sprint	\$ 569.92
Local 4107	-	Youngstown Newspaper Guild	195,000.00
Local 3673	-	Verizon	12,800.00
Local 4546	-	Summit County	4,610.68
Local 81266	-	Fenn Manufacturing	1,480.00
Local 81323	-	Alston Signaling	1,150.81
Local 84719	-	Crane Plumbing	472.00
Local 84907	-	Visteon Systems, LLC	9,243.94
District 13	-	Local Skynet	815.39
SBC			<u>90,305.99</u>
Total			\$ 316,448.73

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

Non-Strike Related:

		<u>Allocated</u>	<u>Spent</u>
		\$ 300,000	\$ 161,534.76
ampaign		317,300	306,300.00
			69,082.93 **
ampaign			8,995.96 **
	- Brisbane Treatment Center	216,416	98,255.62
	- Washington Post		30,425.00 **
	- Washington Post	4,096	4,094.06
	- Montreal Gazette (CDN)	10,000	10,000.00
	- Upagra	131,892	17,907.25
	- Youngstown Newspaper Guild	106,000	75,115.00
	- WROC-TV		(2,000.00)**
	- WDIV-TV		13,637.40 **
	- WKBN-TV		1,645.31 **
	- Intellicoat	48,500	17,571.92
	- Rochester Fed of Social Workers	112,752	69,171.77
ampaign		2,049,600	800,112.78
axes		494,645	32,500.00
			(102,515.25)**
Media Campaign		<u>10,340.00</u>	**
		\$ 3,871,179	\$1,652,517.51
cation			

PRESIDENT COHEN: The committee moves its report. Is there a second from the floor?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: At Microphone No. 3, Delegate Capper.

DELEGATE BRYON CAPPER (Local 4217): I rise in support of the acceptance of the Defense/Members' Relief Fund Oversight Committee report. I also just want to thank the committee members for all their hard work and doing such a great job of taking care of our money. Thank you. (Applause)

PRESIDENT COHEN: On Microphone No. 3, Delegate Plezia.

DELEGATE MICHAEL PLEZIA (Local 4340): I rise in support of the committee's report. I would also like to thank the committee for the countless hours that you have put in, and I am sure that you might have had spirited debate and discussion over some issues, but one thing stands clear, that you thought of the membership first and kept the fund solvent and took care of our members, and I thank you for that. (Applause)

PRESIDENT COHEN: Thank you, Mike.

No other delegate cares to speak. All those in favor of the Defense Fund Oversight Committee's report, please indicate by raising your hands. Down hands. Opposed by like sign. The report is adopted.

I now recognize the secretary-treasurer for some announcements.

SECRETARY-TREASURER EASTERLING: The Avaya bargaining team was elected. The members of that team are as follows: Richie Meringolo, Local 1101; Art Friendt, Local 4340; Phil Pennington, Local 4320; Kevin Kimber, Local 3204.

The AT&T bargaining committee was elected. They are as follows: Laura Unger, Local 1150; Lanelle Piercy, Local 4252; David Blackburn, Local 7050; Larry Ihfe, Local 6150; Bridget Sullivan, Local 13500.

. . . Further convention announcements . . .

Gloria Johnson, who is the Past President of CLUW and the AFL-CIO Executive Council Vice President, lost her husband of more than fifty years last night after a long and valiant struggle. Those of us who are very friendly with Gloria share the loss that she has encountered. We have no additional information on that. If we do receive it, we will let you know.

One of the things that I wanted to do was to encourage all the CWA delegates, particularly those that are Veterans and active duty members and the families of such, to stop by our legislative desk and sign up to receive the Armed Services Report. That is a report that is now being prepared by Alfonso Pollard, one of our legislative staff, and it's available to the members and to the members of your locals as well.

The Defense Fund elections for the Public Healthcare and Education Workers representative and alternate to serve on the Defense Fund Oversight Committee will be held at the Chicago Navy Pier in Rooms 305-306 immediately following convention adjournment this evening.

. . . Further convention announcements . . .

One thing we want to bring to your attention, the *Chicago Tribune* is a scab newspaper. I don't want to see any in the hall. (Applause)

But I want you to feel free to take the *Sun Times*, which is being given to you free when you come in. They have two sectors. PPMWS and TNG are represented at that newspaper.

. . . Further convention announcements . . .

Yesterday I was told by the daughter of Lisa Bolton from Local 7777 that you were very generous and had come by and made contributions and picked up a magnetic awareness ribbon. All of the proceeds-- all of them-- will go for scholarships for the children of parents involved in 9/11.

And finally, as many of you know, the United Airlines flight attendants are in the midst of a battle to save their pensions. You have seen the green shirts they are wearing. They are AFA green C.H.A.O.S. t-shirts. If you are flying United when you return home, please go by their booth and pick up a C.H.A.O.S. t-shirt and wear it on your flight home on United Airlines. (Applause)

PRESIDENT COHEN: The convention is in recess until 1:30.

. . . Thereupon, the convention recessed at 12:09 p.m. . . .

TUESDAY AFTERNOON SESSION

The Convention reconvened at 1:35 p.m., President Larry Cohen presiding.

PRESIDENT COHEN: Please take your seats.

Please take your seats. We will come back to order.

We will now have a special report on the tragedies on the Gulf Coast. I will call on our friend and brother, District 3 Vice President Noah Savant, and then we will hear at the Privilege microphone from locals directly affected.

VICE PRESIDENT NOAH SAVANT (District 3): Thank you, President Cohen. I appreciate the opportunity to address you this afternoon. I only wish that the news I had to bring was better.

You have all seen on television the reports of the devastation in District 3, but that is just the tip of the iceberg, what they show on television. The states that are most impacted are Louisiana, Mississippi and Alabama. There were some tornadoes in the western part of Georgia, some property damage there. Alabama's gulf shore was hit extremely hard again. It was also hit last year by hurricanes. A lot of devastation there, a lot of water, and a lot of wind.

Also, as the hurricane traveled up through the State of Alabama, there is damage throughout the state. In Mississippi, the Mississippi Gulf Coast-- of course, Biloxi is on the gulf coast-- the State of Mississippi was hit extremely hard. A lot of that area is under water.

In Mobile, Alabama, the water from Mobile Bay, the storm surge pushed all that water into the City of Mobile, and Mobile is virtually under water.

In Louisiana, although it was hit hard by the storm, we felt like New Orleans had dodged the bullet again. Unfortunately, the news in New Orleans is getting worse instead of better. The levees have begun to break in New Orleans. The levees that are holding the lake back from Lake Ponchartrain in the Mississippi River have been breached. More water is pouring into the city. Many of the homes and businesses are flooded, under water.

We have several employees from Bell South-- we don't know if they are members, but there are several employees from Bell South in the State of Mississippi that they have not heard from, and are looking for those folks.

What I want to ask you to do today is to keep these sisters and brothers in your prayers, and pray that when they go back home they will have a home to go back to. Unfortunately, we already know that some of our delegates out here, their homes are completely flooded. Some of them have a lot of wind damage and some have not even been able to find out yet what kind of damage they had to their homes.

Once we decide what is really needed, President Cohen has already committed that he and I will work together to try and get as many resources as we can to ease the suffering of our sisters and brothers in that area. And I can assure you, what has happened over there certainly has broken our hearts, it may break our pocketbooks, but it will not break our spirits. (Applause)

I want to thank you all in advance for what I know you are going to do, supporting your sisters and brothers in CWA. Thank you. (Applause)

PRESIDENT COHEN: Thank you, Vice President Savant. At Microphone No. 2, Delegate Fahrenholt.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): Hopefully, this will be the last microphone I will be at today.

I would like to really thank the people who have expressed concern. I've been stopped in the halls. It's hard to explain what this is all about.

Again the media has played on New Orleans, but New Orleans is just a part of it, as you will hear from my brothers and sisters behind me. We knew when we moved there we were susceptible to storms. Then reality comes, and it's here.

I personally, and people have asked me personally, my delegation, if we are all safe. Our

families are all safe. Our families were safe when we left to come here and our families are our foremost thought. Everything else is brick and mortar and stuff.

Anything that you can do, be it your thoughts, your prayers, anything at all, we deeply appreciate it. I know our membership will appreciate it.

We have got reports, like Noah said, that it's getting worse instead of better. We really appreciate your thoughts and prayers. Thank you. (Applause)

PRESIDENT COHEN: Thank you. Delegate Adams, Microphone No. 2.

DELEGATE CARL G. ADAMS (Local 3907): Thank you, President Cohen.

Brothers and sisters, it's hard to get up here without showing a little bit of emotion. Our families know what it's like to live on the Gulf Coast. They know what it's like to live through these storms. Our members know.

They put such a great effort forth to help other people, and I know you will help us in our needs. Keep us in your prayers and your thoughts. We thank you and we will pray for you, too. (Applause)

PRESIDENT COHEN: Microphone 2, Delegate Sadler.

DELEGATE KIM SADLER (Local 3511): Even though back home I have been in touch with my family, I still don't know what the area looks like around my home. I would ask for your prayers and all of your support. We do have a local president here from the Gulf Coast who has found out that he has no home left to go home to. He and his wife are just devastated. There is really no way for them to even get back home, because the airports are not open. The whole Gulf Coast is totally isolated. Really, it's isolated from Hattiesburg on down.

We have got several people that are here as delegates that have not been able to talk to their family, their children yet. So, we do ask each and every one of you to say silent prayers for us. We hope that we will be able to go back home and that all we have lost is just material things. Thank you. (Applause)

PRESIDENT COHEN: Thanks, Kim.

Microphone No. 1, Delegate Cheliotos.

DELEGATE ARTHUR CHELIOTES (Local 1180): In eleven days, it will be four years ago that New York City was attacked on September 11th. I am proud to say that the CWA came to the aid of our members in New York. It's time that we come to the aid of our members who have been impacted by this horrible storm. (Applause)

I move that we allocate up to \$4 million from our Members' Relief Fund to support our members and offer them relief with respect to this storm. (Applause)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: A motion has been made and seconded from the floor.

Microphone No. 3, Delegate Mitchell.

DELEGATE WAYNE MITCHELL (Local 14170): Brothers and sisters, we use the Members' Relief Fund to effectively and wisely support and help our members in need. If our members were ever in need, it's now on the Gulf Coast for the brothers and sisters caught up in this horrible storm. It's weather. It's something we have no control over, nor do they. But they live with the consequences.

I can think of nothing better to do with that \$4 million than bring it to their aid. These brothers and sisters haven't had good news in three or four days, and I think it's important that they hear loud and clear from their brothers and sisters and their families in Chicago that we are

with them. We are going to support them. We are going to do whatever we can to help them, and we are there for them. And we should do it unanimously.

We are thinking about them. Not only are our hearts with them, but our dollars are with them, and we wish them nothing but the best, and we will be there for them. Thank you very much.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: Microphone No. 3, Delegate Ellebracht.

DELEGATE ANTHONY ELLEBRACHT (Local 6310): I have a stepson that is in Starkville, Mississippi, going to Mississippi State, and I talked to him last night. Even though the storm was down to a Category 1 by that time, he says it's the worst thing he has ever seen in his life. He has lived through tornadoes and other things.

I can only stand here and second the motion. I think it's something we owe our members. Thank you. (Applause)

PRESIDENT COHEN: Thank you, Tony.

One more speaker, Microphone No. 3, Delegate Keller.

DELEGATE SHERRI L. KELLER (Local 3108): I encourage and support this motion. As a resident hit hard with three hurricanes in Orlando, five hurricanes in Florida-- and, yes, we all know that we have a choice of where we live, but you never expect this kind of devastation. And I want to thank CWA, all the brothers and sisters that helped us and continue to help us. Our members and brothers and sisters continue, at this point still, to have hurricane devastation from even last year.

So, certainly having this storm hit the Gulf the way it has is just a terrible, terrible catastrophe, and certainly I support any efforts and help that we can give. Thank you very much. (Applause)

PRESIDENT COHEN: Thank you.

No other delegate is asking to speak. We will call for a vote on this special motion. All those in favor, please indicate by raising your hands. Down hands. Opposed by a like sign. The motion is adopted. (Applause)

We turn now from our own solidarity with the victims of the storm to a session of international solidarity. Many in this room work for an employer that is a multinational corporation. Everyone in this room has been touched by the lack of any kind of trade policy in the United States, and even Canadians here have been affected by the global economy and the effects that it has had on the race to the bottom among workers around the world.

We have three special people with us to talk to us about our work together with them to make a difference over a long period of years in this global economy. These three people are the director of International Affairs of the AFL-CIO; the executive vice president of the largest union in the world, from Germany, Ver.di; and special advisor to the executive board of Telefonistas in Mexico, with whom we have had a long relationship.

I want to first introduce Barbara Shailor, the Director of International Affairs of the AFL-CIO. I have known Barbara for many years. She started out as a flight attendant in the labor movement where she worked at United Airlines. She was then a staffer at the Machinists' Union, and during the fight that many of us remember in 1987 against Frank Lorenzo where we started Jobs with Justice at our own convention in Miami, Barbara was the representative of the Machinists' Union for Jobs with Justice and a founder of Jobs with Justice.

Ten years ago, she became the director of International Affairs for the AFL-CIO. She came to this position to help bring about change, to help focus on the problems that workers face in

multinational corporations, to help focus on the global economy and international trade, to help focus on the issues of peace and freedom around the world. I think we all recognize the change that has come from the AFL-CIO, the new directions in so many ways and, in particular, in international affairs.

So it is with great love and respect that I present to you our sister, my sister, Barbara Shailor, Director of International Affairs of the AFL-CIO.

BARBARA SHAILOR (Director of International Affairs, AFL-CIO): Thank you, Larry, for that great introduction. Thank you, Secretary-Treasurer Barbara Easterling, Executive Vice President Jeff Rechenbach, and to all the officers of this truly great union. I am really just plain proud to be here with you today. It is a real honor to be able to speak about the work of the AFL-CIO and the work of the CWA together.

Larry mentioned Miami. I signed a card in Miami 19 years ago with 11,000 other people in a big stadium, and that card simply said "I'll Be There." It meant a lot to me then, and it meant a lot to the 11,000 other brothers and sisters who signed that same pledge. And ever since then, from those early days with Jobs with Justice, with Larry, with George Kohl, with Morty's leadership, and later with Eduardo Diaz, the fact is, CWA has always been there. And CWA has been there-- leading by action, not by rhetoric; always seeking to expand, never seeking to divide; always building, continually building, and never destroying.

That's been so true of the leadership of Barbara Easterling for the women of the global labor movement, and it is so clear today with the important work that CWA continues to do with Sister Maria Xelhuantzi and with activists and Franz Tremel and other unions from around the world.

Delegates to this convention, the necessity of building an effective global labor movement has never been more important than it is today. You all know the reasons. Corporations and capital have gotten global. And in order for us to be able to represent our members to organize and to bargain, we clearly must be able to work effectively across the borders, coordinate with unions in the same companies, and together commit to organize those multi-nationals across the globe.

This is not a new or novel idea, as some in the labor movement have recently suggested. For over a hundred years, visionary labor leaders have worked to build a global movement. Walter Reuther of the UAW envisioned global company council bargaining over 40 years ago. But that vision and the challenge that it presents to us now is even more important than it was then.

We have witnessed the addition of almost two million workers in the global economy in the last decade-- workers from the former Soviet Union in Eastern and Central Europe, in India, and now in China. All of these workers have their own aspirations, their own hopes for a better life. But they simply have no global rules to help them achieve their most basic human right-- the right to freedom of association and the right to form unions of their own choosing.

So, how do we begin to start organizing workers across the globe? How do we help, and where do we start? Perhaps four simple objectives could help guide our course. And this is where CWA has made such an historic difference inside the AFL-CIO and with global unions around the world.

First, we work for peace. President Bahr had chaired the International Affairs Committee of the AFL-CIO for many years, but his work became very complex after 9/11 and in the time leading up to the Iraq war. He presided over high level national security meetings, and particularly over meetings concerning the build-up to the Iraq war. Under his leadership, the AFL-CIO and the British TUC called upon both the Bush and Blair administrations not to go to war and to work with our allies and seek the full support of the U.N. process in continuing the mission in Iraq. (Applause)

Then, just last month, in a truly historic resolution, the AFL-CIO called for the redoubling of our efforts to help Iraqi workers in their struggle to build their own unions and for our troops to be

rapidly withdrawn from Iraq and honored when they finally come home. And for that, Morty, we will forever be grateful, and we give solidarity. (Applause)

Sadly, there is some talk around the labor movement-- I'm not sure we call it the labor movement. Well, it's coming from the "splitzers." In fact, they are talking about temporary partnerships, strategic alliances, and very specifically saying there is no such thing as permanent solidarity.

President Sweeney last week at the UNI Convention said that that may be the talk of the corporate chieftains, but that ain't no way to run a labor movement. (Applause)

And that's not the way Eduardo Diaz lived his life. His values and our values continue to live on in solidarity with the "Union-to-Union Fund" in Colombia, El Salvador, in many countries around the world. We continue to work in permanent solidarity with our brothers and sisters at home and abroad.

And third, we need to provide leadership and we need to provide campaigning, and that is where we are truly blessed, lucky, fortunate. There are no words to put around this to have Larry Cohen doing this work at CWA in these incredibly difficult times for the American Labor Movement. (Applause)

Larry is never resting, as all of you well know, always forging new strategies for global work, never reaching for the limelight. Always working on the ground, always fighting for workers. He has no patience for meetings, no patience for seminars, and his presidency of the UNI Telecom Committee has literally redirected that work and focused on global employers, organizing wireless around the world, and broadening participation through the virtual committees.

He has brought over 200,000 customer service employees together each October for the last two years. He has pulled this together around three important principles: universal and affordable service; quality service, quality jobs; financial equity and transparency. Others now duplicate this model, bragging that it has never been done before. Well, it has been done, and they are following the model that Larry Cohen set in organizing your important industries. (Applause)

And most importantly, we need to build a movement. In the years ahead, the AFL-CIO will redouble our efforts with CWA through the Solidarity Center and our 28 offices around the world. Our terrific staff has been recruited from our affiliated unions as organizers to work in these countries abroad.

This task is extremely difficult, but the workers of the world have two great advantages. One is that workers are the vast majority of citizens in every country. The second is the world's workers are simply indispensable. We can clearly imagine a world without multinational investors, but it's impossible to imagine a world without workers.

Building global unions won't be easy. It is going to take a movement, and progress has always been made by the many, not the few. That's always been true. It will always be true. It's been true in the Civil Rights Movement. It's been true in the women's movement. It's been true in the environmental movement. It's been true in the anti-war movement. It's been true in the gay/lesbian and transgender movements. Those movements fought and they won change.

This is not an abstract idea for any of us. This is not foreign for any of us. It concerns our basic values-- what we will stand up for, and what we will put up with; what we are prepared to fight for, what we are prepared to stomach. For generations, the global economy poses the new struggle for freedom. So let us begin again, today, in the belief, as Dr. King taught us, that the moral arc of the universe is long, but it bends toward justice.

I will be there and I know that you will be there too. Thank you very much. (Applause)

PRESIDENT COHEN: Thanks, Barbara. You can see the kind of progressive leadership the AFL-CIO has on its international front.

Barbara mentioned several programs and many CWAers are actively leading these programs. One of them is in telecom, and we are going to hear from two of our most important partners in a minute. But let us realize that we have Barbara Easterling leading UNI women. We have Pat Friend with the International Transport Federation. And we have Linda Foley with the International Federation of Journalists. We have had IUE-CWA at the International Metalworkers' Federation. And there are other examples of our global work as well.

But we are now going to hear from two of our most important alliance partners in the telecom world who have joined me in helping to lead what we call "Telecoms for the Long Run Up." Barbara mentioned the three points: universal and affordable service; quality service, quality jobs; and financial equity, financial transparency. The telecom unions have taken these issues up around the world, whether it be in the north or south, or in Europe, or in Canada, or here in the United States.

We are first going to hear from Franz Tremml, the Executive Vice President of Ver.di, the largest union in the world with more than two million members in Germany. It is a union that represents its workers at Deutsche Telekom as well as T-Mobile, a T-Mobile subsidiary in Europe and around the world. For years, Franz was the Chief International Officer for a predecessor union that helped him to form Ver.di called DPG.

I might add that Franz went to Ireland for three weeks and learned English and he is going to address us in English. You could see that it would take me more than three weeks to learn German.

Franz is a true internationalist. He is a true believer that we are in one world and that we need to act as if we are one union. He is on the Board of Supervisors of Deutsche Telekom, the parent of T-Mobile. He is convinced his brothers and sisters in Ver.di should support a CWAer for one of the seats on the Board of Supervisors of T-Mobile.

Also, there is a broad-based determination with management and union people together talking about what they are going to do in making decisions. Under Franz' leadership, it is likely that next year Ver.di members will vote for a CWAer to take the place of one of themselves to send a message loud and clear to T-Mobile and Deutsche Telekom AG, its parent, that they will not put up with union-busting anymore in the United States. (Applause)

I now give you a very warm introduction for a true brother, my brother for years, Franz Tremml, the Executive Vice President of Deutsche Ver.di. Guten tag, Franz. (Applause)

FRANZ TREML (Executive Vice President, Ver.di): Thank you, Larry, for those nice words you said. It is true, we are trade unionists and we have to work together.

Brothers and sisters, dear friends, it is a great pleasure for me to be invited to your very big and special Convention, and to the historical town of the labor movement here in Chicago.

First of all-- I can't see him but I have to say it-- first of all, I would like to say thank you to Morton Bahr. I met Morton when he got elected as your president, and he was always a great and progressive leader, not only here in the U.S. but also in our international work. Thank you, Morton, for your friendship and for your solidarity. (Applause)

I bring you greetings from my union, Ver.di. As Larry has already explained, it is a new united service union in Germany. It means greetings from 2.5 million members. (Applause)

Let me say a few words about my English. Maybe I have to be a little more careful than usual, but I will try to do it so that you can understand what I am trying to say.

I would like to congratulate all members of the Executive Board of your union, and I hope we will have a very good relationship in the future. And let me say I feel very sorry for the people in the area of New Orleans, the huge catastrophe that has happened there. And I will tell you, I support you from the bottom of my heart. (Applause)

I am talking today about T-Mobile, and why we have a common problem. But let me start with a story. I am sure that many of you know the classic horror story, Dr. Jekyll and Mr. Hyde, written by Robert Louis Stevenson. In the story, kind and cultivated Dr. Jekyll turns into brutal Mr. Hyde; good and evil in one person, a typical split personality. In the past month when we had to deal with the strange behavior of T-Mobile here in the U.S., I have often been reminded of this story.

In Germany, we have a real good relationship between the employer and the union. If necessary we fight, but we can talk to each other. We are facing a new situation, our union and your union; one company with different behaviors and different faces. And it is important that T-Mobile has already 23,000 people employed here in the States. Therefore, as I say, we have a common problem.

And we have learned something entirely new. In our home country of Germany, T-Mobile is a good employer that makes an effort to have a reasonable relationship with the employees and the union. But in other parts of the world, management of T-Mobile sometimes acts in a shameful way, treats employees improperly, and uses any means to try to stop them from organizing in a union-- just like Dr. Jekyll and Mr. Hyde. They even refused direct thoughts to you, to CWA, the responsible union here in the States.

At first, I couldn't understand what was going on because of the different relationship and the difference in Germany. Very soon though, after discussions, we learned this is already an element of anti-union behavior. We were especially troubled about what happened at Cingular in California, but I am also talking about anti-union causes taken in the U.S. in general, as well as about their union-busting in the United Kingdom.

All of this was entirely unacceptable and would be unthinkable in Germany. The way T-Mobile treats you, the CWA, not only makes me very angry, I must admit it is very embarrassing. Because in the end, it was CWA that made T-Mobile's entry to the United States market possible-- also against political resistance.

We are angry and we are bitterly disappointed how T-Mobile works here. Looking back, however, together-- my union and especially CWA-- together we have gotten the ball rolling.

We have protested very strongly. We have had countless meetings and we have made sure that they got more than 4,000 letters of protest from all over the world to show them how union workers work together. (Applause)

We did all this to make T-Mobile-US come to its senses. I'm proud how we worked together in this fight, CWA and Ver.di. We brought up this issue, as Larry already mentioned, in the Supervisory Board of Deutsche Telekom, a company with 250,000 employees where the employers have the assets, and believe me we didn't do it quietly.

I came to the States as executive vice president of my union and also as a vice chair of the Deutsche Telekom Supervisory Board, together with the chief Human Resource manager of Deutsche Telekom to solve the Cingular crisis. We met with Morton Bahr, Larry Cohen and Barbara Easterling. In our case, we were talking to the management of T-Mobile-US.

Since our activities, I'm proud to say we have made provisions for representatives from your union to be on the workers' site of the German Supervisory Board of T-Mobile International. In this way, we are showing management that if they fight against us, we will work closely together and we will find ways to show how common trade union internationals work. (Applause)

Let me make some very personal remarks. In this feud, CWA again proved to be an excellent union that fights with outstanding commitment for workers interests. I'm proud to personally have a very good and long relationship with your leaders, especially Morton and Barbara, and over the last few years a stronger relationship with Larry. In my many years of working for unions, I seldom have met such a powerful and dedicated fighter for workers' rights as Larry Cohen. I have to give him a huge compliment. (Applause)

I congratulate you, the delegates, for having elected such a great colleague as your president. We will work together in the future, I'm sure.

Now, we have to use the conflict at T-Mobile-US and T-Mobile-UK to reach lasting provisions in a global agreement with the Deutsche Telekom Corporation. We must do it to ensure that an anti-union management, wherever it is put in place. But we must keep up this pressure. We must keep up this pressure and we will. And if they don't understand, therefore, we will set up a new UNI Global Union Deutsche Alliance. And in this alliance, our unions will be from Germany, Austria, Croatia, the Czech Republic, Macedonia, Netherlands, Poland, Russia, Slovakia, the UK and surely the United States. (Applause)

I mean, if the company is going across borders, then we are already here. We will work together and reach common positions and we will fight together if it's necessary. We have an internet home page set up for this alliance in order to get in a better relationship.

Since we've been in this fight, there is another success. We invited to our meeting of UNI Telecom Europe in early May of this year in Berlin, the CEO of Deutsche Telekom, Mr. Kai-Uwe Ricke. And in the presence of Larry Cohen, he finally declared the company's willingness to negotiate with us, with UNI on a global agreement. (Applause)

The negotiations on this agreement began in August. This is and was an important step-- far from reality, but it is a start. What do we want to reach with this global agreement? Many of you would ask this yourself.

To put it in a nutshell, we want to make sure that what happened here at T-Mobile-US can never happen again. We want to make perfectly clear to all the managers that union-busting in other countries, preventing union organizing and discrimination against union members are totally improper behaviors. (Applause)

That behavior violates accepted universal standards which have the same status of human rights. And, colleagues, human rights are worldwide rights and cannot splinter. The right to join unions and the right to organize are human rights in Germany. And human rights applied in Germany cannot be wrong for other parts in the world.

We are talking about freedom of association, the right to join the union, the right to collective bargaining, the right to organize without fear of discrimination or the company fighting union organizing, the elimination of forced and compulsory labor, the elimination of child labor, and the elimination of discrimination in the workplaces.

A global agreement should be worldwide and comply with fundamental and international social standards and minimum rights for workers and unions everywhere the companies do business and employ people.

A global agreement must establish that management guarantees absolute neutrality if employees wish to join a union, and they have to guarantee that they will recognize that union. This is, in my eyes, the most important point. (Applause)

It must make clear that no one may be discriminated against because of their membership in the union. If we had already implemented such an agreement, the ugly things we experienced in T-Mobile in the United States and United Kingdom might not have happened.

We need this agreement with Deutsche Telekom. We need it not only for Deutsche Telekom; we need it for all international and multinational companies. We have to make sure that they can't change from Dr. Jeckyll to Mr. Hyde. (Applause)

Colleagues, the big companies are very often moving into other countries. They are looking for cheap labor, especially in Europe. They are going to Eastern Europe. They are looking for longer working hours in our country. They are looking for less social rights in a lot of countries. And they are looking for countries without unions or with weak unions.

They try to earn as much as possible and many of them don't care how their money comes

in, even if there is child labor involved. We have to realize this and, therefore, we have to come to a common international policy. There is a need to fight not only nationally; there is a need to fight internationally.

What a crazy world we live in when companies in Germany are closing their doors and the shareholders are happy because the shares are going up. What a world! I cannot and I will not accept this. And it's trade unions' work to fight against this development. (Applause)

It is increasingly important that we, as trade unions, work together more closely and with more solidarity than ever before on an international basis. The UNI World Congress last week here in Chicago made me optimistic. When we see such terrible conditions for millions of workers and their families, tremendous poverty in the world and the scandalous wealth of a few, it shows how important even stronger national and international union work is.

What happened at T-Mobile taught me that globalization has finally become part of our daily lives. It's our job. It's my job and it's your job to change this again. Without us, without international solidarity, it will be impossible to have civilized global capitalism.

Remember the old labor movement motto? It seems to be more important than ever in globalization. An injury to one is an injury to all. (Applause)

With this in mind, let's join together to push the international union movement forward. Thank you.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: Thank you, Franz. Danke schoen. Your work is obviously critical to us, and we will work with you in every imaginable way.

You can begin to see here a mural being painted of the Telekom strategy. We have to do this in every sector of the union -- with the Cingular cooperative in terms of workers rights, the AT&T Wireless merger inside, the Verizon Wireless fight for justice, T-Mobile, the largest mobile company in the United States. And then there is Sprint, which I know with Jimmy Gurganus we will come back to in the days ahead. Together they make up most of the wireless market in the United States.

Now, it is a great privilege for me to introduce Dr. Maria Xelhuantzi. She has worked for almost 20 years, as young as she is, with the Telefonistas. During that time, she also attended the University of Mexico and earned a Ph.D. in political science. Francisco Hernandez Juarez is the President of the Telefonistas. He is also the President of UNI Telecom for the Americas, to which we belong. We have four presidents around the world and I work with them in the four continents. Francisco often says that the Telefonistas in the CWA operates "on UNI frequency," on one frequency. Those are his words.

We have had joint meetings with management of SBC and TELMEX recently in San Antonio, District 6, District 4, and some of us from D.C. along with Francisco and Maria. This union has taken this notion of solidarity further south.

As tough as it is to work for social reform in Mexico, they have said to TELMEX, their principal employer, that its subsidiaries at America Mobile-- which is the largest wireless operator in the Americas, South and Central America owned by Telmex-- is totally intolerant of workers rights.

This union has said to the management-- and by the way, the management is controlled by the richest man in South America, the third or fourth richest in the world, Carlos Slim. That's who they are up against. This union has said, "We demand the creation of a code of conduct and that your subsidiaries around the world in Central and South America be part of that contract. As tough as our contract may be to bargain in Mexico, we want to fight in Central and South America as well."

They have formed a special partnership with District 6 because of that border. And the CWA

local in Laredo, Texas, and their local in Mexico have formed a union-to-union partnership of their own.

I can go on, but we'll hear from Maria herself. Francisco could not be here. He is meeting on behalf of the healthcare workers in his federation, the UNT, with the President of Mexico to try and avoid a massive work stoppage by their healthcare workers right this minute.

Before we hear from Maria, we are going to see a few minutes of an amazing video they put together in Spanish and in English. This is the English version of the development of their union. You will get a sense that our notion of democracy in the workplace is not just our notion; it was a founding principal of their union and their own reform movement more than 20 years ago led by the telephone operators.

So we say to ourselves and to the other unions in the United States and Canada and around the world, it's not just about having a union and paying dues; it's about a union that the members run. So watch a few minutes of this video and then I will present to you Dr. Maria Xelhuantzi. Thank you.

Roll the video, please. Do we have the video or not? Okay, you don't have the video yet. That's okay.

Please join me in welcoming Dr. Maria Xelhuantzi from the STRM, the Telefonistas. She will speak to us in English as well showing again what people can do for solidarity. Thank you, Maria. (Applause)

DR. MARIA XELHUANTZI - Advisor, STRM Executive Board, reading a letter from Francisco Hernandez Juarez, President of STRM): "I deeply appreciate this kind invitation from my dearest brother and friend, Larry Cohen, President of the CWA, to participate in this convention and to address you today.

"Unfortunately, my duties as co-president of the National Union of Workers, the UNT, do not allow me to be here with you as long as I wished. At this moment, I am in Mexico having an interview with President Vicente Fox. We are looking for a last opportunity to negotiate the resolution of a serious conflict that threatens one of the unions within the UNT, the healthcare and social security workers' union. The future of almost 300,000 workers and the most important health system for almost forty million Mexicans is at stake. I hope you understand that I must be in Mexico and hope you will excuse me.

"However, my regret at not being with you at this podium has a lucky side. I have asked my union sister, Maria Xelhuantzi, who has been working closely with me and advising the STRM for more than 20 years now, to represent me in this important convention and to read this message for you.

"Maria knows and loves the STRM in an extraordinary way, and she also knows and loves in an extraordinary way the alliance between CWA and the STRM since 1992. She has been my own voice many times, and I decided that she is the best sister to represent me here. Through her voice and presence, my voice and my thoughts are with you today. It is really a great honor for us to be here.

"In February 1992, CWA and the STRM signed an alliance, which is for us the most important international alliance we have got, and we are very proud of it. I have to say that when we signed this alliance more than 13 years ago, perhaps we did not have a clear idea of what our unions would be able to do together. But we did know that we wanted and we needed to do something different, something fresh, and something that enabled us to strengthen the union movement and make it move forward on a global scale. At that moment we clearly saw these processes of globalization of capital, corporations and politics worldwide.

"What we did know was that we needed to go beyond words and programs of action, and to put in motion concrete and direct actions that show us the way towards a new global unionism. We needed to show our members that although union life is based in the workplace, in the

workers and in their day-to-day problems, it is always linked to, shaped and influenced by the community and the social environment, and also is shaped and influenced by national and world politics. Therefore we needed to have a real global and integrated picture of our problems.

"In the past 13 years we have done good things together, putting in motion a new global unionism. A key early joint campaign was our work to organize 'La Conexión Familiar,' a subsidiary of Sprint operating in California with a market focused on Mexican and Latin American immigrants calling home. Sprint closed the main facility one week before the election, knowing a strong majority of workers supported CWA. Together, Larry and I approached the Mexican government, which eventually filed a complaint under the NAFTA labor side agreement charging that the U.S. Government was not enforcing U.S. labor law.

"Over the years we have held joint meetings focusing on concrete actions and strategies. We have shared information and implemented parallel efforts to organize the growing sectors of telecom such as wireless and also to deal with new technologies in the core landline side of the business. Recently, CWA and STRM have been using the same educational presentation on the evolving technologies, such as Voice Over Internet Protocol and fiber, to educate our members.

"CWA and STRM deal with two of the most powerful and wealthy telecom companies in the world, Telmex and SBC, with SBC owning eight percent of Telmex. Recently CWA and STRM met jointly with the management of SBC and Telmex in San Antonio, Texas, to discuss evolving technologies, jobs of the future, training strategies and the companies' plans and impact on our members.

"Our alliance has been successful because CWA and STRM both uphold the principle of workplace democracy and the fundamental truth that the union belongs to the workers and no one else.

"These are some of the reasons why I believe that the alliance between our unions has a terrific potential, and that we need to take it to higher and deeper levels of integration and solidarity. This is also why we are working to strengthen the relationship between the UNT and the AFL-CIO, and to build our work within UNI, the global union we are affiliated to.

"One of the most painful truths in our time is that the situation for the workers has worsened in the last years in every country. The race to the bottom in wages and in work conditions, unemployment, loss of collective rights and collective bargaining, the attacks against health care, social security and pension funds occur everyday, everywhere.

"In some countries, such as Mexico, the workers' situation is more dramatic, because we carry the burden of decades of poverty and because the democratic process in our country is still very slow and tough. We have one of the most anti-democratic labor systems in the world.

"In the UNT we are fighting to achieve big changes in the situation for the Mexican workers. We fight for a union movement that is more democratic and representative, for a more independent and free labor movement for the Mexican workers.

"Also, we fight for a labor movement that is more linked to society at every level, and that is very active in seeking the big economic and political changes, which are needed in Mexico.

"We are working very hard to build and to strengthen social fronts or coalitions. We have learned and been inspired a lot from the outstanding work you do in "Jobs with Justice".

"This is why I can say that through these years, in all the fights and the work we have done, we have not been alone. You have been not only allies, but colleagues and friends, and your fights and achievements have inspired us. Our alliance is a good example of how a new global union movement is possible and necessary to achieve justice, freedom and dignity for all the workers.

"We know that the labor movement in the U.S. is going through a decisive moment of change and redefinition. At this critical time, we in the STRM express our full solidarity with CWA.

We know that your union convictions, your strong union principles, your unity and your leadership, and yesterday my colleague and friend Morton Bahr's leadership, and today my colleague and friend Larry Cohen's leadership, will make you stronger and greater.

"Let's keep working together in this way, for the greatness of our unions, the big family we belong to, no matter which side of the border we are on. At the end of the day, we believe that we are fighting the same fight for the same union family our common union family, a working family's family: CWA and the STRM.

"Long live the alliance of the CWA and the STRM! Viva la alianza entre CWA y el STRM!"

Thank you very much.

. . . The delegates arose and applauded at length, after which a brief video was presented on the history of STRM . . . (Applause)

PRESIDENT COHEN: That is the beginning of the video. Anyone who wants copies of that, let us know. It is up here. It is a 45-minute video available in English and Spanish, the history of this amazing union and their amazing leader, Francisco Hernandez Juarez. And as I said, Maria has worked with them for 20 years.

Please join me in thanking Maria, Franz, and Barbara Shailor, AFL-CIO, demonstrating to us that this is one world and that we are workers together, united, around the world. Thank you so much for being with us.

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

PRESIDENT COHEN: It is now a great privilege for me to introduce for the purpose of an organizing report, our amazing new executive vice president, my brother of many years, Jeff Rechenbach. Join me in welcoming Jeff Rechenbach for the Organizing Awards. (Applause)

EXECUTIVE VICE PRESIDENT JEFF RECHENBACH: You want to see a proud father? The voice-over on that video that we just saw, that was Larry's daughter Rachel who did the translating, and that was her voice doing the narration. (Applause)

As we recognize a group of locals for special success in our organizing program, we should remember that local union effort is the key to our success. There are additional locals that are not receiving these awards where we were not successful, or where the minimum goal of 100 new members was not reached. But these efforts are just as much a part of our total program to reach out to our families, friends, and neighbors, and help them build a union where they work.

Now, we want to honor those locals that have accomplished a significant objective: winning representation rights for at least 100 workers in new units in the past year. And 187 different locals have received this award at least once.

Each local will receive a \$1,000 organizing subsidy-- I am guessing the turnout is going to be better than the 30-Year Service Awards we did a little earlier-- as well as a plaque for the current year. Locals that have organized for five and ten years consecutively will receive \$5,000 in the form of an organizing subsidy. So, join me as we honor these locals that have met their organizing commitment for the past year by organizing more than 100 workers in new units in at least one year.

Beginning with Local 1031 in Monmouth, New Jersey, which organized 32 Clifton Library, 14 Ramsey Library, 52 Livingston Library, 5 Roselle Park Police dispatchers, and the 9 Westfield Library workers. (Presentation - Applause)

Local 1032 in Ewing, New Jersey, organized 43 Passaic County Meals on Wheels workers and 57 Roxbury Town employees. We also are recognizing them for winning this award for the tenth consecutive year. (Presentation - Applause)

Local 1034 in West Trenton, New Jersey, they organized 112 Bergen County Judiciary

employees. We also are recognizing them for winning this award five years in a row. (Presentation - Applause)

Local 1037 in Newark, New Jersey, they organized 79 employees at Children's Aid and Family Services, and 72 employees at St. John's Community Services. (Presentation - Applause)

Local 1040 in Trenton, New Jersey, they organized 4 Borough of Penn Grove Police Dispatchers, 17 Confidence Management Service employees, 60 Montgomery Township employees, 50 Partnership for People employees, 58 workers at NJ Plus and 211 New Jersey Corrections mental health workers. (Presentation - Applause)

Local 1101 in New York, New York, they organized 390 Cingular retail workers. (Presentation - Applause)

Local 1298 in Hamden, Connecticut, they organized 126 employees at Communication Network Services and 10 Rhode Island Cingular retail workers. (Presentation - Applause)

Local 30213, Canadian Media Guild, organized 80 employees at Toronto One TV and 46 at Vision TV. (Presentation - Applause)

Local 3106 in Jacksonville, Florida, organized 534 City of Jacksonville employees. (Presentation - Applause)

Local 3108 in Orlando, Florida, organized 126 employees at Avaya, Inc. We also are recognizing them for winning this award for the fifth consecutive year. (Presentation - Applause)

Local 3511 in Jackson, Mississippi, organized 324 Cingular Wireless customer care workers. (Presentation - Applause)

Local 3806 in Memphis, Tennessee, organized 390 Cingular customer care workers. (Presentation - Applause)

Local 6012 in Tulsa, Oklahoma, organized 282 Broken Arrow City workers. (Presentation - Applause)

Local 6132 in Austin, Texas, organized 756 Cingular customer care workers. (Presentation - Applause)

Local 6150 in Dallas, Texas, organized 118 employees at Comcast - Farmers Branch. (Presentation - Applause)

Local 6171 in Krum, Texas, they organized 130 Hanson and McLain investment advisors. We are also recognizing them for winning this award for the fifth year in a row. (Presentation - Applause)

Local 6186 in Austin, Texas, they organized 334 employees at University of Texas Health Science Centers. (Presentation - Applause)

Local 6215 in Dallas, Texas, organized 224 SBC Internet Services employees. Show off the check. (Presentation - Applause, and laughter)

Local 7076 in Santa Fe, New Mexico, organized 114 employees in the New Mexico Public Education Department, and 250 employees in the New Mexico General Services Department. (Presentation - Applause)

Local 7077 in Tucson, Arizona, organized 19 Arizona Capitol police, 215 Arizona probation officers, 2 Buckeye police, 11 Chandler Unified police, 12 Kingman police, 15 Mohave County deputies, 6 Parker police, 3 Peoria police sergeants, 9 Quartzsite police, 3 United Highway Patrol, 12 White Mountain Apache police and 3 Yuma detention officers. (Presentation - Applause)

I'm glad it wasn't Peoria police patrolmen. (Laughter)

Local 7911 In Albuquerque, New Mexico, organized 104 employees of Dona Ana County. (Presentation - Applause)

Local 9111 in Ontario, California, organized 327 law enforcement personnel in 7 California units, 11 Monterey County probation officers, and 14 employees in the San Luis Obispo County District Attorney's Office. (Presentation - Applause)

Local 9588, in Colton, California, organized 320 employees of the Rialto School District. (Presentation - Applause)

Congratulations to all of these locals and thanks to all CWA locals that are part of the organizing network.

PRESIDENT COHEN: Before we announce the President's Award winner for this year, I want to take a minute to recognize Local 2204. They are not up here because only late yesterday did we find out from District 2 Vice President Pete Catucci that 2204, with others in District 2 helping out, had organized the Lebanese Customer Service Center at Cingular Wireless. Congratulations, Local 2204. (Applause)

Now it is a special honor for me to carry on a tradition that started in 1972 in presenting the President's Annual Award. This award was considered by our founding President, Joe Beirne, to be our union's highest honor. Joe's successor, Glenn Watts, and for the last 20 years Morty Bahr, have carried on the tradition.

That responsibility now falls to me, and it is one that I take on with great enthusiasm and pride in our organizers who are so highly effective in bringing new members to CWA. Over the years, this award has gone to individuals, locals and CWA districts that have worked hard together to build our union.

This year, I have selected two locals in District 3 that have done a fantastic job of organizing in a so-called right-to-work state: Local 3511 in the private sector, and Local 3570, the Mississippi Alliance of State Employees. Will they join me here, along with District 3 Vice President Savant, Kim Sadler and Brenda Scott.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: Those locals are headquartered in Jackson, Mississippi. We all know it's tough to organize there. Mississippi has one of the most conservative governments in the country-- that's a nice way of putting it-- and a leading right-wing Senator, Trent Lott. That's a nice way of putting that also.

Instead of just giving up, these two sisters and these two locals are continuing to help lead a vibrant labor movement in their state, a state where CWA now has more than 10,000 members and it's the largest union in the state. (Applause)

They are doing it the old-fashioned way, through solidarity and the CWA Triangle and amazing work. The merger of AT&T Wireless with Cingular Wireless this past year opened up, as we heard earlier today, enormous opportunity for 22,000 workers to join with us.

We talked before about AT&T Wireless and what they were like-- the terror, as Morty put it, that was in the workplace. Organizing is still hard work and people have to make it happen. When Local 3511 set out to help 400 workers at the former AT&T Wireless Customer Care Center in Jackson, some of the meetings were held in Local 3570 offices. They have worked together on all of this.

One of the first members of the organizing committee at Cingular was MASE-CWA member Nate Williams. 3511's Kelvin Banks was another one, the brother of an IUE-CWA member. Local 3511 President Kim Sadler, Vice President Lubertha Neal, and organizers Debra Noble and Margaret Quinn led the campaign from the local, assisted by CWA Representative Ron Tyree and Administrative Assistant Booker Lester.

They met with the workers on several occasions, building an internal committee and explaining what could be gained by working together in CWA. They eventually collected membership support and membership cards from more than 60 percent of the workers and most of the leads for neutrality and card-check that went into effect on July 1. And on March 22 the unit was certified by the American Arbitration Association. Shortly thereafter, and eagerly, Local 3511 jumped on the opportunity to help Local 3570 build its local.

Now, in some ways, this is a lifetime achievement award for local 3570. Against all odds and with no collective bargaining laws for public workers in Mississippi, they formed a local in 1989. They have relied on an aggressive organizing policy, fed by their tough political work, helping elect pro-worker state officials and lobbying for raises and better working conditions. And they recruited more than 3,000 members to join that local with no bargaining rights. (Applause)

Earlier this year, when Local 3570 President Brenda Scott decided to help gain work for the Jackson City workers, there was Kim Sadler ready to work with her. The two locals cooperated and were successful in electing a new mayor and city council for Jackson, Mississippi, a city council and mayor who are committed to recognizing the rights of city workers to organize and to have a union.

Local 3511 this time made its facilities available for some of their earliest meetings in the larger building, and made available Cingular and BellSouth workers-- Williams, Banks and Noble-- to help the city workers organize. Together with Local 3570 organizers, they have made a tremendous outreach to 1,500 eligible Jackson City employees, and already more than 400 have signed up. (Applause)

I might add that both locals do all three sides of the Triangle. They have an amazing steward structure; they have elected representatives throughout the state that carry on our work on a day-to-day basis. Now I am proud to present to the Presidents of these two great locals the President's Annual Award. (Presentation - Applause)

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." Congratulations. (Applause and cheers)

Before we hear from the two local presidents, I call on Vice President Noah Savant who made this nomination for this award.

VICE PRESIDENT SAVANT: Thank you, President Cohen. I cannot tell you how proud I am of these two locals. In the State of Mississippi, the most difficult thing to do is bring union representation. But when it comes to grilling their membership and bringing union representation to those who want it, these two ladies will not take no for an answer. (Applause)

They continue to work tirelessly, not only in their locals, not only in external organizing, but also in the state legislature and in the city councils and in the county councils to make sure they are heard and they are understood.

As you heard, they collaborated and defeated a mayor who was not supportive of unions in Jackson, Mississippi. So you can bet that they know, the politicians in Mississippi-- especially in Jackson-- the names of Brenda Scott and Kim Sadler. (Applause)

Please join me in giving them another great round of applause for the great job that they did.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: I want to also thank and acknowledge Vice President Brooks Sunkett who spent many of the last 15 years working with them.

Now we will hear from the two award winners.

DELEGATE KIM SADLER (Local 3511): I just want to say that Brenda and I could not do

this alone without the district that we have, District 3, and the staff there that's always right there behind us for whatever it is that we need to do. We are out there struggling every day, and all we have to do is call and they are right there for us. We just want to say thank you very much.

We also could not have done this without the organization at the National which was so willing to send people down whenever we needed them, and we just appreciate that so much. We are the best union in the nation, and we need to continue to strive to grow our membership. Thank you. (Applause)

DELEGATE BRENDA SCOTT (Local 3570): This is a total surprise to me. But when in doubt, I always say:

"When the union inspiration through a worker's blood shall run,

"There will be no power greater anywhere 'neath the sun,

"Yet no force on earth is weaker than the feeble strength of one,

"It's the union makes us strong."

Thank you, CWA, for being that union, and thank you, Kim, so much and everybody associated with this. Thank you. Thank you. Thank you. (Applause)

PRESIDENT COHEN: Great. Congratulations to all of our organizing locals, the ones who are here and the ones that are out there. Together we will make a difference. And congratulations to Mississippi, to District 3. This is the unity of our union. Public sector, private sector; same program, same triangle, making a difference in Mississippi. Thank you all.

Now we come to our Memorial Service. As the lights dim, we pause and think about those who are no longer with us.

. . . As the drum rolled, "Taps" was sounded and the lights were dimmed . . .

PRESIDENT COHEN: Assembled here in Chicago, Illinois, for the 67th 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 eleven members of the CWA family who have passed from us.

VICE PRESIDENT ROSEN: WILLIAM CARL "W.C." BUTTON. The last CWA vice president of District 5--now part of District 4. W.C. Button helped ease the restructuring of our union, finalized at the 1986 convention after the breakup of AT&T and the old Bell System. His grandchildren recall stories that influenced them long ago to follow in their grandfather's footsteps.

"I remember he was real big with the union and talked with Jimmy Carter and such. One time he called me from Air Force 1. When you're a little kid, that really sticks with you," said his grandson Lance Button.

W.C., as a repeaterman for Southwestern Bell, in 1950 became a member of what is now Local 6222 in Houston. His wife Jane joined Southwestern Bell in Houston as a reports clerk. W.C. undertook several leadership positions in Local 6222, eventually rising to president.

He became a CWA representative in Chicago in 1967, transferred to Milwaukee in 1969, then returned to Chicago in 1971 as area director for Illinois, Indiana and Wisconsin. In 1972, he became the assistant to District 5 Vice President Ray Stevens. He moved to Oklahoma City as a CWA representative in August 1975, then returned to Chicago after winning election as District 5

vice president in June 1977, serving in that position until 1986 when he retired.

W.C. died at his home in White House, Texas, on Dec. 6, 2004. He was 79. His son John, a steward in Local 6222, died four years ago. Among his survivors are grandsons Lance and Brian, a CWA member working for SBC in Dallas, and granddaughter Elaine Scapalino, a Cingular employee in Dallas.

VICE PRESIDENT MILBURN: VICTOR C. "VIC" CRAWLEY, retired District 6 vice president, laid the groundwork for CWA's card-check and neutrality agreements with SBC and Cingular. Ben Tum, Jr., who succeeded Crawley in office, said Vic was a "pioneer" in organizing at the district and local levels, who "really loved every member of every local."

Vic became a frame technician with Indiana Bell in 1951 and rose to president of South Bend, Indiana, Local 5707. He joined the union staff in 1962 in St. Louis and in 1969 became an area director.

In 1971, he became an assistant to Vice President Ray Stevens, working in the District 5 office in Chicago. Vic returned to District 6 the next year as an administrative assistant to Vice President T.O. Parsons in 1986. He was elected district vice president in 1992. Vic helped 500 Missouri state workers organize in the mid-'70s and helped Texas state workers organize. He also worked on CWA Convention Resolution 1, the "Triple Threat," in the late '60s which became the present day CWA Triangle, and in 1992 started work on the SBC card-check agreement, which Turn completed as vice president in 1996, following Vic's retirement.

Vic died at his home in Manchester, Missouri, on January 10th. He was 73. His survivors include his wife, Margaret, sons David and Patrick, daughters Nancy Peterson, Vicki Kuehnel, Patti Karleskint and Margaret Anne Owens and 12 grandchildren.

VICE PRESIDENT FOLEY: HARRY S. CULVER. From piloting a B-17 during World War II to reporting on politics in Oklahoma, to helping lead The Newspaper Guild, Harry Culver was a colorful man who lived life to the fullest. Harry chaired many a contentious Guild Convention, including my first one, with charm and wit. But beneath his "aw shucks" down-home demeanor, there was a tough, committed, savvy union leader. Maybe that's why no one disliked Harry Culver.

Harry earned a Master's Degree in Journalism from the University of Oklahoma, then fought in World War II. He returned to his home state to begin a 35-year career with what became United Press International. He joined his Wire Service Guild local and a few years later served on its bargaining team. He rose to be his local's president and served as an officer on the WSG's national organizing committee.

In 1962, he was elected to be a delegate to TNG's annual convention and in subsequent years chaired its bargaining, finance and constitution committees. He served as national coordinator of WSG's 1969 strike against Associated Press and, in 1972, won major gains as head of the UPI pension negotiating committee. He became TNG's international chairperson in 1977, making him one of the Guild's three principal officers.

After retiring in 1987, he became the spokesman for the Oklahoma State Budget Committee. Among many honors during his long career, he was inducted into the Oklahoma Journalism Hall of Fame in 1979. Harry died on Feb.13 at 82. His survivors include his wife, Mattie Lee Culver, two daughters, a son, 10 grandchildren and one great-grandchild.

PRESIDENT COHEN: Also, this past year, several active and retired staff have passed from us. Forever mindful of their service and dedication to our union, we will read their names now and show their pictures on the screen, but we invite you to read the full stories of their careers in the In Memoriam booklet.

LAWRENCE "JACK" BACCARI. For more than three decades, Jack Bacarri served District 3 as a research economist and later as a CWA representative. Jack died suddenly on May 26, during an arbitration in Birmingham, Alabama.

HARRY JOSEPH COYTE, SR. Before becoming a staff rep in 1973, Harry Coyte organized and founded a NABET-CWA local. Long retired, Harry passed from us on June 11th.

STEPHEN HOLZER. A former leader in the Federation of Telephone Workers of Pennsylvania, CWA Representative Steve Holzer helped bring that union into CWA and District 13. Steve died on July 16th.

DONALD HOAK. A pioneer of CWA's efforts to bring health care workers to our union, Don Hoak organized what later became the nucleus of Local 1168 in Buffalo, New York, and served District 1 for many years as a CWA representative. Don died suddenly on January 14.

NORMA C. POWELL served ably as administrative assistant to four vice presidents in what is now District 3. She was an inspiration to African-American women who have followed æ CWA leaders. Norma died unexpectedly on February 2nd.

EDWARD W. SPILLETT, JR. A charter member and organizer of what is now Local 51211, Ed Spillett went on to become a NABET-CWA staff rep and bargaining representative for numerous local TV stations. Ed passed away on December 24, 2004.

Also at this time of extreme unrest and instability in Iraq, we pause to remember those CWA members who have lost their lives in service to our country.

CPL. RICHARD GILBERT, JR., a member of IUE-CWA Local 84775, was one of 30 Marines and one Navy sailor who perished when their Super Stallion helicopter went down in a sandstorm near the Jordanian border on Jan. 26. Four more Marines and two Army soldiers died in Iraq that same day in separate incidents, one of the deadliest days for U.S. forces in Operation Iraqi Freedom. Richard, 26, had worked at the former Chrysler plant for six years on the A-Bar Line, where he braided coils, and was due to return home and to his job at the end of this year. He is survived by his father, Richard Sr.; mother, Helen; two sisters and a brother. His sister "Missy" is also a member of Local 84775.

STAFF SGT. JASON LEHTO was actually the first CWA member to die in Iraq, helping clear explosives from an airfield in hostile territory, as he had done so many times before. Jason was awarded the Navy and Marine commendation medal for his sacrifice.

Let us now pause to remember those CWA Local Officers who have passed from our midst since our last convention.

Russell Cook, Local 7901, Vice President;

Robert Blatt, Local 7906, Vice President;

William "Doc" Indermuehle, Local 9400, Vice President;

Gary Lee Walker, Local 9404, Executive Vice President.

For all of 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 Jack Baccari, W.C. Button, Harry Coyte, Vic Crawley, Harry Culver, Steve Holzer, Don Hoak, Norma Powell, Ed Spillett, Jason Lehto, and Richard Gilbert, the Members, the 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 COHEN: For a point of personal privilege, the Chair recognizes Louie Rocha, Local 9423.

DELEGATE LOUIE ROCHA (Local 9423): President Cohen-- I can get used to saying that-- CWA officers, delegates and guests: It is with profound sorrow that I come to this microphone. On this past Wednesday, August 24, Paul Hurt, an outside plant technician at SBC and CWA Local 9423 member since 1988, was killed in San Luis Obispo, California while he was at work. He was electrocuted by 12,000 kv while on a telephone pole. His crew worked tirelessly trying to revive him with CPR.

Paul, who was 28 years old, is survived by his wife, Maria, who also was a CWA Local 9423 member when she and Paul met at the San Jose, California, SBC Collection Center. Paul is also survived by their two adopted sons: Raymond, six years old, and Charles, three years old.

Paul also had just applied to be a CWA Steward. In his own words when asked, why are you a union member, he wrote "As a member I have a voice!" And when asked why he wanted to be a Steward, he wrote, "I would like to support my fellow members."

Sisters and Brothers, Paul's family has now asked for CWA's help for the many unexpected financial burdens. I have been on the phone with the mortuary helping settle matters for the family and I ask that all of you in attendance today, if you can help this CWA family, please do so. Also let us always remember the words of Mother Jones, "Mourn for the dead and fight like hell for the living!" Paul Hurt, CWA Brother, may you rest in peace. (Applause)

PRESIDENT COHEN: Louie, I would ask you, I think we are going to ask for donations in some specific way, is that right?

DELEGATE ROCHA: Yes, President Cohen, that is correct.

PRESIDENT COHEN: Okay, so we are passing a hat or something like that, right?

DELEGATE ROCHA: Yes, they are going to collect it at 5:00 here in the hall.

PRESIDENT COHEN: I didn't want to leave that out. So we can help the family before we recess, I wanted to mention it.

Also, I was just handed a note that the past president of the IBEW, Jack Barry, died earlier today. And we should remember him as the president who started to bring our two unions together. That is being continued by the current President, Ed Hill.

We are in recess until 3:45.

. . . Brief recess . . .

PRESIDENT COHEN: I call on Secretary-Treasurer Barbara Easterling for an announcement.

SECRETARY-TREASURER EASTERLING: Forty-one dollars was found in the VIP Lounge. If you can give me the serial numbers from -- (Laughter)

We have a winner of a drawing. The drawing was for one week at the Belize Resort in Belize. The winner is Susan Sexton, Secretary-Treasurer of 4401. (Applause)

I want to make this announcement, and if someone is not in the room you should try to tell them, especially anybody who might be involved with the hurricane. A \$79.00 rate will be made available to CWA members who are residents of any state affected by Hurricane Katrina should they be unable to return or need additional time to coordinate a return. This is being done by both the Hyatt Regency and the Sheraton. (Applause) The rate will be effective beginning with the evening of your original departure, through the new departure on Saturday, September 3rd. Anyone who is interested in extending their stay needs to notify the hotel's front desk as soon as

possible.

. . . Further convention announcements . . .

SECRETARY-TREASURER EASTERLING: Again, I remind you to bring your toiletries from your hotel room, if you are not using them, for the Mary Ryder Home. There is a box available in the District 6 area, and also one in the secretary-treasurer's booth.

AT&T bargainers and alternates should stay for a short meeting immediately after the convention recesses. The same group would like to announce at this time the winner of the 18-inch widescreen DVD player. The winner is Edward Crumley, Local 3218, Marietta, Georgia. And he should stop by the stage booth to claim your prize.

The Host Committee, as you know, had a raffle. You have to pick those prizes up by 4:00 p.m. And the winners of them are as follows. The custom-ordered leather jacket, Brian McKenna, Local 7777. The leather and wool jacket was won by Chip Stevenson, Local 4260. The Cingular cellphone winner was Frank Linck, Local Mailers No. 3. The second Cingular cellphone was won by Jen Halladay, Local 4039. The third Cingular cellphone was won by Judy Cameron, Local 81475 of the IUE. And the USA coffee and gift set was won by Chuck Roberts, Local 84801. All those must be picked up by 4:00 o'clock today.

PRESIDENT COHEN: All right, it is time for another video. I am hoping this is the right one. I am looking at my friend here.

Next we have a video honoring CWA members and the families of CWA members who are serving in Iraq, including five who we read in the Memorial Service who have made the ultimate sacrifice.

. . . A very dramatic and patriotic video was shown, depicting the CWA heroes who have served in the Iraq war and those who died while in the service of their country . . .

PRESIDENT COHEN: Each of those names, each of those pictures, represents someone we love in our CWA family, and each person who sent in one of those names or one of those photos will receive a copy of this video. (Applause) We will all keep these feelings in our hearts.

It is fitting that at this time we recognize the participation in our CWA political program, electing a government at all levels that also thinks about all Americans, whether they are in Iraq or Afghanistan or in Mississippi.

The CWA-COPE awards recognize the outstanding political efforts of our locals and districts in 2004. But I want to thank all of you for the commitment and work that you put into building our political program every day. Obviously, despite our best efforts last year, our candidate, John Kerry, lost in the presidential election. But our union engaged in the biggest and broadest membership political mobilization campaign in our history.

More locals and more members participated in the political process than ever before. Thanks to your efforts, our members in 2004 contributed a record amount of voluntary dollars to CWA-COPE. We also significantly increased the number of members participating in CWA-COPE. In 2004, we raised more than \$3.2 million in voluntary dollars from our members, an increase of more than \$500,000 from 2003, and an all-time record for CWA. (Applause)

As importantly, we also finished the year with 58,000 members contributing to CWA-COPE, a net increase of 9,000 COPE givers in just two years. (Applause) Because of your work and the funds you raised and the contributions you solicited, we were able to implement the most far-reaching, grassroots political program ever undertaken by CWA, involving hundreds of locals and thousands of members.

These achievements are a tribute to the work that you did and continue to do to move our political program forward. All of us here, our entire executive board, congratulate you, the locals of CWA. (Applause)

On this screen now is a list of CWA-COPE Honor Locals who-- well, it still looks like me on the screen. I was hoping for a list. Well, maybe there won't be a list. We will get to it later. The list was also distributed this morning and will be incorporated into the Official Proceedings.

While we emphasize the basic \$1 a week level of giving, we also appreciate all of you who give an even higher amount and are an important part of CWA-COPE. At the end of 2004, we had 1,600 members in the President's Club. These are members giving \$10 a week or \$520 a year. Then we have the CWA-COPE Quorum program. We have over 24,000 COPE Club members at \$52 annually; 7,000 Gold Quorum members at \$104 annually; 1,700 Platinum Quorum members at \$260 annually; and 1,200 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 programs.

The national CWA office, including the districts, provide tools, training, and the materials necessary to help you talk to your coworkers about CWA-COPE. Also incentive gifts are available at no cost to encourage them to participate in the union's political action program.

An essential part of our political program is the fine work being done by our CWA Retired Members' Chapters-- our new word. Yes, there they are. They are ready, willing and able to assist your local in any state or local election campaign. Use them. They are our greatest resource.

Congratulations again to the officers and members of the 10, 15, and 20 percent locals for an outstanding performance. This year's awards recognize outstanding achievement in political action during 2004. I would ask all the winners afterwards to pose for a photo.

Here we go. The first award is presented to the local that raised the most CWA-COPE dollars in 2004. The winner of the award this year also was honored last year. This year they raised \$23,137.79 more than they did last year-- an outstanding achievement. We are pleased to present this special local award to Local 1101, which raised \$109,901.69.

Local 1101 President, Joe Connolly, please come forward and accept the award. Congratulations to all of the officers and members of Local 1101. Here he comes. Good, Joe. (Applause)

I can add that he goes to every garage and that's probably a good part of the reason for this. Right, Joe? It's worth waiting for, right? (Presentation - applause)

The next award goes to the local with the highest percentage of COPE membership participation in 2004. We are delighted to present this award to Local 7072, with 84 percent of their members contributing to CWA-COPE. Local 7072, please come forward. (Applause)

Congratulations to Local 7072 President, Estella Madrid, and all of the officers and members of Local 7072. And Vice President Annie Hill will accept on behalf of Estella Madrid. (Presentation - applause)

The next award is for the local that had the most members signed up in CWA-COPE in 2004. The winner is, again-- I hope you didn't go too far-- Local 1101, with 2,993 members. That's 2,993 members participating in CWA-COPE. Joe is back. Job well done. (Presentation - applause)

We will now present the District Achievement Awards for COPE fundraising. The district that raised the most CWA-COPE dollars in 2004 is District 6, which raised \$641,448.18. Congratulations, District 6. (Presentation - applause and cheers)

And don't go away, District 6. Stay excited. The District with the highest percentage of member participation in CWA is--

. . . Cries of "District 6," applause and cheers . . .

PRESIDENT COHEN: --with over 15 percent of the members contributing. (Presentation -

applause)

We do have another District coming up here. The next award is for the District with the most members giving to COPE. The winner is District 1, with 13,561 COPE givers. Vice President Chris Shelton, please come forward. (Presentation - applause)

We are now pleased to announce the President's Distinguished Achievement Awards for Political Action. These awards recognize locals and districts that reach the \$1 weekly giving targets.

First, we will present two local awards. The local that had the highest percentage of members contributing to CWA-COPE at \$1 or more a week is Local 1301 with 73 percent of their members. Local 1301. Who is here from Local 1301? George is here.

George Alcott, President of Local 1301, is coming forward. This local has been at the top year after year, and here they are again. Verizon Information Services is where their members work, and they know how to sign them up. Congratulations, again, George. (Presentation - applause)

The local with the most members contributing to CWA-COPE-- I am starting to think I am seeing double here-- the local with the most members contributing to CWA-COPE at \$1 a week plus is Local 1101 with 1,754 members. It's President Joe Connolly again. (Presentation - applause)

Now we have two more district awards. The district with the highest percentage of members contributing to CWA-COPE at \$1 or higher per week is-- and it also is the district that is most spread out, which is District--

. . . Cries of "District 6" . . .

PRESIDENT COHEN: Not 6. Which district has 14 states? District 7, with 10 percent of their membership contributing at that level. Vice President Annie Hill, please come forward. Congratulations to Annie and all the members and officers of District 7. (Presentation - applause)

The district with the most members contributing to CWA-COPE at \$1 plus per week is District 1, with 7,041 COPE givers. (Applause) Vice President Chris Shelton, please accept the award. Congratulations, again, to all of the staff, officers, and members of District 1 and 7. (Presentation - applause)

Before we conclude, we are all aware of this, but elections have consequences. We know what the consequences are. And this year we have the opportunity to fight back, particularly in Virginia and New Jersey and in the California special elections. I know that those locals in Districts 2 and 1 and 9 will particularly be mobilized.

Meanwhile, all of us realize that we build, as President Sweeney told us, we build our political program every day, every week, every month, every year. Our goal for the next year is clear. We must continue to build our COPE program and to raise the funds necessary to wage an all-out campaign in 2006 in the Congressional elections and beyond.

Thank you. Thank you for all that you do on behalf of our political program. We are today in a fight for our political survival. Working and fighting together, we will meet the challenge and build our union stronger and more powerful than ever.

That concludes the COPE awards program. Thank you. (Applause)

2004 CWA-COPE HONOR LOCALS

LOCAL

1009

PRESIDENT

Daphne L. Clark

1020	Elizabeth A. Christy
1079	Leroy T. Baylor, Jr.
1080	Joan Topia
1084	Doris Walker-Rice
1100	Gail E. Murcott
1101	Joseph F. Connolly
1104	Robert P. Lilja
1106	Anthony W. Caudullo
1107	Anthony Caprara
1108	George C. Welker
1117	Gregory L. Chenez
1152	Mary Mazzeo
1301	George R. Alcott III
1395	Thomas V. Lane
51026	John Ziller
81232	Robert C. Bowditch
81244	Harry L. Penn
81250	Richard Chenevert
81251	Bruce A. Pierce
81255	Harry Chandler
81303	Alfred Broomhead
LOCAL	PRESIDENT
81310	Frank Herd
81361	Carl Kochersberger
81380	Howard Connors
81381	John Vasko
81382	Adrienne Russo
81401	Syed M. Shah
81455	Felix R. Tuccillo
2001	Claudia K. Mathews
2003	Jeffrey A. Lewis
2004	Ronald L. Gaskins
2006	William H. Teets. Jr.
2007	Faye H. Vines
2009	Mark E. Deamell
2011	James J. Mazzie
2100	Wilbur S. Holland, Jr.
2101	Gloria T Pack
2107	Denise A. Bums
2108	Robert W. Campbell
2109	Charles F. Fouts, Jr.
2202	Louis J. Scinaldi
2206	Richard P. Wallace
82162	Walter N. Grossheim
LOCAL	PRESIDENT
82173	Jeffrey P. Taylor
3102	Michael L. Dyer
3106	William DeLoach
3115	Samuel J. Bake
3120	William J. Tracy
3122	W.I. Knowles, Jr.
3201	Roger L. Todd
3217	Ronald P. Ennis
3220	John M. McInnis
3309	Thomas S. Wadley
3313	Gary A. Shewmaker

3317	Chester B. Hogston
3403	Walter J. Bagot
3514	R. G. Trammell
3517	C. R. Oliver
3518	Oscar Denton
3605	Richard F. Honeycutt
3683	Donald K. Tyner
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
83711	B. L. Phillips
83777	Gregory Williams
4013	Phillip S. Truran
4017	Gary Odom
4039	Jeffrey L. Ampey
4101	D. G. Osim
4107	Janet Rich
4215	Joanna R. Gerrib
4216	Mabel Huff
4217	Bryon Capper
4309	Brenda J. Mallory
4310	Margaret B. Hendersor
4322	Terry Riddlebarger
4326	Paul Storms
4370	Harry Williamson, Jr.
4371	Tami Drollinger
4485	Anthony Sweeten
4611	Michael J. Goebel
4622	Roger K. Neubauer
4670	Ron Vechinski
4802	Edward J. Bonczynski, Jr
4998	Daniel P. Danaher
84081	Debra L. Ramsey
84303	John W. Chapman
84716	Bruce E. Wilson
84727	Nathan R. Offerdohl
LOCAL	PRESIDENT
84749	John A. Wise
84773	Richard J. Kroger
84774	Richard Snow
84778	John G. Slade
84811	Jack C. Garrett
84846	David Reiners
84859	Melvin E. Luigs
84907	Earl Wilson
84981	Arthur J. Brown, Jr.
84999	Pamela D. Edwards
6009	Jerry L. Butler
6012	David F. Ratcliff
6113	David A. Rawson
6132	Luz Riley
6137	Robert A. Jones

6139	Ronn L. Harmon
6143	Ralph Cortez
6200	Angela R. Guillory
6201	Denny K. Kramer
6206	Brian T. Goonan
6214	Glynne R. Stanley
6215	J. D. Williams
6222	Claude Cummings
6225	Stephen A. Williams
6228	Ronald Gray
6301	Sandra L. Grogan
6310	Anthony Ellebracht
6311	Tim K. Skinner
6312	James R. Billedo
6313	Steven R. Wood
6314	Bryant D. Liddle
6316	Norm Ticer
6320	Kevin G. Kujawa
6325	Gary P. Hough
6326	Stephen M. Schaedler
6327	Barbara J. Leuty
6350	Robert K. Huss
6401	Jason P. Burns
6407	Rory K. Schaffer
6500	Johnna R. Carlon
6503	Michael D. Koller
6505	Jackie Fields
86818	Ronald T. McDonald
86122	Antonio G. Cruz
7001	Jose R. Araiza
7019	Linda R. Glass
7026	Linda L. Hatfield
7032	Dennis Nielsen
7050	Marianne Minarsich
7101	Mary J. Welsh
LOCAL	PRESIDENT
7102	Mark J. Rocha
7108	Linda L. Schaffer
7110	Francis J. Giunta II
7171	Dennis R. Dunbar
7172	William F. Zeigler
7200	Tim L. Lovaasen
7202	Thomas M. Eaton
7214	Terrance L. Newman
7219	Chester F. Nettetstad
7250	Shari Wojtowicz-Schalwig
7270	David L. Evans
7290	Alton C. Mumm
7303	Patricia M. Berlin
7500	Rozanne Dubois
7505	William L. Glover
7603	David B. Duvall
7621	Ronald D. Marsden
LOCAL	PRESIDENT
7704	Kent C. Anderson
7705	Lee B. Linford

7708	Velma J. Patton
7716	Larry P. McCormick
7717	Thomas W. Costello
7800	Brenda A. Roberts
7810	Bill D. Jenkins
7812	Kenneth C. Harding
7906	Kenneth J. Saether, Sr.
7991	Thomas L. Stumpf
27010	A. D. Tucker
9400	Michael J. Hartigan
9419	Jimmy D. Frederickson
9432	Glen D. Casillas
9573	Sue Gallegos
13100	Patrice Mears-Swift
88120	Michael Cerrone

PRESIDENT COHEN: We have a speaker at Microphone No. 1, motions, Delegate Stanley.

DELEGATE GLYNNE R. STANLEY (Local 6214): President Cohen, members of the Executive Board, fellow delegates and guests, I move to place the COPE department back under the Secretary-Treasurer's office from the President's office. If I get a second, I would like to speak on it.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: You may speak on the motion.

DELEGATE STANLEY: President Cohen, Members of the Executive Board, Fellow Delegates: I make this motion in the hopes of making CWA-COPE even better. I never agreed to moving it to the president's office in the first place. The Constitution states that the secretary-treasurer is responsible for all monies of the union. The political or legislative office is already under the direction of the secretary-treasurer. It only makes sense that the people who do our lobbying on the Hill should also be under the same people who dispense the COPE checks.

The changes in the COPE programs-- for example, getting rid of jackets and such-- were made unilaterally by one person and not by the delegates of this convention or any convention. At the previous conventions, we, the delegates, made it very plain that all changes made in the COPE program would be with the concurrence of the delegates. There were changes that were not even considered by the national executive board.

I hope that this will be the last time that we, the delegates, the final authority-- and, I repeat, the final authority-- should okay any and all changes to our COPE program. The COPE program started in the secretary-treasurer's office and it needs to come back home.

I ask you, my fellow delegates, let's put the COPE and legislative & political office back together under the same office. You know the song, "Don't Mess with Bill"? We, the delegates, need to say, "Don't Mess with our COPE." Let us all pledge that we will collect even more money for COPE.

I thank you, the delegates, for your consideration of this very important matter. Vote for this motion. Thank you. (Applause)

PRESIDENT COHEN: Just bear with me for one minute.

At Microphone No. 3, Delegate Santora.

DELEGATE T SANTORA (Local 9000): Fellow delegates, you may be a little surprised to see me at this microphone. It has been eleven years now since I have had my vote on the floor. In the meantime, I have had the privilege of serving you on the international staff, most recently in

the office of Secretary-Treasurer Barbara Easterling as a legislative representative.

I can tell you firsthand, both as a political director in my home district, as a local officer and legislative staff in Washington, I know firsthand what we deal with in the locals politically and legislatively. We don't have the luxury of splitting up the assignment and, frankly, it doesn't make sense. The two are inextricably linked. They should remain under the same office so that it remains coordinated so that the left hand knows what the right hand is doing at all times. (Applause)

Frankly, I was not prepared to speak on this motion, because I didn't know it was coming to the floor. But I can tell you I have been thinking about it for many years. All I can say is that Barbara Easterling has the talent, the time, the intellect, the history and the leadership to make our COPE program and our legislative program what it ought to be, what it used to be, what it can be again. I urge your support. (Cheers and whistles and applause)

PRESIDENT COHEN: Microphone No. 4, Hetty Rosenstein.

DELEGATE HETTY ROSENSTEIN (Local 1037): I rise to speak against this motion. COPE should be an activist, political program that is a field program.

Collecting money is very, very important, but equally important is putting out in the field, making this a street action that involves our members. And in the last three years, since this program has been under the President's Office, we have done that. We have increased the amount of COPE by \$500,000 a year. That's what it should be, not what it was. And we put people out in the street more than we ever have before, and understood that this is a membership program; this is not a money program. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Cheliotas.

DELEGATE ARTHUR CHELIOTES (Local 1180): Resolution No. 1 that we passed earlier at this Convention, was this an issue that was going to be addressed in Resolution 1?

PRESIDENT COHEN: Yes. It specifically is going to be addressed under Resolution 1, "Ready for the Future". You are entitled to a second question.

DELEGATE CHELIOTES: So that this will be coming up at the next Convention, our total Convention?

PRESIDENT COHEN: Yes, the total Convention. The program is part of Resolution 1 and would be a key part of the next Convention.

DELEGATE CHELIOTES: Thank you.

PRESIDENT COHEN: Barbara, did you want to--

SECRETARY-TREASURER EASTERLING: I would like to say that Larry and Jeff and I-- you know, I have been here a while and Larry has-- we are in the process of trying to restructure the union as well, even before Resolution 1 is put in place.

We know the problems that exist out there. We have heard from you, from the board members, from the staff, from the Congress, from the candidates. We know what the problem is, and we are dedicated to resolving the problem, but if there is somehow we can do it without the motion, we'd rather just work on it, the three of us, to try to take care of it until we get to the Resolution 1. (Applause)

PRESIDENT COHEN: Microphone No. 3, Delegate Fahrenholt.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): I think we all know what the problem is. The program was changed shortly after returning from lunch a couple of Conventions ago. A lot of people didn't realize the change had been made. Now is that our fault? Possibly.

I had an opportunity to be a part of a history-making event in Louisiana, when we elected our

first female governor. And I might add she does a great job. (Applause) You can see her on T.V. now, unfortunately, but she does a great job.

Shortly after that election I contacted the current COPE administrator, questioning why everyone in CWA wasn't made aware of that, and I received an answer that quite frankly upset me. And it upset the other presidents in Louisiana, and I think it would upset most anybody, to be told you did a good job, but, you know, if you spent more money, if you gave more money you could have done a better job.

Well, how the hell are you going to do a better job when you got the lady elected to begin with? Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 1, Delegate Unger.

DELEGATE LAURA R. UNGER (Local 1150): I would like to make a motion to table this motion. (Applause)

PRESIDENT COHEN: You can speak on the motion. It is non-debatable.

DELEGATE UNGER: Yes. I'm not going to make a long speech. All I know is I want to think about this. I don't like a decision like this being sprung on us, and I think we have a new leadership that is going to be doing a lot of discussions around this issue.

We have a process to discuss this over the next year that involves our members and gives us more than five minutes to make a decision that is crucial to the future of this union, and I think it's wrong to have to make a decision on this in five minutes. I think it is just undemocratic and wrong. (Cheers and whistles)

PRESIDENT COHEN: Okay, I have just been told by the parliamentarian that we can take speakers on the motion to table. Does anyone desire to speak on the motion to table? Put up your hand if you do, and you go to the For and Against mike.

No? Okay. Seeing no speakers, we call the question. All those in favor of tabling this motion please signify by raising your hands. Down hands. Opposed by a like sign.

The observers would request that everyone take their seats please.

All right, we are almost ready for the vote. We are voting on the motion to table the main motion. All in favor of tabling the motion signify by raising their hand. Opposed by a like sign. It is tabled. (Applause)

Now I call to the podium the vice presidents of District 1, Chris, and 6, Andy; and hopefully we are cueing up a video-- a short video on Verizon, AT&T and Cingular, so we get the right shot up, and they are going to introduce it.

As they come up here, I want to say that in this hall, at the AFL-CIO, they did an amazing job of introducing this same video, our vice president from Austin, Texas and our vice president from the Bronx. The video is about the two different worlds of Cingular and Verizon, and no one could bring it to us better than Chris and Andy. Let's welcome our vice presidents.

VICE PRESIDENT ANDY MILBURN (District 6): Good afternoon, you all. As Larry told you, I am Andy Milburn from Austin, Texas.

VICE PRESIDENT CHRIS SHELTON (District 1): I am Chris Shelton and I am the one from the Bronx.

VICE PRESIDENT MILBURN: About thirteen years ago, we began organizing Southwestern Bell Mobile through a card-check agreement with SBC. And then after SBC and Bell South went into their venture with Cingular, we began organizing Cingular, again through a card check, and we organized every Cingular unit in our five states in our district through card-check with Cingular.

And now that Cingular has acquired AT&T Wireless, just in the past week you heard we organized 800 in Austin, Texas. And it is the difference in having a company that takes pride in their union and works with their union, as you will see in this film, versus what happens at Verizon.

VICE PRESIDENT SHELTON: At Verizon Wireless, brothers and sisters, on the other hand, we have a company that hates the union. It is not even a company that wants to tolerate the union. They hate all unions.

There are 51 technicians, 51 technicians who work for Verizon Wireless that we were able to organize in 1989 during a 17-week NYNEX strike. Those 51 technicians know for a fact that when CWA says we will not leave one member behind, that it is absolutely true, because every one of those 51 technicians every day comes to work in a company that hates them because they have a union card in their pocket.

Imagine coming to work every day in a company of over 40,000 people and you are one of 51 where the company, your manager, and everybody involved hates you because you carry a union card. Thank God, brothers and sisters, that none of the rest of us have to go through that. And you are going to see in this film just what that company is all about and the difference between Verizon Wireless, a very, very bad company, and Cingular. (Applause)

VICE PRESIDENT MILBURN: Now, we have made it clear that Cingular is the only union wireless company. So if I catch you with a Verizon Wireless phone, you are going to be in a heap of trouble. (Laughter and applause)

VICE PRESIDENT SHELTON: Now to translate for my brother from Texas into good old New York English, if I catch you in New York with a Verizon Wireless phone, you need a good ass-kicking. (Laughter, applause and cheers)

. . . A video entitled, "A Tale of Two Companies" was shown about Cingular Wireless and Verizon Wireless. It emphasized the great difference between the two companies, one being a union-busting company that hates unions, and the other, Cingular Wireless, a union-friendly company. Verizon Wireless workers are afraid to speak out, while at Cingular Wireless the workers are proud to voice their opinions and promote the union. The workers at Cingular Wireless enjoy many benefits, but at Verizon Wireless they are an anti-union company which abuses their workers and is devoid of workers' rights or human rights. Verizon Wireless crushed the efforts of workers to form unions through ruthless tactics. They threatened to relocate if a union came into the company. The workers were harassed in order to influence them to avoid even the mention of unions. The Verizon Wireless employees were afraid to mention the word "union," to make any attempts to form a labor organization. Cingular believes that a stable work force and good employee relations mean better customer service and a stronger business. The case for wireless phone service could not be any clearer for anyone who believes in workers' rights. It is the difference between night and day. . . . (Applause)

PRESIDENT COHEN: Thanks. We will all think of that video and there are copies of that video available, and we will think of it as Chris and Andy's video from Texas and New York. We speak the same language.

Now it gives me a great thrill, excitement, privilege and honor to introduce, with all of his colleagues sitting here, the Chairman of our Retired Members Council, the National Council, Ed Creegan, and welcome all the members of the National Council who support him. We all support our retirees and we all believe that as they organize, the organized retirees can help us change America. Please welcome Ed Creegan. (Applause)

DELEGATE ED CREEGAN (Chair, Retired Members Council): Thank you. First of all, we were caught by surprise. We thought we were going to do this tomorrow, so we all brought our Sunday meeting clothes, but we left them back at the hotel. I guess they can use that to bury me in if I am not going to be using that today. (Laughter)

I want to clarify another point that has been brought up to me at the convention here, since

President Bahr left. He announced that he will be running for national chair of the Retired Members' Council. I want to let you know that I will totally support him. In fact, I am his campaign chairman, and I am authorized to collect money-- 20 bucks apiece to help run his campaign. (Laughter) Of course, if he runs unopposed I get to keep the money. (Laughter) So don't let that bother you, right?

You want me to leave now? (Laughter)

I would like to begin my presentation by offering, on behalf of the entire board of the the Retired Members Council and myself, congratulations to our newly-elected leaders: Larry Cohen, our new President, Jeff Rechenbach, our new Executive Vice President, and Barbara Easterling, our re-elected Secretary-Treasurer, without whom we probably would not have an RMC. She got it started and has done everything possible to support us and help us grow in size and influence.

We have lost a great supporter, leader and friend with the retirement of President Morty Bahr, but now we have him as a dues-paying retiree. I know that the support, leadership and friendship will continue with our newly-elected officers.

Much has been said and will continue to be said about Morty, so I will only say, on behalf of the entire RMC Board and all retirees, in the most sincere terms, thank you, Morty.

I would now like to take the opportunity and privilege to introduce you to your RMC eighteen member Executive Board. I deeply appreciate this opportunity because I believe it is important that you all get to know the people who dedicate a great deal of their time and effort in representing your retired members.

I will now read from the list that I wrote, and I hope I can read my writing.

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

I will start with District 2. The President of District 2 Retired Members' Council, Mike Vivirito from Maryland; Vice President Roger Wood from Virginia.

District 3, President and Vice Chair of the Retired Members Council, James Starr from Georgia. Vice President Fuzzy Finch from Georgia.

District 4, President and Secretary-Treasurer of our Council Bonnie Murphy from Wisconsin; Vice President Anne Variano Macko from Ohio. I always mess up her middle name, Angel. She was not feeling well so she had to go back to the hotel.

From District 6, President Bobby Brown from Texas. (Applause and cheers) Is anyone here from Texas? (Laughter) And the vice president, who could not be with us today. He was not feeling well and he is still back home, Tommy Parsons from Texas.

District 7, President Anne Cummings from Minnesota; Vice President Lorraine Miller from New Mexico and Arizona.

District 9, President Addie Brinkley from California; Vice President Chuck Lattimer from California.

District 13, President Jack Caldwell from Pennsylvania; and Vice President Ray Meyers from Pennsylvania.

Merger Partner Sector, President Joanne Brook from Wisconsin; and William Freeda from New York, who had to go back home.

And now from District 1, the Vice President, Audrey Buchanan Swan from New Hampshire. And-- wait a minute-- Ed Creegan from New York. (Laughter)

Who did I forget? Okay. So we are moving right along. I warned Morty yesterday, getting old sucks. Be careful. (Laughter) Of course, I heard the alternative is even worse. I never

spoke to anybody who went through the alternative, but I have a strong feeling about that. (Laughter)

I would now like to make a few comments about retirees. To begin with, only about 10 percent of all CWA Locals have a retiree club, or what we now refer to as a chapter. I do not find that acceptable. It is important that all local leaders understand the importance of having a retiree chapter. I am not just talking about the needs and problems of retirees, even though they are many. I am also talking about the needs and problems of our locals, their members and our national union.

If any local leader is not aware of the major problems facing the entire union movement, then you are not paying attention. As I believe most of you know, you are at about the 13 million mark of union members in America and falling. Obviously with the continued drop in numbers, the strength and influence of the union movement also decreases. I know, and you all know, that you have many years of difficult bargaining ahead of you. We all also know that there is no greater desire on the part of all employers in America than the demise, and hopefully the total elimination of, the union movement.

So why am I preaching to you about issues that you are totally aware of and share my concern? Because the retiree movement is a major weapon that most of you are not using.

Retirees played a major role in some of the recent bargaining of the past few years. You name it-- at the bargaining table, the picket lines, demonstrations, shareholder meetings and so on. Your union retirees were there for you, as well as for themselves, and we were rewarded by the total support of our bargaining committees.

However, there is one area that I do not believe we pay much attention to and that is the political arena. As you are all aware, the union movement is under major political attack. You cannot organize, and if you do organize, you have great difficulty getting a contract. The NLRB is stacked against you and so on.

We are all aware of what we have to do to get the support of the political establishment, which we desperately must have. The first concern of every politician, regardless of their party affiliation, is to get elected, and then once elected, how to get re-elected. It is common knowledge, and all politicians know it, that seniors vote in large numbers. The key is not to just get our retirees to vote, but to get them to vote for those politicians who support union and union retirees' issues. We can do that by organizing them and then keeping them informed of who they should vote for.

And a very important point is why they should vote for the candidate we support. That is much better than telling them to vote for a candidate because we asked them to do so. This you can do with an organized and informed retiree chapter and retired members' council. The decision is yours. It is not difficult to start a retiree chapter. All of us here and at Helen Gibson's office at CWA headquarters will be glad to help you. All you need to do is ask.

Recently I wrote President Bahr on a number of issues that I believe that our union and its retirees should be doing together. One of those issues is shareholder meetings and any gathering where employer leaders are involved. If those leaders promote a policy of anti-union or anti-retiree abuse, they should be aware that they will have a major price to pay.

I am not referring to the normal differences, such as at contract time unless that gets totally unreasonable. I am talking about companies that are abusive to our organizers or members we are trying to organize. I am also talking about any employer in the private or public sector that is abusive to retirees, such as freezing their pensions for fourteen years and threatening to freeze them forever as is the case with Seidenberg at Verizon. I can't call them the name "asshole," but with Seidenberg I did it. (Laughter) Son of a bitch. (Laughter)

As I mentioned last year, CWA was sued for saying, "Can you hear me now?" So I changed that. You remember, I said, "Can you hear me now, assholes?" (Laughter) And if he wants to sue me with the lousy pension I got from him, go at it. (Laughter)

These are only two examples. There are many others that we should be responding to together. The rule should be pretty much that if you abuse and disrespect us, you will pay a price. I am referring to legal actions that are very, very annoying and disruptive to an employer.

Another critical issue, and Barbara Easterling covered this issue and we discussed it in detail at our Sunday workshops, so I will just make a couple of comments. I have had the opportunity of speaking at a number of meetings, including meetings with Congressmen who supported the Medicare prescription drug fiasco and privatization. The main theme of my statements was that all politicians, including President Bush, assume all seniors are stupid. I realize how President Bush can believe this when he looks in his mirror each morning. (Laughter and applause) I hate to say this, but he is a senior. (Laughter)

The interesting part is that next week I will be in Washington and I will go to the White House Conference on Aging. I was appointed to serve on that committee. I believe I will be meeting with President Bush. That will be an interesting thing. As I said at my district meeting, I will try very hard not to throw up. (Laughter) I hope everybody didn't just eat. (Laughter)

The insulting statement by the Bush team-- that seniors shouldn't care because they will not be affected-- is a lie and totally insulting. Would anybody really believe them? And if you did, should American seniors have no concern for our children and grandchildren? I have never spoken with a senior who supports this disgraceful program of the Medicare Prescription Drug Program. It is intentionally very bad and confusing.

But three issues are totally unacceptable: to make it illegal to even negotiate with prescription drug companies for lower prices; to make it illegal to import prescription drugs at significantly lower prices than those exact prescriptions sell in America; and the ridiculous ever-expanding "doughnut hole" issue which is so outrageous it is hard to believe they could happen in America. It makes it very obvious that many of our politicians, including President Bush, have sold out and are totally controlled by the prescription drug industry. We only have one choice and that is to get rid of any politicians, Republicans or Democrats, who support selling out Americans by supporting the privatization of Social Security and/or the phony Medicare Prescription Drug Program. (Applause)

Thank you very much for your time. We appreciate it.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: Join me in thanking Eddie and all of the leadership of the Retired Members' Council. You are amazing. We love you all. (Applause)

SECRETARY-TREASURER EASTERLING: Just a few announcements. The reason there was not a collection taken up is because those of you who have been involved in such tragedies know that we have a fund called the Communications Workers' Relief Fund.

Many of you have had tragedies in your locals and, although you have raised as much money as you could in your area, have asked that letters go out and so forth, and you have always received money from that fund. So we are going to take care of that situation out of the Communications Workers Relief Fund. (Applause)

And sometimes people will raise the issue of, you know, is there a fund we can contribute to? That is one that is available, if you want to make contributions to it. You know where it goes, because any letter you receive from a local that is asking for something for a member or a family member of a member is going to receive something from us from that fund.

. . . Further Convention announcements . . .

The bus schedule for tomorrow has been changed. The new schedule, buses will run every 15 minutes from 7:30 a.m. to 2:00 p.m.

I want to read two of the remaining letters we have received, but I want to determine if you want me to read them. Do we all like John Dingell, from Detroit? (Applause) I thought you

might, so I will read this. He writes to Morty, addressing the Convention:

“Dear Morty:

“I want to thank you for your unmatched leadership and service. I also would like to extend my best wishes to the new CWA leadership, and I look forward to working with them on our common agenda. I appreciate the support that CWA has given to me over the years.

“No one knows better than the people in this room and I that organized labor provides the strength and soul of the American workforce. The CWA and I share a common agenda for progress-- specifically national health insurance, social security and working to see the Employee Free Choice Act become law. CWA has played, and will continue to play, a vital role in the lives of the American worker, creating new opportunities in technology, manufacturing and the service industries for the good of the American people.

“Although I can’t be at your convention, I know your delegates won’t need me present to continue their work improving labor’s future. Please know that I am there with you in the spirit of your work. We all know that we must continue building a stronger CWA, for both its members and all others who benefit from its extraordinary leadership.”

It’s signed John D. Dingell, Member of Congress. (Applause)

And from George Miller:

“On the occasion of your retirement from the leadership of the Communications Workers of America, I wish to convey to you my personal appreciation for your many years of service and commitment to the labor movement and to our country.

“Through years of tumultuous, technological and economic change, CWA has become one of the great innovators in developing new organizing and bargaining tactics in our new economy. Under your leadership, as each new, seemingly insurmountable challenge has arisen, CWA has adopted innovative and effective solutions to meet that challenge.

“Against an array of anti-worker forces within and outside government, we have much work to do. Nevertheless, we can and we will prevail. Together, we must pass Employee Free Choice Act and guarantee American workers’ right to organize. We will hold labor-lawbreaking companies like Wal-Mart accountable. We will oppose unfair trade agreements that don’t work for working families. We will fight for basic pro-family legislation like paid family and medical leave. We will raise the minimum wage. And we will hold companies to their pension promises.

“We will carry on this fight, side by side, with your new President Larry Cohen.

“Thank you again for your life’s work.”

That is George Miller. (Applause)

PRESIDENT COHEN: Thanks, Barbara. I want to thank today’s Platform Observers. Tomorrow’s Platform Observers are: Ronald Knight, President, CWA Local 3681; Isabel Pietri, President, IUE-CWA Local 81076. They should report to the platform at 8:00 a.m.

The invocation tomorrow will be given by Rabbi John Linder, Congregation BJBE in Glenview, Illinois.

The Convention is now recessed until 8:30 a.m. Wednesday.

. . . The Convention recessed at 5:09 p.m. . . .

WEDNESDAY MORNING SESSION **August 31, 2005**

The Convention reconvened at 8:35 a.m., President Larry Cohen presiding.

PRESIDENT COHEN: The Convention will now be in order. It's great to hear a Bruce Springsteen song, for a Jersey boy.

Now for a serious note. It is my pleasure to introduce Rabbi John Linder of the Congregation BJBE from Glenview, Illinois, for purposes of an invocation. Rabbi Linder.

RABBI JOHN A. LINDER (Congregation BJBE): As the author Alice Walker wrote, "Anyone can observe the Sabbath, but making it holy surely takes the rest of the week." It is what happens during the workweek that determines the true measure of who we are as human beings. And it is the Labor Movement in America and around the world that has fought for decency in the workplace and in all corners of our communities.

There is no more diverse, politically active voice in America than labor, standing up for the underdog and demanding that America be a country of fairness and decency for all its citizens. And out in front leading the way is the leadership and rank and file of the Communications Workers of America.

May you be blessed as you commit millions of dollars from your Relief Fund to help our brothers and sisters in Mississippi, Louisiana and Alabama. Our prayers this morning go out to them.

May you be blessed as you gather your collective wisdom, reenergize and recommit yourselves to continuing to organize the unorganized and pursue justice in the workplace.

May you be blessed as you recognize the outstanding contribution made by one of America's outstanding leaders, Morton Bahr, and welcome and embrace your new leaders headed by Larry Cohen, Barbara Easterling and Jeff Rechenbach.

May God bless you and keep you. May God's presence shine upon you and be gracious to you. May you be inspired and sustained as you do the sacred work each day of the workweek of bringing wholeness and holiness into your lives and the lives of those you organize and represent. (Applause)

PRESIDENT COHEN: Thank you, Rabbi Linder.

We now have a short video on our training program, CWA/NETT, and as you will see in the video, this is a training program that we all own and that we develop as it goes, adding courses that work for our members. It is a short video and I hope you will enjoy it, so roll the video, please.

. . . A short video was shown about the development of CWA's new training program, "CWA/NETT" . . .

PRESIDENT COHEN: Thanks everybody. I might add that I even made my way through one of those courses. The first course I took in 30 years and it is doable. It's a couple of hours a week for 12 weeks. In my case, it was a voice-over internet course. That's how we get our members engaged. It's one of the other ways we fight for the future.

At this time, I would like the Appeals Committee to come to the platform, whichever way they are coming in. Here they come, the hard-working Appeals Committee of CWA.

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

The members of the Appeals Committee are, Brenda Scott, President, CWA Local 3570; Larry Ihfe, President, CWA Local 6150; Tom Runnion, Executive Vice President, CWA Local 9400; Chris Fox, President, CWA Local 13302 and Joseph Barca, Vice President, CWA Local 1103, Chair of the Committee.

DELEGATE JOSEPH BARCA (Local 1103, Chair, Appeals Committee): Good morning, brothers and sisters.

The Appeals Committee convened August 25 through August 28, 2005, at the Hyatt Regency Chicago, in Chicago, Illinois, 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 from August 25 through August 28 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 thank the Committee members, Brenda Scott, Larry Ihfe, Tom Runnion and Chris Fox, 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 also like to thank Dina Beaumont and wish her well. Thank you, Dina. Thank you, Dina. Thank you, Dina.

The Committee would also like to report on one appeal that the 2004 Convention ordered the union to arbitrate. Richard Lombardi was employed as a Communications Consultant with Sprint for 17 and a half years. He accidentally clipped onto his wife's line and listened to her call. At a later date when the grievant and his wife were divorced, his former wife contacted Sprint security and complained about a possible wiretap. The Convention ordered that the case be arbitrated. In May of 2005, Arbitrator Frederick P. Ahrens found that "the grievant should be returned to his former job without back pay and the time-off should be counted as a disciplinary suspension." (Applause)

Appeal No. 1 has been withdrawn per the local.

Larry?

DELEGATE LARRY IHFE (Local 6150):

APPEAL NO. 2

Calvin Carrick (NCSD: 3/27/00) has appealed the Executive Board's decision not to arbitrate his grievance.

Mr. Carrick was employed as a network center technician with SBC in Little Rock, Arkansas, when a surplus was declared. The Force Disposition Date (FDD) for the surplus unit was September 6, 2003. Mr. Carrick was allowed to work in the Arkansas Maintenance Administrative Center and that work extended past the FDD. The MAC had a FDD of December 20, 2003. The company determined that Mr. Carrick was part of the original surplus and moved him to Richardson, Texas, on November 10, 2003, due to a "Follow-the-Work" opportunity request he had signed on February 7, 2003.

Because Mr. Carrick had opted for the "Follow-the-Work" opportunity and was moved to Texas after the Force Disposition Date, a violation of the contract did not occur.

The Appeals Committee, having fully reviewed the records in this case, recommends the Executive Boards decision be upheld and Mr. Carrick's appeal be denied.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The motion has been made and seconded from the floor. Any speakers?

There are no speakers on this motion. All those in favor of the motion please indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

DELEGATE TOM RUNNION (Local 9400):

APPEAL NO. 3

Charles Taylor was a Verizon Service Representative (NCSID: 3/12/74). Mr. Taylor made nine phone calls from home to Verizon LiveSource on August 23, 2003. During the calls, Mr. Taylor was abusive, using profanity and racial epithets.

Mr. Taylor was suspended pending investigation September 12, 2003, for violating the Code of Business Conduct. While on suspension, Mr. Taylor signed up for an Enhanced Income Security Plan (EISP) offer and put in his retirement request.

Mr. Taylor claimed he was terminated on October 19, 2003; however, he claimed his retirement date was November 3, 2003. In order to be eligible for the EISP, Mr. Taylor's "off the payroll" date would have had to have been November 22, 2003.

In his letter of appeal to President Bahr, Mr. Taylor states he does not want his job back, he only wants the EISP. The EISP clearly states that an employee must be on payroll until the company has assigned an off payroll date, in this case, November 22, 2003.

Mr. Taylor's self-initiated retirement effective November 3, 2003, clearly makes him ineligible for the EISP benefit. The fact that Mr. Taylor retired makes the arbitration request for termination moot.

The Appeals Committee, having fully reviewed the records in this case, recommends that the Executive Board decision be upheld and the appeal of Charles Taylor be denied.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The motion has been made and seconded from the floor. Speaker at Microphone No. 4.

DELEGATE REYNALDO MASSA (Local 1023): I rise to ask the delegates to support the appeal of Charles Taylor. He has been a CWA activist since the first day he walked into New Jersey Bell Telephone in 1974 and worked for 29 and a half years. As a steward, he worked, as we all have, in order to protect and represent the membership. He was an editor of the local paper and served as an officer and worked tirelessly, as we all have done. In fact, Charlie is one of us.

He stood up in front of the membership to protect the members' rights against the boss; he stood up in front of cars trying to cross picket lines in order to stop scabs from crossing our picket lines. He is the type of trade unionist, as we all are, who will not cross any picket line, and he will never shop in Wal-Mart because of his union principles. The fabric between all of us is woven by Brother Taylor and all of us here today.

Brother Taylor was fired from Verizon in 2003 for a Code of Conduct violation for something he did on his own time, at his own home, late at night, on his home telephone. We were on the verge of a strike against Verizon at the time. We were working without a contract, something we are all uncomfortable with. Tensions were high; the membership was being threatened daily. Our experience with this employer is well known to be adversarial, especially during a strike, and is well documented by the casualties.

Brother Taylor got into an argument with a Verizon employee late at night over the telephone. The argument got out of control and words were exchanged that became abusive and wrong. There is no dispute the words were inflammatory. Who amongst us have not lost our tempers and said things we regretted when we cooled off? We can defend his right to "free speech," and not like what was said.

There is a remedy to this situation and it is at the heart of our existence. We have fought for the right to arbitrate our differences and attempt to level the playing field and push the bosses back. When we deny the member their right to arbitrate, we participate in the injustice.

We cannot, nor should we, arbitrate every case; we are not advocating for that. We are saying this specific case transcends a collective bargaining agreement and is really a First Amendment constitutional right of free speech. There is no contract violation.

Brother Taylor does not deserve to be abandoned. Brother Taylor's actions do not deserve capital punishment. Brother Taylor deserves another chance. Brother Taylor needs to be rescued by his union. Don't let the bosses pick us off one at a time. Stand with us.

I ask you to support our appeal to regain Brother Taylor's dignity and vote in favor of our appeal. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Hough.

DELEGATE GARY P. HOUGH (Local 6325): I have two questions. The first one, I am a little confused. Mr. Taylor claims he was terminated on October 19th, and then he retired on November 3rd. Could somebody explain to me how that happened?

CHAIR BARCA: There was no documentation in the case file to show his actual termination date. What was in the file was the start of his suspension. And while he was on suspension he put in papers to retire and, in addition, put in for the EISP.

DELEGATE HOUGH: Okay. Was he qualified to receive the EISP offer from the company?

CHAIR BARCA: He was not qualified by the fact that his retirement date put him off payroll prior to the off payroll date of the EISP, which is stated.

DELEGATE HOUGH: Thank you.

PRESIDENT COHEN: Microphone No. 4, Delegate Lilja.

DELEGATE ROBERT LILJA (Local 1104): I just have a question for the Committee. I don't understand how somebody can get fired for being a customer in their own home on their own time by using their telephone. (Applause) That's the problem I have with this whole thing.

PRESIDENT COHEN: Well, even though you are at microphone 4, can the Committee answer the question, please?

CHAIR BARCA: The issue of termination became moot when he retired. The appeal before us does not allow us to go forward because he retired. That is the view of the Committee.

PRESIDENT COHEN: Microphone No. 5, Delegate Mathews.

DELEGATE CLAUDIA K. MATHEWS (Local 2001): I have two questions also. My first question, how many operators did Brother Taylor talk to?

CHAIR BARCA: Between three and five.

PRESIDENT COHEN: That's four. (Laughter) Second question. Sorry about that, Joe.

DELEGATE MATHEWS: What did Brother Taylor say to the operators?

CHAIR BARCA: We have it in the report in front of us, and which Brother Taylor does not dispute, and we will say the remarks. But there are some of us in this audience that may find them offensive. The issue in front of us is the EISP, but we will state the remarks.

Mr. Taylor called and said, "Hello. Hello. Hello," to a "Brian," and Brian asked, "What number?" Mr. Taylor gave him the number.

He then said, "Do you understand that? Do you?"

Brian said, "Understand what? All you've said is 'Hello, hello, hello,' and gave me a number."

Mr. Taylor said that he had been cut off and made an insulting racial remark. (original quote edited in accordance with President Cohen's request)

Brian said, "That wasn't necessary, Mr. Taylor," and then asked for another individual.

It goes on and I would rather not continue to read that if you don't mind.

DELEGATE MATHEWS: That's fine, thank you.

PRESIDENT COHEN: Microphone No. 5, Delegate Joyce.

DELEGATE JAMES C. JOYCE (NABET-CWA Local 51016): Can the committee tell us what the amount of the EISP would have been had he been offered it?

CHAIR BARCA: No, we cannot. That was not in the file.

DELEGATE JOYCE: Thank you.

PRESIDENT COHEN: Microphone No. 4, Delegate Forte.

DELEGATE KATHLEEN FORTE (Local 1023): Charlie had a decision to either resign, retire or be dismissed, but he filled out the EISP papers and then the company put him off the payroll. I believe his amount would have been about \$66,000; \$2,200 a year for every year of service, and then a \$10,000 bump up.

PRESIDENT COHEN: Microphone No. 5, Delegate Piercy, Local 4252.

DELEGATE LANELL PIERCY (Local 4252): I think she answered my question, but I wanted to know, was this suspension the qualifying event that made this brother put in his retirement papers?

DELEGATE RUNNION: There is nothing in the file that indicates that.

PRESIDENT COHEN: Microphone No. 5, Delegate Scinaldi, Local 2202.

DELEGATE LOUIS J. SCINALDI (Local 2202): I only have one question. Was Mr. Taylor's September 10th suspension ever grieved?

DELEGATE RUNNION: That is the case that came before us, because it went from "suspension," quote-unquote, to termination.

DELEGATE SCINALDI: I understand that, but was the suspension grieved timely prior to the retirement papers?

DELEGATE RUNNION: It was timely pursuant to the grievance procedure.

DELEGATE SCINALDI: Thank you.

PRESIDENT COHEN: Microphone No. 1, Delegate James.

DELEGATE LINDA JAMES (Local 6171): I call for the question.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Okay, thank you. The motion is not debatable. We are voting now to call the question. All those in favor of closing debate signify by raising your hands. Down hands. Opposed by like sign. Debate is closed.

Now we are voting on the appeal. Again, this is to vote to sustain the Committee. A "yes" vote is to sustain the Committee. A "no" vote is to overrule the Committee.

Let me state that again. A "yes" vote is to sustain the Committee and deny the appeal. A "no" vote is to overturn the Committee in favor of the appeal.

Okay, all those in favor of sustaining the Committee and denying the appeal please signify by raising your hands. Down hands. Opposed by like sign.

Observers, it's time for you to come to work. People at the microphones, sit down. I am not sure we saw your hands properly. We had a change in one of the platform observers, so Mildred Montgomery of Local 6402 will serve as a platform observer today. (Applause) Along with

Ronald Knight who we announced yesterday.

All right, we're not quite ready.

. . . Brief pause . . .

PRESIDENT COHEN: We are voting on Appeal No. 3. All those voting in favor of sustaining the Committee and denying the appeal, please indicate by raising your hands. Down hands. All those opposed by a like sign. The Committee is not sustained. We have voted to overturn the Committee's recommendation. (Applause and cheers)

A motion is now in order to sustain the appeal. We will take it that the motion has been made.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Seconded from the floor. All those in favor of sustaining the appeal, please indicate by raising your hands. Down hands. We are voting now to sustain the appeal itself. Everybody is going to vote one way or the other.

All those in favor of voting to sustain the appeal, please indicate by raising your hands. Down hands. Opposed --

...Objections heard from the floor...

-- let me explain this one. We need two motions, which is the way we do it. First, we voted on the Committee's recommendation. When we voted to overturn the Committee's recommendation, we then voted to sustain the appellant. Correct?

...President Cohen confers with Parliamentarians...

My Parliamentarians have all instructed me on how to do this. So let's be clear. You are now voting to arbitrate the case, okay? All those in favor of arbitrating the case, indicate by raising your hands. Down hands. Opposed by like sign. The case will be arbitrated. (Applause)

CHAIR BARCA: Appeal No. 4 will be read by Christine Fox.

DELEGATE CHRISTINE FOX (Local 13302):

APPEAL NO. 4

Hortensia King, a member of CWA Local 3204, has appealed the Executive Board's decision to uphold the decision of President Bahr not to arbitrate her termination grievance.

Ms. King was employed as a service representative with Bell South and had 24 years of service (NCSB 6/5/80) when she was terminated on May 26, 2004, for misconduct (repeatedly accessing a customer's account without a valid business reason and without authorization).

Ms. King's case file records show that she was involved in a child custody dispute with this customer, which she admitted after initially denying even knowing her. Ms. King admits that she accessed this customer's account four times and once again after the customer's number was changed to a non-published number.

Accessing a customer's account without a valid business reason and without proper authority is a violation of federal law protecting the privacy of communications, as well as the company's policy, and it has been in force for decades.

This grievant's claim of disparate treatment is based on the fact that the company's computer found 87 other cases where other representatives have accessed customers' accounts without authorization and they were either not disciplined or were disciplined to a lesser degree than Ms. King. There was a failure in the documentation of the case to prove that the facts of the other cases had any similarity to her case or would warrant the same level of punishment.

After careful consideration, it is the recommendation of the Appeal Committee to uphold the Executive Board's decision to not arbitrate Ms. King's termination grievance and deny the appeal of Ms. King.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Motion has been made and seconded from the floor.

On Microphone No. 4, Delegate Moss.

DELEGATE SUSAN E. MOSS (Local 3204): Good morning. I stand here because Ms. King has 24 years of service. There were 87 other cases that were found and these people were not disciplined to the degree that Ms. King was disciplined.

We are asking for everything to be done fairly and in this case we feel it wasn't. She wasn't given the full scope of the grievance process and we feel she deserves that.

PRESIDENT COHEN: Thank you. On Microphone No. 3, Delegate Martinez.

DELEGATE MARY C. MARTINEZ (Local 6229): Good morning, President Cohen.

I stand here in support of the Committee. I personally have had a service rep who had 28 years service who had just been caught looking at her mother's account twice. We took it all the way through, and we were not able to overturn this.

Based on what I'm looking at here, Ms. King, it seems like she was looking at records for her own personal use. She also had total control over not accessing that account several times.

Once again, I stand here in support of the Committee because I do not believe that it will be overturned.

PRESIDENT COHEN: Thank you. Microphone No. 5, Delegate Harton.

DELEGATE SHELLY M. HARTON (Local 2201): Was there any documentation to support Ms. King's claim of other incidents receiving none or a lesser degree of discipline?

DELEGATE BRENDA SCOTT (Local 3570): There is a failure of documentation to support the claim on how the other 87 were treated. There were two cases contained in her file where two other employees had done a similar action, and in both cases' they were terminated.

DELEGATE HARTON: What was the failure in the documentation as you report in your appeal answer?

DELEGATE SCOTT: There wasn't any.

DELEGATE HARTON: I'm not sure I understand. Can I go on?

CHAIR BARCA: There was not any documentation contained in the case file to support where the other 87 cases had any similarities to her case at all.

PRESIDENT COHEN: Okay.

DELEGATE HARTON: I'm not sure I understand the answer, President Cohen.

PRESIDENT COHEN: Well, go ahead.

CHAIR BARCA: It was not contained in the file. We made repeated attempts to find documentation that would support her claim but it was not available. We believe it doesn't exist.

PRESIDENT COHEN: Okay. Microphone No. 5, Delegate Yewell.

DELEGATE ALAN W. YEWELL (Local 3315): I have two questions. My first question is, did the employee know the person whose records were accessed?

DELEGATE RUNNION: Yes.

DELEGATE YEWELL: My second question is, did the employee understand she cannot access records for personal use?

DELEGATE RUNNION: Yes.

DELEGATE YEWELL: Thank you.

PRESIDENT COHEN: Microphone No. 3, Delegate Harrington.

DELEGATE DUNCAN HARRINGTON (Local 7777): We have arbitrated very similar cases in Denver to this situation, compelling emotional stories. And in one of our cases, we had a member who was tracking down child support. However, the arbitrator clearly supported the sanctity of a non-published number and similarly refused our case. We have had a number of these since. I believe there is no opportunity to win this arbitration. Thank you.

PRESIDENT COHEN: Microphone No. 5, Delegate Miller.

DELEGATE REX MILLER (Local 2001): My first question is, were there any progressive steps of discipline in this case?

CHAIR BARCA: We are going to check the files right now.

. . . Brief pause . . .

CHAIR BARCA: There was no progressive discipline. This originated off the customer's complaint. In this discipline report they found she had accessed the customer's information on several occasions; five total occasions.

DELEGATE MILLER: I'm sorry, you said it originated on a customer complaint?

CHAIR BARCA: Yes.

DELEGATE MILLER: Was that her ex-husband or the new wife?

DELEGATE RUNNION: We will check the file.

CHAIR BARCA: The file does not contain the name. There was never a dispute that she accessed the file.

PRESIDENT COHEN: Microphone No. 4, Delegate Pike.

DELEGATE MELISSA S. PIKE (Local 3204): I believe there are some facts in dispute. I was the job steward who represented Ms. King at her unemployment hearing.

When I represented her, the company, number one, could not provide a CPNI signed statement that showed she knew she could not access these records. The 87 other cases that were discovered were after a sweep of the office when she was caught.

What she admitted to accessing were other accounts, not this particular account. The cases that she brought forward were-- say you had a member in your office whose mother had passed away. For years and years this woman would call, access the system, find the person's address and send a sympathy card. This had never been disputed in the office. They had high seniority and nobody could supply a CPNI statement for that entire office.

Further, the account she accessed was of the mother of the girlfriend that her husband had had a child with and she was fighting for custody. What was going on, they were supposed to have given her a number to call to pick up her child for visitation. When she attempted to access the number, it was then disconnected. What she was trying to find out was, number one, was this child's setting an unsafe condition. She was desperate. And she never admitted to accessing it to anybody but CWA. Thank you. (Applause)

. . . Calls for the question and second . . .

PRESIDENT COHEN: There is a motion to close debate. It is not debatable. All those in

favor of closing debate signify by raising their hand. Opposed by like sign. Debate is closed.

Before us now is Appeal No. 4. All those in favor of sustaining the Committee's decision not to arbitrate please indicate by raising their hand. Opposed by like sign. The Committee is reversed. (Applause)

Now we have to vote on a motion to arbitrate. All those in favor of arbitrating please indicate by raising their hand. Down hands. Opposed by like sign. It will be arbitrated.

CHAIR BARCA:

APPEAL NO. 5

James Lind, a member of CWA Local 7200, has appealed the Executive Board's decision to uphold the ruling of President Bahr not to arbitrate his termination grievance.

Mr. Lind was employed with Qwest as a regular part-time network technician, and had more than 8 years of service (TOE 6/10/96) when he was terminated based on his entire work record.

Mr. Lind's case file is well documented with many attempts by the company to work with him on his behavior and actions as an employee. He was given several suspensions on matters which are closed and cannot be revealed. The company correctly applied progressive discipline. Mr. Lind was aware that his continued employment with Qwest was contingent on his adherence and compliance to improve his conduct on the job. This was verified through his signature on an official document presented to him by R.E. Munson, Qwest Director of Construction.

The grievant was terminated for many reasons, including: false time reporting, customer complaints, unsatisfactory attendance, and conduct contrary to the company's, "Violence in the Workshop" policy.

Local 7200 approached Mr. Lind about seeking professional help as a way of getting his job back. Mr. Lind refused. The local acknowledged that this was a very tough situation to deal with because Mr. Lind could be very irrational when confronted about his work habits.

The Committee agrees with the Executive Board that an arbitrator would conclude that the termination was warranted.

Accordingly, the Appeals Committee recommends that the decision of the Executive Board be upheld and the appeal be denied.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: No speakers on this question. We are now voting-- I am sorry. The motion has been made and seconded from the floor. There are no speakers on the question. All those in favor of sustaining the Committee please indicate by raising their hand. Down hands. Opposed by a like sign. It is adopted.

CHAIR BARCA: Delegate Tom Runnion.

DELEGATE RUNNION:

APPEAL NO. 6

Janet Logan, a member of CWA Local 6171 is a customer care advocate with Verizon Southwest (NCSD: 11/10/78). Ms. Logan was not selected for a business sales support specialist position; instead the job went to a less senior, fully qualified employee who already held the posted job title.

Ms. Logan, who lacked the skills necessary for the posted position, claims she is capable of learning the job and that giving the job to a less senior employee violates the contract.

The contract states "seniority shall be the deciding factor, insofar as the ability of the employee and the conditions of the business will permit."

The company claims it needed someone with systems knowledge and experience. Given the contractual language and the fact that Ms. Logan lacked the skills necessary for the job, an arbitrator would conclude that the company's selection was justified.

The Appeals Committee, after a thorough review of the file in this case, recommends that the Executive Board's decision be upheld and the appeal of Janet Logan be denied.

. . . The motion was duly seconded.

PRESIDENT COHEN: The motion has been made and seconded from the floor. On Microphone No. 4, Delegate Simmons.

DELEGATE MIKE SIMMONS (Local 6171): Good morning. President Cohen, Executive Board Members, Fellow Delegates: I stand before you today to ask that you oppose the Appeals Committee's recommendation in the case of Janet Logan, hired November 10, 1978.

Several years ago, Ms. Logan was force-adjusted out of the Bryan-College Station area to a customer care advocate position in Garland, Texas. In February 2004, Verizon bypassed Ms. Logan for the position of business sales and services specialist in Bryan-College Station and the job was awarded to a junior candidate.

Ms. Logan had previously held the title of business account representative, service representative, and was at the time of the bypass and is currently a customer care advocate-- all positions requiring interaction and contact with customers. Ms. Logan has shown throughout her 26 years her ability to adapt to job changes. Since this by-pass, Ms. Logan has subsequently been by-passed for a general clerk position in the same area.

While I am aware that job bypass cases are extremely difficult, I ask on behalf of Janet Logan, longtime member of Local 6171, that this delegate body reverse the decision of the Appeals Committee and afford the grievant the opportunity to be heard in arbitration. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 3, Delegate Mangeri.

DELEGATE RONALD MANGERI (Local 1103): I would just like to say that we support the committee's recommendation on this appeal.

PRESIDENT COHEN: Microphone No. 5, Delegate Griffith.

DELEGATE PEGGY GRIFFITH (Local 4302): Good morning, Larry. I have two questions. Did she pass the test for this position?

DELEGATE RUNNION: I don't believe there was a test that was given or information wasn't in the file, but we will check.

DELEGATE GRIFFITH: My second question, was she qualified for this job?

DELEGATE RUNNION: No.

DELEGATE GRIFFITH: Thank you.

DELEGATE RUNNION: There was no test.

PRESIDENT COHEN: Microphone No. 4, Delegate Ellebracht.

DELEGATE ANTHONY ELLEBRACHT (Local 6310): Verizon has a history of not testing people. They pick and choose who they want and place people in the positions. (Applause) It's time that we start honoring people's seniority and arbitrating these cases, not letting the company get away with this crap of picking and choosing people.

PRESIDENT COHEN: Microphone No. 3, Delegate Rooker.

DELEGATE ALEXANDRA ROOKER (Local 9400): While we may all agree with the principle this member is advocating, the issue before us here is contract language and how an arbitrator most likely will rule. These decisions must be made wisely within our charge of fiduciary responsibility of our members' dues monies. For these reasons, we should support the decision, not only of the committee, but of the Executive Board and the district. Thank you.

PRESIDENT COHEN: Microphone No. 5, Delegate Piercy.

DELEGATE LANELL PIERCY (Local 4252): Did the least senior person who got the job receive training for a job that the company said she already held?

DELEGATE RUNNION: There is no example of any training given to the individual that got the job.

DELEGATE PIERCY: She didn't get any? You have no information from the company that states that she had any type of training when she walked back in and took that job?

DELEGATE RUNNION: Are you referring to the person who got the job, the lesser senior?

DELEGATE PIERCY: Yes.

DELEGATE RUNNION: The lesser senior was an already fully entitled representative initially, changing locations.

PRESIDENT COHEN: Delegate Deborah Prince. They don't have your name right on here, but Microphone No. 1, please.

DELEGATE DEBORAH L. PRINCE (Local 2001): I would like to make a motion to close the debate.

PRESIDENT COHEN: There is a motion to close debate. It's not debatable. All those in favor of closing debate, please indicate by raising your hands. Down hands. Opposed by a like sign. Debate is closed.

Now we are voting on the motion from the committee. All those in favor of sustaining the committee, please indicate by raising your hands. Down hands. Opposed by a like sign. The committee is not sustained.

A motion is now in order to arbitrate the case. All those in favor of arbitrating the case, please indicate by raising your hands. Down hands. Opposed by a like sign. The case will be arbitrated. (Applause and cheers)

DELEGATE IHFE:

APPEAL NO. 7

Brady Phelan was found guilty on October 23, 2004 by a Local 6325 Trial Court of crossing a picket line during an authorized strike against SBC on May 21, 2004 through May 24, 2004. A fine of \$2,000 was levied, as well as a "Member in Bad Standing" status, for the duration of the contract.

Mr. Phelan was a member and crossed the picket line. Mr. Phelan claims he had withdrawn from membership, but there is no evidence in the file that demonstrates he withdrew membership from Local 6325.

The Appeals Committee, having fully reviewed the records in this case, recommends the Executive Board's decision be upheld and the appeal of Brady Phelan be denied.

PRESIDENT COHEN: A motion has been made.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: It's been seconded from the floor. On Microphone No. 3, Delegate Hough.

DELEGATE GARY HOUGH (Local 6325): First of all, I would hope that the delegates would seek to go with the review committee on this one, instead of overturning it like we have the past few cases. This person-- well, it's very hard for me to describe him in words that can be put in print. He is the lowest form of life in this world. He is scum. He is a scab. (Applause and cheers) He has constantly stood up in his work group and flaunted that he was going to cross that picket line, and there wasn't anything CWA could do to him. I think every one of us needs to get out here and send him a message, that we will do something to him. (Applause and cheers)

PRESIDENT COHEN: Microphone No. 3, Delegate Perez.

DELEGATE JUDY PEREZ (Local 9400): I want to thank the Appeals Committee for spending the time on this appeal when they probably shouldn't have spent one minute on this appeal. A scab is a scab is a scab. (Applause and cheers)

PRESIDENT COHEN: Seeing no one else wishing to speak on this, all those in favor of sustaining the committee, please indicate by raising your hands. Down hands. (Applause and cheers) Opposed by a like sign. It is adopted.

DELEGATE SCOTT:

APPEAL NO. 8

Rick Culver, a 25-year employee working for Qwest and member of Local 7904, was terminated on August 1, 2003 for violating the Qwest Code of Conduct, specifically the provision, "Safeguard Our Employees and Assets."

On June 26, 2003, Mr. Culver, without notice or management authorization, was missing from his work location and job site for one and one-half hours. His time card also failed to reflect that he was missing.

Prior to this incident, Mr. Culver received a half-day suspension on December 4, 2002 for disruptive and inappropriate behavior. On November 1, 2002, he received a one and one-half day suspension and a warning of dismissal for violating company policy on breaks two consecutive days, and on September 9, 2002, he received a written discipline warning for unacceptable conduct, a Code of Conduct Violation, all of which he never grieved.

On May 12, 2004, pursuant to the parties' Advisory Dispute Resolution Process, the arbitrator concluded the termination was warranted, and Mr. Culver was given sufficient notice that his future with the company was in jeopardy. Progressive rules of discipline were being applied throughout this time period.

The Appeals Committee, having fully reviewed the records, in this case recommends that the Executive Board's decision be upheld and the appeal of Rick Culver be denied.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The motion has been made, seconded from the floor.

On Microphone No. 3, Delegate Bauer.

DELEGATE RODGER BAUER (Local 7904): We have received no further information or documentation from Mr. Culver, so we have nothing to add to what the committee had.

PRESIDENT COHEN: Thank you.

Microphone No. 5, Delegate Henning.

DELEGATE WILLIAM HENNING (Local 1180): May I ask the committee exactly what is being appealed here? Is it an arbitration decision, or the decision not to arbitrate? It really does not say.

CHAIR BARCA: It is a non-binding advisory opinion that the district has in place prior to going to arbitration.

DELEGATE HENNING: What is he looking for? My second question is, what is he looking for? If we were to grant his appeal, what would that look like?

CHAIR BARCA: To proceed to arbitration.

DELEGATE HENNING: Thank you.

PRESIDENT COHEN: If no one else wishes to speak, all those in favor of the motion to sustain the Committee please indicate by raising their hands. Down hands. Opposed by like sign. It is adopted.

CHAIR BARCA: Appeal No. 9, Brenda Scott.

DELEGATE SCOTT:

APPEAL NO. 9

Shelavia Whitfield, a member of CWA Local 1023, has appealed the Executive Board's decision to uphold the decision of President Bahr not to arbitrate her termination grievance.

Ms. Whitfield was employed by Verizon as a consultant from April 19, 1999 to August 25, 2003, when she was terminated for unsatisfactory attendance.

The records provided in her case file support the company's position that, during her term of employment, she was not able to attain and maintain a satisfactory attendance record (i.e. lateness and excessive absenteeism) according to the attendance standards.

On August 20, 2002, Ms. Whitfield was placed on Step 1 of the company's Regional Attendance Plan (RAP) as a result of the absences. On October 8, 2002, she was placed on Step 2 of RAP as a result of a six-day absence; on February 11, 2003, she was placed on Step 3 of RAP and suspended for five days which was later reduced to two days as a result of a grievance settlement.

She remained at Step 3 through July 31, 2003, and was advised by the company that future unsatisfactory attendance could lead to termination. Notwithstanding, Ms. Whitfield was absent on July 8, 2003 through August 13, 2003, due to medical complications caused by an automobile accident.

The grievant appeals that her last absence was originally approved for FMLA, and that she was terminated when the company later changed its determination of FMLA coverage. The appeal argues that once a favorable determination of FMLA has been made it cannot be changed. Thus, the grievant argues, her last absence had to be treated by the company as FMLA-covered, and she should not have been terminated.

The regulation issued by the Department of Labor to implement the FMLA supports the grievant's claim: "If the employer confirms eligibility at the time the notice for leave is received, the employer may not subsequently challenge the employee's eligibility."

However, in this case, the company denied the leave because she had not worked the required 1,250 hours required under the law. Accordingly, under the company's plan, the counting of the number of hours worked prior to the request for FMLA was the deciding factor in not granting the FMLA. This action has been upheld in many U.S. District Courts and several U.S. Courts of Appeal.

Accordingly, the Appeals Committee, after thorough review of the matter, recommends that the decision of the Executive Board be upheld and the appeal be denied.

PRESIDENT COHEN: A motion has been made.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Seconded from the floor. Microphone No. 4, Delegate Lewis.

DELEGATE JEFFREY A. LEWIS (Local 2003): Brothers and sisters, I have a serious problem with this appeal made to the floor thus far, because in the Regional Attendance Plan, especially in Verizon, probably the number one problem we have to face is absence. I have personally had cases where my employee missed considerably more time than this and had the termination reversed because the company felt they didn't give them a strong enough message at the preceding step, and they were given five or ten days.

Where I have a problem is, this employee had a five-day suspension dropped down to a two-day. The next time she missed work, the company terminated this employee.

If this stands, we are all in trouble for our membership. We absolutely have to fight this with everything we've got because, if we don't, we are going to lose members and they are going to pay a dear price. I mean, as far as I am concerned, with this one they did not follow progressive stages of discipline. They obviously had problems with the preceding step, considering that we were able to get it reduced from five to two.

Give our sister a day in court. Let's fight this thing, for all of us, to protect our membership. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Harton.

DELEGATE SHELLY M. HARTON (Local 2201): I have two questions. Has the committee confirmed whether Ms. Whitfield met the 1,250 hours work test at the time of her initial certification? And, if so, what is the answer? Did she meet the test or not?

DELEGATE SCOTT: She was roughly about 686 hours short of her 1,250 hours.

PRESIDENT COHEN: Second question.

DELEGATE HARTON: Not at the time of the accident she wasn't, was she?

DELEGATE SCOTT: At the time of the accident, yes.

DELEGATE HARTON: Thank you.

PRESIDENT COHEN: Microphone No. 4, Delegate Massa.

DELEGATE REYNALDO MASSA (Local 1023): I rise to ask the delegates to support Appeal No. 9 on the dismissal of Shelavia Whitfield. Sister Whitfield had four years of service with Verizon of New Jersey. She was dismissed on August 25, 2003, because according to the company she did not have enough hours worked to be FMLA -eligible.

The sister was on a gradual return to work following the birth of her child. During the gradual return to work, she was involved in a car accident and was absent for 27 days, and her absence started on July 8, 2003. This incident was approved for FMLA on August 4th of 2003, almost a month later. My understanding is that under the FMLA -- in New Jersey anyway -- the company has 48 hours to either advise the employee whether she is eligible or not eligible. They took one full month to decide.

Three days later, after she was approved, then they come back and say that she's not eligible because she didn't have the hours worked.

Brothers and sisters, I ask for your support in this. This company is continuously saying "yes," and then saying "no." We have got to make the company make the right decision the first

time, not going around and around in circles. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Miller.

DELEGATE REX M. MILLER (Local 2001): Does the Regional Attendance Plan say she has to be terminated at this point? Or does it say it is up to the discretion of management?

DELEGATE SCOTT: The answer to your first question is yes.

DELEGATE MILLER: Yes?

DELEGATE SCOTT: Yes.

DELEGATE MILLER: You are telling me that it states there is no discretion whatsoever; that if it meets it, she's fired, no matter who they are?

DELEGATE SCOTT: In that particular plan, if you have four years or under, you have four steps. If you are over five years, they give you an additional step. She did not have the seniority that would have given her that extra boost.

PRESIDENT COHEN: Microphone No. 3, Delegate Searcy.

DELEGATE SIDNEY H. SEARCY (Local 6733): I rise in support of the Committee on their tireless and unwavering investigation of this appeal, and I rise to support them in their recommendation. Thank you very much.

PRESIDENT COHEN: Microphone No. 4, Delegate Young.

DELEGATE JOHN T. YOUNG (Local 9509): I rise in opposition of the Appeals Committee for one simple, basic reason. Federal law is pretty clear on FMLA. It says that the company must maintain records to determine eligibility at the time you put your request in. Verizon did not do that. (Applause)

Secondly, to come back a month after giving it to her, federal law states once you have given someone the right to FMLA you cannot take them back; you must eat your mistake. (Applause)

Thirdly, we must tell Verizon and every other employer that, if you are going to use the FMLA, use it properly the first time so we are clear on what your decision is.

We must overturn this and take a chance on sending this to the Appeals Court citing this very thing, that Verizon did not follow federal law as it relates to eligibility status and what you do with it. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 1, Delegate Pappas.

DELEGATE JAMES G. PAPPAS (Local 2336): Move the question.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The question has been called. It is non-debatable. All those in favor of calling the question please indicate by raising your hands. Down hands. Opposed by a like sign.

Now we are voting on the main motion. All those in favor of the motion please indicate by raising your hands. So on this one we would be-- this is an arbitration then? Yes, okay, this is an arbitration. All those in favor of voting to arbitrate this case please indicate by raising your hand. Down hands. Opposed by a like sign. We will arbitrate. (Applause)

CHAIR BARCA: Appeal No. 10, Delegate Larry Ihfe.

DELEGATE IHFE:

APPEAL NO. 10

Taras Kozak (NCSD 9/2/97), a member of Local 1023, has appealed the Executive Board's decision not to arbitrate his termination grievance.

Mr. Kozak was employed by Verizon as a consultant when he was terminated for violating the Code of Business Conduct. An investigation took place when an officer of the Leukemia and Lymphoma Society notified the company that it believed Mr. Kozak and others had acted improperly in order to inflate the amount of funds contributed to the L&LS as matching funds for employee contributions. Mr. Kozak admitted to the company security that he had falsely claimed contributions totaling \$5,496.00, in order to get Verizon Foundation to contribute \$4,900.00 in matching funds. This was accomplished by his wife's use of his credit card. Mr. Kozak admitted to company security that he told his wife he thought her actions were illegal.

Given the statement Mr. Kozak made to company security, an arbitrator would conclude that the company had just cause to terminate Mr. Kozak for violation of the Code of Business Conduct.

The Appeals Committee, after careful review of this case, recommends that the decision of the Executive Board be upheld and the appeal of Mr. Kozak be denied.

PRESIDENT COHEN: Motion has been made.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Seconded from the floor. Delegate at Microphone No. 4, Delegate Massa.

DELEGATE REYNALDO MASSA (Local 1023): I rise to ask delegates to support Appeal No. 10 on the dismissal of Taras Kozak. Brother Kozak has been a CWA member since 1997. During that time, Brother Kozak had seven years of perfect attendance. His last two years' appraisals were rated "exceed requirements."

On June 2, 2004, he was suspended pending the outcome of an ongoing investigation. On July 27th of 2004, he was dismissed for violating the Code of Business Conduct.

In this particular case, the wife was an executive director of the Leukemia Society. Her and two other folks, who happened to be Verizon management employees, were going through inappropriate fundraising activities. Mrs. Kozak unfortunately was dying of cancer, and shortly after he was dismissed she passed away. In the last few weeks of her life, she admitted to her husband that she felt sorry for what she did, and all she was trying to do was raise additional funds for the Leukemia Society.

Now, some of the things here are the fact that security did claim that his credit card was being used. His credit card was being used, but he was not aware of it until after the fact.

And during the course of the grievance, we had asked the company to provide us with a copy of the signed credit card statement, and he alleged that he saw this document and the signature on the credit card was not his.

I mean, truthfully, this guy deserves another chance. When we had our grievance, local management did not want to dismiss him, and the reason why they didn't want to dismiss him was because of his excellent work record and the fact that he was an excellent employee. But due to the higher-ups in Verizon, they felt the word had to come down to be dismissed.

This guy deserves another chance, and I hope the delegates will support this appeal. Thank you very much. (Applause)

PRESIDENT COHEN: No one else is desiring to speak. Is there-- okay, on Microphone No. 5, Delegate Santora.

DELEGATE T SANTORA (Local 9000): Thank you. Did Verizon actually make the contribution, or the matching contribution, I should say, that is alluded to on in the report?

DELEGATE IHFE: Yes.

DELEGATE SANTORA: My follow-up question is, has that money been returned?

DELEGATE IHFE: Part of it has.

PRESIDENT COHEN: There is no one else at the mikes wishing to speak. We are now voting on the motion. This is a motion to sustain the Committee. All those in favor of the motion please indicate by raising your hands. Down hands. Opposed by a like sign. The Committee is reversed.

We are now voting on a motion to arbitrate. All those in favor of arbitrating this case please indicate by raising your hands. Down hands. Opposed by a like sign. We will arbitrate. (Applause)

CHAIR BARCA: I would like to bring the delegates' attention to Appeal No. 11. The local number has been typed incorrectly in the written report. The local number is 4309.

APPEAL NO. 11

Cindy Stenger, a member of Local 4309, has appealed the Executive Board's decision to uphold the decision of President Bahr not to arbitrate her grievance-- and that is also a typo, it's not a "termination", it's a "grievance".

Ms. Stenger has 26 and a half years of net credited service and is employed by SBC. She voluntarily accepted a downgrade on January 29, 2004, to a customer sales and service specialist from the technical specialist title when that job was declared surplus or displaced due to bumping.

At issue is the grievant's claim that she should have been pay-protected under the contract Article 26.29, which does not apply to Ms. Stenger because she applied for the downgrade and her request was accepted by SBC. She was not assigned. In addition, employees in December of 2002 were pay-protected under a special non-precedent setting agreement between the parties. SBC has not agreed to those same terms and conditions in any subsequent surpluses.

Moreover, Ms. Stenger's appeal of President Bahr's decision was not sent in within the allowable timeframe set forth in the Internal Appeals Process (specifically Section 3C). The Appeals Committee, having fully reviewed the records in this case, recommends that the Executive Board's decision be upheld and the appeal of Cindy Stenger be denied.

PRESIDENT COHEN: A motion has been made.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Seconded from the floor. On Microphone No. 5, will the delegate please state your name and local.

DELEGATE SEAN LINEHAN (Local 2252): My question is, are we arbitrating her termination or her pay?

CHAIR BARCA: We would be arbitrating Article 26.29 in its application to her acceptance of the downgrade.

DELEGATE LINEHAN: Okay, because the first thing says she was terminated.

PRESIDENT COHEN: That's wrong.

CHAIR BARCA: That's wrong, and I announced that it's wrong. It should be "grievance".

DELEGATE LINEHAN: Thank you.

PRESIDENT COHEN: No other speaker on the motion. We are now voting on the motion to sustain the committee. All those in favor raise your hands. Down hands. Opposed by a like sign. The committee is supported.

CHAIR BARCA: Brenda Scott, Appeal No. 12.

DELEGATE BRENDA SCOTT:

APPEAL NO. 12

Robert Schroeder, a member of Local 7621, has appealed the Executive Board's decision to uphold the decision of President Bahr not to arbitrate his termination grievance. Mr. Schroeder was employed as a Network Tech with Qwest and had 20 and a half years of service (NCSD: 1/22/83) when he was terminated on July 29, 2003. The grievant's termination was triggered by numerous customer complaints during June and July 2003.

Mr. Schroeder was given a "written warning" regarding his behavior in July 2000. His case file contains complaints regarding his behavior and comments he made in 2002, which led his supervisor to offer him EAP assistance in October 2002, which he declined. A warning of dismissal was issued on December 11, 2002, as a result of comments he made to another employee. Several customer complaints regarding his behavior in June 2003 led to his dismissal for violating the company's Code of Conduct requirement that employees treat customers in a professional and courteous manner.

The case was submitted to the Advisory Dispute Resolution Process to Arbitrator Carol Zamporine, who issued an advisory opinion. The grievant argues that the ADR arbitrator improperly allowed customer complaints to be admitted into evidence.

The argument that the arbitrator improperly allowed customer complaints to be admitted into evidence is not well taken because it supported a pattern of behavior on his part.

The committee found no evidence to support Mr. Schroeder's claim of disparate treatment, there is no evidence to support the claim. Mr. Schroeder and the union were not able to provide proof that another employee with similar and an almost identical record of customer complaints and warnings was not terminated.

The Committee agrees that if the union submitted his case to another arbitrator, the same materials would be admitted into evidence for the same reason.

After careful consideration based on the documentation in this case file, it is the decision of the Appeals Committee to uphold the decision of the Executive Board not to arbitrate this termination grievance.

PRESIDENT COHEN: Motion has been made.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Seconded from the floor. Microphone No. 5, Delegate Marsden.

DELEGATE RONALD D. MARSDEN (Local 7621): Isn't every grievant given the opportunity to present more information to the Appeals Committee?

PRESIDENT COHEN: The answer is yes, and you are entitled to a second question.

DELEGATE MARSDEN: Did the grievant give you any more information than what was said on the original grievance file?

DELEGATE SCOTT: No, they did not.

DELEGATE MARSDEN: Thank you.

PRESIDENT COHEN: No one else wishes to speak. We are now voting on the Committee's recommendation. All those in favor please indicate by raising your hands. Down hands. Opposed by a like sign. It is adopted.

DELEGATE BARCA: Chris Fox will read Appeal No. 13, please.

DELEGATE FOX:

APPEAL NO. 13

Consuela Buenteo, Local 6222, was employed as a service representative with Southwestern Bell Telephone Co. for three years and four months. On March 7, 2003, the company dismissed the grievant for misconduct and unsatisfactory attendance.

Prior to the grievant's termination, she had filed three other grievances: one for attendance suspension of two days, another for a charge of unprofessional conduct against a manager, and another for a charge of harassment against her manager.

Under the company's attendance plan, her two-day suspension would have been warranted. While on this discipline level, she incurred another occurrence of four and one-half days.

In the grievances on the charges against management, the grievant's remedy was for the company to terminate the members of management that were responsible. This is not within the union's jurisdiction.

The suspension and termination for attendance was also supported by the grievant's attendance records.

The Appeals Committee, having fully reviewed the records in this case, recommends the Executive Board's decision be upheld and Consuela Buenteo's appeal be denied.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: No one wishes to speak on the motion-- sorry, the motion has been made and seconded. No requests to speak on this motion?

All right, all those in favor of the Committee's report signify by raising your hands. Down hands. Opposed by like sign. It is adopted.

CHAIR BARCA: Delegate Chris Fox will read Appeal No. 14.

APPEAL NO. 14

Danita McAfee was employed at Western Union Financial Services, Inc., as a customer service representative. The grievant has just under three years of seniority.

On April 30, 2004, she was placed on suspension pending investigation into alleged "call handling irregularities." The result of the company's investigation led to her termination on May 1, 2004. The grievant is accused of improperly handling calls. The grievant claims that she was not trained for the functions assigned. The file contains documentation of management's instructions on the procedure for handling such cases. The file contains no proof that would lend credence to Ms. McAfee's claim that she followed the company's procedures.

The Appeals Committee, having fully reviewed the records in this case recommends the Executive Board's decision be upheld and Danita McAfee's appeal be denied.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The motion has been made and seconded from the floor. Microphone No. 5, Delegate Harton.

DELEGATE SHELLY HARTON (Local 2201): I have two questions. How were the calls

handled improperly?

DELEGATE FOX: If you are in a rotational environment, there is a procedure that if you get a call that you are not equipped to handle, that you transfer it; you report it immediately to your management. And then once it's reported, that should stop and you don't have to transfer.

What happened in this case was, she claimed that she told them repeatedly that she was being gated wrong. There was no proof in the file that supported that claim. Although I would like to believe her, but I guess it happened on more than one occasion. She was also told to sit in a certain area, which she did not comply with. She sat in a different area.

That's the best I can tell you on that answer.

DELEGATE HARTON: Thank you. My second question is, was progressive discipline imposed?

DELEGATE FOX: Yes, progressive discipline was imposed because she had had other disciplinary actions. I didn't have her whole disciplinary thing. I had the contract, what was grieved in the contract. There was nothing to support that she couldn't be terminated for these things in the contract.

DELEGATE LARRY WOODS (Local 4900): I was going to ask that question, so now I'll change it to: What steps of discipline was she placed on; were they grieved; and what were the results of the grievance?

DELEGATE FOX: We are looking that up.

DELEGATE WOODS: Thank you.

DELEGATE FOX: It might take a few minutes.

DELEGATE WOODS: No problem.

. . . Brief pause . . .

DELEGATE FOX: She was suspended pending investigation because they considered this "avoidance of work," a serious violation. She was keeping customers on hold while she was transferring up to half an hour. They had given her the procedures on what to do when she was receiving calls, and there was nothing to support her claim that she had reported it to management.

If there had been even a witness that had come forward during her grievance procedure saying that she indeed did report it several times, you know, but there was no documentation.

DELEGATE WOODS: The second question--

DELEGATE FOX: And can I just go on for one more second? Five percent of her calls were being transferred.

DELEGATE WOODS: Thank you. My second question: So then there was no progressive discipline? She was suspended pending investigation only?

DELEGATE FOX: Right. I don't know-- I don't have their progressive discipline policy in the file, but the company has the right, I believe-- let me find the paper. Under "Call Monitoring," okay? Under the observations, the monitoring observations of the work of the individual employees, it says that there is nothing in the contract that protects her. That is what I am saying. Because if it would say that they had to go through progressive steps for call waiting or something like that, but it doesn't say that. However, it does say that all they have to do is advise the union, you know, when they have a problem, and that all they have to do is provide in writing what they are accusing her of.

DELEGATE WOODS: I just wanted to clarify the earlier responses that there had been progressive discipline. Clearly, there has been no progressive discipline. There was only a

suspension pending investigation. Thank you. (Applause)

PRESIDENT COHEN: Delegate at Microphone 4, Delegate Munson.

DELEGATE JANINE MUNSON (Local 9575): I rise against the Committee's decision. I believe this member does deserve to have her case arbitrated. It is clear that there was no progressive discipline, and so far all I've heard out of the Committee is what the company has said. (Applause)

We are a union. Whether or not it spells out progressive discipline or not, there is clearly no just cause here. This member was not given a chance. All I have heard is what the company records provide. Obviously, this needs to be heard. I don't think it was fully investigated, and this member has the right to have her case arbitrated. (Applause)

PRESIDENT COHEN: Microphone No. 3, Delegate Jones.

DELEGATE EARLINE JONES (Local 6377): I represent the employees at that facility. I don't think the Committee-- they had the documentation in front of them, but I really don't think that they investigated it properly.

I support the Committee's decision not to arbitrate the case. Actually, the employee has had progressive discipline time and time again. The employee did violate policy when she transferred over 75 percent of her calls, even without responding to the customer. The call would come in and she would just automatically transfer the call.

And as a result, they have a circulating type of system there. The call, in many cases, was brought right back in to her, and she would transfer that call again.

As I said, you know, there comes a time when you can only do so much. I did everything I possibly could to support this employee. I made the company produce documentation. They even had quality-- what they called "auto-monitoring" to see exactly what was going on with that employee. There was no way we could sustain that. I tried. And I tried the first and second grievance because the company does violate employees' rights. They do. There is no question that they do suspend employees without proper investigation.

But in this case, there was a proper investigation and, yes, she does have a history of disciplinary action, and she does have progressive discipline throughout her short tenure with the company.

The only thing that I can say is that I wish the Committee would have investigated fully so that they could pull out the relevant facts that would support them sustaining that grievance.

PRESIDENT COHEN: Microphone No. 5, Delegate Massa.

DELEGATE REYNALDO MASSA (Local 1023): I have a question for the committee. The grievant is claiming that she was not fully trained. Is there any documentation to that effect? Was she trained or not?

DELEGATE FOX: She claimed that she was not trained for the particular calls that they were giving her. The company is not disputing that with her. They are saying, once you realized you are not trained in that area, then you report it to management. You are not supposed to be taking all those calls and transferring them. You should be reporting it. Then they would give her the proper calls.

So in some cases-- some of the calls they say she was trained for; some of them she was not.

DELEGATE MASSA: Thank you.

PRESIDENT COHEN: On Microphone No. 4, Delegate Fried, Cliff Fried.

DELEGATE CLIFF FRIED (Local 9119): I just want to say that I am head of the Arbitration

Review Committee at our local in California, and if we had reviewed this case we would have said "yes" to this case and taken it to arbitration. It seems to me that there is no progressive discipline that has taken place. There is nothing in the file that shows they did any active progressive training.

Sometimes they set up these phony training programs that say, "You're trained," and give you a certificate and send you on your way. Then you make a mistake and you're fired. I say give this woman a chance. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 1, Jim Pappas.

DELEGATE JAMES G. PAPPAS (Local 2336): Move the question.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The question has been called. It's not debatable. All those in favor of calling the question signify by raising your hand. Down hands. Opposed by like sign. It is adopted.

All those in favor of the main motion on Appeal No. 14, to sustain the Committee, please indicate by raising your hand. Down hands. Opposed by a like sign. The committee is sustained.

CHAIR BARCA:

APPEAL NO. 15

Jesse Bravo was a communications technician with Verizon Select Services (MCSD: 2/18/94).

Mr. Bravo was returned to work March 15, 2004, via a "return-to-work" settlement agreement, after his termination of January 16, 2003. The return-to-work agreement specifically stated, "upon Mr. Bravo's return to work he will be subjected to a six-month probationary period. During this period, he is expected to meet the company's expectations regarding conduct and integrity, work performance, and dependability. Failure to do so may result in his immediate termination from the company. Such termination may be subjected to the grievance procedure, but not to arbitration."

Mr. Bravo was terminated July 8, 2004, for allegedly "falsification of records, insubordination, and poor work performance.

By Mr. Bravo signing the back-to-work agreement, he waived any right for this case to go to an arbitrator. After a thorough review of this case, the Appeals Committee agrees with the Executive Board's decision not to arbitrate.

The Appeals Committee recommends the Executive Board's decision be upheld and the appeal of Jesse Bravo be denied.

PRESIDENT COHEN: Microphone No. 5, Delegate Honse.

DELEGATE RONALD D. HONSE (Local 4319): Was Mr. Bravo fully aware of these portions of the return-to-work agreement, that it could not be arbitrated?

CHAIR BARCA: Yes.

DELEGATE HONSE: In fact, can this grievance be arbitrated in light of that agreement?

CHAIR BARCA: Can you state that question again?

DELEGATE HONSE: In light of that return-to-work agreement, can this termination even be arbitrated?

CHAIR BARCA: According to the return-to-work agreement, it cannot. He signed it.

PRESIDENT COHEN: On Microphone No. 5, Delegate Tami Drollinger.

DELEGATE TAMI L. DROLLINGER (Local 4371): My question to the committee is, was Mr. Bravo terminated at another time prior to this most recent termination?

CHAIR BARCA: Yes.

DELEGATE DROLLINGER: Thank you.

PRESIDENT COHEN: On Microphone No. 5, Delegate Lowdenslager.

DELEGATE EDWARD LOWDENSLAGER (Local 4773): My question is-- the report states that there was a return-to-work agreement on the first discharge. My question is, did the company violate any or all of the provisions that they agreed to in that return-to-work agreement?

CHAIR BARCA: There is nothing that supports that claim in the file.

DELEGATE LOWDENSLAGER: My second question is, there is a statement here that Mr. Bravo signed a back-to-work agreement. Is that a fact? Did he sign the return-to-work agreement? Did he, himself, sign the return-to-work agreement?

CHAIR BARCA: We interviewed Mr. Bravo. We asked him that question, and he affirmed he signed it.

PRESIDENT COHEN: Microphone No. 5, Delegate Adams.

DELEGATE STACIE M. ADAMS (Local 2222): My question was just answered. Thank you.

PRESIDENT COHEN: Thank you. Seeing no more delegates wishing to speak, we are now voting on the motion, Appeal No. 15. All those voting to sustain the committee please indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

CHAIR BARCA:

APPEAL NO. 16

Jesse Bravo, a member of Local 6132, was employed as a communications technician with Verizon Select Services (NCSD: 2/18/94).

The grievant claims that he had been treated in an intimidating and threatening manner by his supervisor. After a thorough review of the case file and an interview with the grievant, there is no corroborating evidence to support his claim.

Accordingly, the Appeals Committee after careful review of this matter, recommends the Executive Board's decision be upheld and the appeal of Jesse Bravo be denied.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: A motion has been made and seconded. Is there anyone wishing to speak?

No one wishes to speak on the motion. All those in favor of supporting the committee, please indicate by raising your hand. Hands hands. Opposed by like sign. It is adopted.

CHAIR BARCA: Delegate Tom Runnion will read Appeal No. 17.

DELEGATE RUNNION:

APPEAL NO. 17

Jesse Bravo was a communications technician with Verizon Select Services (NCSD: 2/18/94). The grievant claims that Verizon owes him mileage for using his personal vehicle for company business.

The company contends that the grievant was not authorized to use his personal vehicle pursuant to the contract and review of the contract supports this claim.

After careful review of the file, there is no evidence to substantiate the grievant's claim and therefore, the Appeals Committee recommends the decision of the Executive Board be upheld and the appeal of Jesse Bravo be denied.

PRESIDENT COHEN: A motion has been made and seconded. There is no delegate wishing to speak. All those in favor of the motion, please indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted.

CHAIR BARCA: Delegate Chris Fox will read Appeal No. 18.

DELEGATE FOX:

APPEAL NO. 18

In this instant case, Jesse Bravo a Communications Technician with Verizon Select Services (NCSD: 1/18/94), claimed he was not given a company e-mail address for return-to-work training when he was reinstated on March 15, 2004. The evidence contained in the file does not show or support the grievant's claim.

The Appeals Committee, having reviewed the file, and after an extensive interview with the grievant recommends the Executive Board's decision be upheld and the appeal of Jesse Bravo be denied.

PRESIDENT COHEN: A motion has been made and seconded. No delegate wishes to speak. All those in favor of the motion, indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

I would like to thank the Committee for their hard work. They got all these appeals with short notice. They worked day and night. Thank you. Thank you. (Applause)

Will the Resolutions Committee please come to the podium. And we will then recognize the Chair of the Resolutions Committee.

CHAIR KRAMER: Thank you, Mr. President.

The Chair recognizes Ken Saether.

DELEGATE KENNETH SAETHER (Local 7906): Would the delegates please turn to page nine of the Resolutions report and look at Resolution 67A-05-6 entitled "Protect our Pensions." I will read the resolveds.

Resolution 67A-05-6 Protect our Pensions

The concept of a dignified, secure retirement for working Americans has long been a major objective for CWA. For the past quarter century, right-wing "think tanks" and their allies among elected officials and in the media have directed a toxic stream of propaganda against retirement security, polluting the public dialogue and menacing the economic future for millions of wage earners and their families. The intent is to undermine public confidence in traditional defined-benefit pension plans in favor of shifting to riskier defined-contribution schemes. Four developments over the past year illustrate the extent of the problem:

* Last May, United Airlines sought and received a free pass from a federal bankruptcy court

to dump \$9.8 billion in obligations of its four pension funds and shortchange its 160,000 workers and retirees. The action will cost each UAL employee an estimated \$267,000 on average in lost retirement. The publicly-funded Pension Benefit Guarantee Corporation will assume the responsibility to pay about two thirds of UAL's pension obligations (approximately \$6.6 billion). UAL Pilots will receive less than half of their promised benefits; flight attendants are expected to lose at least 20 percent of theirs.

* Recently, the publisher of the *Washington Post* sent a letter to a number of large daily newspaper publishers soliciting their support in a scheme to dump the CWA/ITU Negotiated Pension Plan and to substitute an inferior pension plan administered by the employer. Unlike UAL, the *Post* is an enormously profitable enterprise-- reporting \$330 million in profits last year. Yet, the *Post* has continued to press its demand that 500 mailroom employees represented by CWA Local 14029 surrender their jointly administered defined benefit plan. If the *Post* were to succeed in its efforts, the Mailers would not only lose the advantage of joint administration of their retirement funds and significant future benefits, they would also see millions of dollars in previously deferred wage increases diverted back into the treasury of the Washington Post.

* Also, in early 2005, newly-elected California Governor Arnold Schwarzenegger threatened to transform the California Public Employee Retirement System (CALPERS) from a defined-benefit to a defined-contribution plan. The switch would have been costly to 1.4 million state employees and it would no doubt have touched off a wave of similar transitions in other states. The plan was eventually scuttled in a public outcry, but it underscores the depth of the campaign to undermine the future of defined-benefit pension plans.

* In 2004, the Bush administration unveiled the details of its campaign to privatize Social Security. Under the ruse of "giving workers more control over their own money," the administration's plan would severely scale back benefits, raise the retirement age and put trillions of dollars of Social Security funds at risk. Although this proposal appears to have withered under the weight of severe bipartisan criticism, it has not been officially withdrawn. The Social Security system, which has been one of America's most successful federally funded programs, remains a target of opportunity for its right-wing opponents.

Opposition to defined-benefit pension plans emanates not only from right-wing ideologues, but also from corporate governance. Despite the massive shrinkage in the number of defined benefit plans, they remain the largest and most dependable source of retirement security for 35 million Americans.

Defined-benefit pension plans-- single and multi-employer alike-- hold more than \$4 trillion in publicly-traded equities, 26 percent of the equity market. They are the most dependable source of long-term capital investment in the U.S. economy. During the 2001 recession, large defined-benefit pension plans remained invested in the stock market while other major investors withdrew. In effect, the nation's defined-benefit pension plans kept Wall Street alive. Defined-benefit pension plans, through such organizations as the Council of Institutional Investors (CII), have been the single most important player in shareholder initiatives to force publicly-held corporations to operate with more transparency and accountability to shareholders.

It is a fundamental principle that negotiated retirement benefits are a property right accruing to the employees covered by those agreements. Retirement benefits are deferred wages--costs and obligations contractually incurred by an employer as an alternative to immediate wage increases.

Corporate fraud and stock market volatility over the past decade depleted the retirement savings of millions of working families. The cases of Enron, WorldCom, Qwest and Global Crossing are among the more infamous, but are hardly unique. The collapse of stock prices in the 2001 recession evaporated billions of dollars in assets that had been the cornerstone of retirement plans for many American Workers.

RESOLVED: The Communications Workers of America holds that retirement security is an essential component of the social contract between employers and workers, anchored in many

cases by binding collective bargaining contracts. The fundamental instruments of retirement security include resilient and healthy defined-pension programs augmented by Social Security and private savings;

RESOLVED: CWA will pursue legislative and policy objectives that will strengthen the individual components of retirement security and vigorously oppose those which have the effect of eroding confidence and destroying resources specifically set aside as deferred earnings for the men and women we represent.

PRESIDENT COHEN: Thank you. On Microphone No. 3, Delegate Bryant.

DELEGATE MAI BRYANT (Local 21007): I rise to speak in favor of this resolution. I am a CWA member. I am a United Airlines flight attendant. My contractually-negotiated pension plan has been stolen from me and I have been robbed of my retirement future.

In May of this year, current management at United Airlines entered into a backroom deal with the Pension Benefit Guarantee Corporation, the PBGC. United conveniently exchanged \$1.5 billion for the PBGC to terminate the employee pension plans, while the CEO's \$4.5 million pension trust remains untouched.

As a result of the PBGC/United deal, two-thirds of us will lose over half of our promised pension benefit even with a replacement pension plan. Individually, hundreds of thousands of dollars in retirement security has been lost, and those who are furthest from retirement age will lose the most.

When AFA negotiated a defined-benefit pension plan in the 1970s, my sisters and brothers at United Airlines exchanged potentially higher wages for a more secure and stable retirement benefit.

As our flight attendant profession became a career, we understood that a defined-benefit pension, requiring a 100 percent contribution from the company, would provide flight attendants with a reason to stay in their chosen profession and ultimately afford us the ability to leave with a dignified, secure retirement.

Our plan was designed so that the more we worked during our career, the greater our pension benefit. It would also mean that at retirement age we would have a guaranteed monthly pension check that would provide us with financial security. The company benefited from committed employees who understood that every day of work was not just a paycheck for today, but also a contribution to his or her financial future.

Then came 9/11, bankruptcy, pay cuts, longer hours, reduced benefits, and now they want my pension. Today our secure retirement is under attack and unionized workers are on the front lines in the war against corporate greed and bad government policy. It is no coincidence that President Bush's agenda of privatizing Social Security was immediately embraced by corporate America. Both are sinister efforts to destroy workers' retirement security and are classic examples of fundamental union busting.

The ramifications of these assaults have the potential to harm many future generations of working families. United Airlines has destroyed my retirement security and that of my flying partners. By doing this, they are being allowed to set a dangerous precedent for the rest of corporate America. Make no mistake-- United's deal with the PBGC is setting the stage for the collapse of defined-pension plans in this country.

No one should have to face the awful uncertainty that AFA-CWA flight attendants confront today. Your sisters and brothers at United Airlines could strike at any moment, as current United management has unilaterally changed our contract by terminating our pensions.

We at AFA-CWA firmly believe that retirement security is an essential component of the social contract between employers and workers. We are fighting to restore our defined-benefit pension plan and to stop this from happening to any other unionized worker.

Convention delegates, fellow unionists, this resolution is of utmost importance to each and every one of us in this room. What is happening to me today could happen to you tomorrow. Defined-benefit plans need to stay. Defend mine and I will defend yours when it is the next to be attacked.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: At Microphone No. 2, Privilege, Delegate Ebeling.

DELEGATE JOHN J. EBELING (Local 14616): Mr. President, brothers and sisters, I would like to, under privilege, remind the delegates the importance of reading each one of these propositions when you get home and reporting the content of these propositions out and give these resolutions out to your membership.

In this particular resolution, you have United Airlines. You have what is going on at the *Washington Post*. You have what California Governor Schwarzenegger is doing to the employees in California. You have what the Bush Administration is doing to every employee in his effort to beat the employees in a race to the bottom. So don't go home and just file these resolutions away. Read the resolutions and report the content out to your membership.

It's very important. There is a lot of work that goes into each one of these resolutions, and it would be a shame to file them away without reporting the importance of them. In this particular resolution where you're talking about pensions, this is something that has to do with the people who retire, the people who are working right now, and our children and grandchildren.

There is nothing more important that we've talked about today than these resolutions and this proposition.

Thank you, brothers and sisters. (Applause)

PRESIDENT COHEN: Microphone No. 3, Delegate Henning.

DELEGATE WILLIAM HENNING (Local 1180): Brother President Cohen-- man that sounds good-- Members of the Executive Board, Fellow Leaders of CWA: I rise in support of this Resolution to Protect our Pensions.

The attack on our pensions and the assault on Social Security remain among the most serious threats facing working class America today. Corporate America uses bankruptcy laws to abdicate responsibility for workers' retirement security. Corporate America and its political servants use public worker pensions as a scapegoat for rising state and local budget deficits. Corporate America launches a frontal assault on Social Security, first by cutting benefits, then by attempting to turn a broad-based social contract into a welfare program to divide American workers.

Let's examine the reasons for this corporate right-wing ideology. I suggest three motives for coming after our retirement security: First, most simply, they believe this money is better in the pockets of their \$800 suits than in our work clothes. (Applause) To the extent that they can convince American workers that such post-employment income is an aberration, they erode support for those of us who still have them.

Second, the road to destruction of post-employment income goes right through public worker pensions. Not only are public service workers more likely to be in unions, pensions themselves are most prevalent among public workers. Attacking our pensions serves the dual purpose of attacking unions and paving the way for outsourcing public service work to lower-cost, non-unionized providers, ostensibly saving taxpayer dollars. How about going after the corporate fraud that has caused such losses for our pension funds and require increased funding? (Applause)

But this assault happens not just at the hands of politicians like the "Governator" from California, but even among governors of the other party who should know better. The Governor of New Jersey, for example, has blamed public worker and retiree pensions and health care costs

for the pressure on that state's budget.

Third, corporate America is terrified that worker representatives of pension funds-- through their investments-- will challenge the way corporations conduct their affairs. So-called "shareholder activism" by trustees of such plans uses their collective power to tweak the behavior of corporate America. Employed effectively and strategically, corporate America fears the impact that these potentially massive amounts of investment capital might have.

In the final analysis, they want to return the working class in the early part of the 21st Century to the conditions we had at the beginning of the last century. They hope that by forcing us to work longer, they will keep the numbers of workers in the labor market up, further depressing wages. They want disposable workers, while letting highly-paid executives feed at the trough long after their dubious service has ended. (Applause)

To conclude, while those of us who enjoy defined-benefit plans shrink, defense of the remaining ones becomes increasingly difficult. Our enemies go to the rest of the working class-- overwhelmingly non-union and without such benefits-- and their message is clear: "You don't have these kind of generous benefits, so why should they?"

If we truly want to defend our pensions, we must fight to extend them to all workers. Our best defense is a good offense. I urge your support. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Wolfe.

DELEGATE JEFFREY W. WOLFE (Local 3305): Mr. President, in your opinion, wouldn't the corporate America Bush Administration and the Republicans take away all of our pensions if they could?

PRESIDENT COHEN: Absolutely. If they could, they would destroy, in my opinion, every pension plan in America and they would have us all believe we should just save our money as we grow old.

. . . Cries of "C.H.A.O.S." . . .

PRESIDENT COHEN: C.H.A.O.S. is the mobilization program of the Association of Flight Attendants-CWA and chaos there will be.

No one else wishes to speak. All those in favor of the motion, please raise your hands. Down hands. Opposed by like sign. C.H.A.O.S. it is. The motion is adopted. (Applause)

CHAIR KRAMER: The Chair of the Resolutions Committee recognized Debbie Helsley.

DELEGATE HELSLEY: Thank you, Mr. Chairman. Would the delegates please turn to page 11 of the Resolutions Report and look at Resolution 67A-05-7 entitled, "Voting Rights for All."

Resolution 67A-05-7 Voting Rights For All

In March 1965, on a bridge outside of Selma, Alabama, civil rights activists led by Dr. King and others took to the streets in a protest for voting rights for African-Americans. They were met with clubs and violence. Many were beaten and severely injured, including a young activist named John Lewis— now Congressman Lewis.

But the activists did not march in vain. Television brought this conflict of angry violence against a peaceful, moral protest into living rooms across America.

Five days later, President Johnson announced to a joint session of Congress that he would bring them an effective Voting Rights Bill. Echoing the spiritual anthem of the Civil Rights Movement, he said simply, "We Shall Overcome." He— and we— did overcome. On August 6,

1965, President Johnson signed into law the Voting Rights Act, hailed by many as the most effective civil rights law ever.

Before the Voting Rights Act, African-Americans were almost totally disenfranchised throughout the states. Latin voters faced similar barriers to voting in Texas and other parts of the Southwest, as did Native American and Asian-American voters in the West. Even after enactment of the Fifteenth Amendment to the Constitution in 1870 which gave all men, regardless of race, color, or previous condition of servitude the right to vote, many states continued to use various methods to prevent people of color from voting, including literacy tests, poll taxes, the disenfranchisement of former inmates, intimidation, threats, and even violence. Also, until 1965, federal laws did not challenge the authority of states and localities to establish and administer their own voting requirements.

The key provisions of the Voting Rights Act and permanent provisions are Section 2, which bans racial discrimination in voting, and Sections 4 and 201, which ban literacy tests nationwide.

However, the Act does contain temporary provisions. The most important temporary provisions are Section 5, which requires certain state and local governments (called "covered jurisdictions") to "pre-clear" proposed changes in voting or election procedures with either the U.S. Department of Justice or the U.S. District Court for the District of Columbia; and Section 203, which requires that certain state and local jurisdictions provide assistance in languages other than English to voters who are not literate or fluent in English. It is these temporary provisions of the Voting Rights Act (Sections 5 and 203) that will expire on August 6, 2007, unless Congress renews them.

As the Supreme Court declared more than a century ago, the equal right to vote is fundamental because it is "preservative of all rights." Now with key provisions of the Act up for renewal, it is essential that even as concerned Americans focus on necessary fights over Bush's judicial nominees, they keep their eyes on the prize of renewing the Voting Rights Act and ensuring the commitment of the Justice Department to its enforcement.

RESOLVED: The 67th Annual Convention of the Communications Workers of America strongly endorses the renewal of the Voting Rights Act of 1965 and those key provisions (Sections 5 and 203) scheduled to expire on August 6, 2007;

RESOLVED: The 67th Annual Convention of the Communications Workers of America pledges to advance the legacy of the Voting Rights Act of 1965 to ensure its continued effectiveness in protecting the voting rights of all Americans. We call on all CWA local unions to lobby their Members of Congress on the renewal of the Act. It is further recommended that this be a key lobbying issue at our 2006 Legislative Conference.

PRESIDENT COHEN: Is there a second from the floor.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Seconded. Microphone No. 3, Delegate Henderson.

DELEGATE MARGARET E. HENDERSON (Local 4310): Good morning President Cohen, Secretary-Treasurer Easterling, Executive Vice President Rechenbach, delegates and distinguished guests.

I want to speak about the word "we." That is one of those two letter words that can be used to mean a number of things. So going forward, when I say "we," I'm not just talking about the men and women that work in the great United States, I'm also talking about the business owners as well, even though they wouldn't admit it.

You see, we were robbed in 2000 where the scene of the crime was in Florida and we were robbed in 2004 when the scene of the crime became the State of Ohio. That is where I'm from, in the Midwest.

We were robbed, I tell you, when a battleground state like Ohio which has 88 counties finds itself with 88 Republican county coordinators during that election year.

We were robbed, I tell you, when we found in heavily populated urban areas, folks standing in line to cast their ballots, sometimes for over three hours.

We were robbed, I tell you, when in some of those same voting polls where those individuals stood for more than three hours waiting to cast a vote, they had already tallied and sent in the number before the last person got in line.

I tell you we were robbed, when in a small suburb of Columbus, Ohio, where I live, Gahana, close to 4,000 votes were cast for George Bush when there is only 832 registered voters. They cast and counted those damn ballots. (Applause)

We were robbed, I tell you, when we allowed-- and I mean we all effectively allowed them to divide us on issues such as gun control, who's in my bedroom, who we're going to marry, if we owe somebody something, if we should take care of our seniors, if we have the right home training or right religious training.

We were robbed when we allowed an individual to be returned to the "Big House." We allowed that to happen. He went to finish up an agenda that his daddy had started years earlier.

We were robbed, I tell you, when we allowed the individual to return to the "Big House" when we knew he had us in a war-- and make no mistake about it, it is still a war. It's not a conflict. It's not a situation or whatever other small word he wants to call it. This is serious, folks. This is big. If we would declare it a war and leave it at that, our heroes who are still over there fighting would be entitled to the same benefits that all other folks that have fought in a war and died in it have. (Applause)

We have been robbed when we allowed him to spend all that money to go over there to investigate what he already knew. There were no weapons of mass destruction. (Applause)

We were robbed, I tell you, when we allowed that same individual to be returned to the "Big House" on this war with no exit plan. He has none. He has been able to snub, ignore or disrespect damn near every one of our allies that we ever had. They don't want to be bothered with us. Would you?

I'm telling you, we've been robbed when we, the people, become so desperate in our economy that the little guy feels the only way he can get anywhere is to rob, kill or steal.

We have been robbed when we in the middle class feel that we no longer can take care of our brothers and sisters out there.

We have been robbed, I tell you, when the businessman feels that he has to continue to raise prices because he can't afford the gas to get his goods to the stores to be sold.

We have been robbed, I tell you, when even the CEOs of the companies feel they have to lie and steal from the pension funds just so they can line their pockets.

We all feel we have been disenfranchised. We all feel we have been robbed. Why? Because we allowed that to happen.

If we do not support this resolution, if we do not make them change the system, if we do not make them give us voter rights reform, then we don't do justice to those that marched before us, to those that acted before us, to those that died for us when the original Voters Rights Act was passed in 1965.

The system has found a new way to disenfranchise voters. They just don't count you. And we cannot continue to let that happen. So I ask that all of you please support this. We support this. Thank you.

. . . The delegates arose and applauded and shouted "Support" in unison . . .

PRESIDENT COHEN: Microphone No. 3, Delegate Valdez.

DELEGATE MARIA L. VALDEZ (Local 7026): Brothers and Sisters, I rise in support of this resolution. In the Southwest where I live, many Hispanics have been denied the opportunity to vote because of Proposition 200. This Proposition makes it virtually impossible to register Hispanics in our community. This has created barriers for our legislative volunteers, for our voter registration drives.

Prior to the proposition, we could register someone to vote with a driver's license. Now we must ask for proof of citizenship. How many of you in this room carry your birth certificate with you?

I call on CWA local unions to lobby Members of Congress on the renewal of the Voting Rights Act. Gracias. (Applause)

PRESIDENT COHEN: No other delegates wish to speak. All those in favor of the resolution please indicate by raising their hand. Down hands. Those opposed by like sign. The motion is adopted. (Applause)

CHAIR KRAMER: The Chair of the Committee recognizes Sandra Martinez.

DELEGATE MARTINEZ: Thank you, Mr. Chairman. Would the delegates please turn to Page 12 of the Resolutions Report and look at Resolution 67A-5-8 entitled "Economic Policy Resolution 2005".

Resolution 67A-05-8 Economic Policy Resolution 2005

A new generation of corporate robber barons is setting the nation's economic agenda. The Wall Street elite are pushing policies and programs that cut corporate taxes and enhance corporate profitability at the expense of workers and their families. The corporate schemes also target unions, inhibiting workers from forming unions and undermining labor's bargaining strength. Under such a concerted assault, unions are hamstrung to protect the middle class living standards they have created.

Tax cuts enacted by the Bush Administration are the cornerstone of the corporate agenda. The goal is two-fold: First, keep more money in corporate coffers for profits, shareholders or executive pay; second, drain government coffers to reduce the size of government and limit government activities and programs. Tax cuts enacted so far, if carried through to 2010, will drain \$1.7 trillion in government revenues. Forty-four percent of those lost revenues will be returned to the wealthiest 5 percent of taxpayers.

An example of the corporate tax avoidance strategy was revealed in the Energy Bill signed into law earlier this month. The bill contains \$14.5 billion in new tax breaks for the oil and gas industry over the next ten years. This loss in revenue will be partially offset by \$3 billion in tax hikes that will be passed directly to consumers at the gas pump.

Part of the corporate agenda is for executives to reward themselves generously. Indeed, executives have granted themselves a 12 percent raise in compensation on average between 2003 and 2004. In 2004, the average CEO of a major company received \$9.84 million in total compensation, according to *The New York Times*.

In contrast, the paychecks of working families are suffering. Although the hourly wages of blue-collar, non-managerial workers rose 0.4 percent in July, the latest Consumer Price Index report shows that inflation gobbled up that increase and more, causing both the real hourly and weekly wage to fall slightly in July. In fact, according to the Economic Policy Institute, real hourly wages of these workers remain at almost the exact same level as when the current recovery began in November 2001. In July 2005 dollars, the wage was \$16.15 in November 2001, but only \$16.13 last month. Union workers' median weekly earnings are 28 percent higher than their non-

union counterparts, but the corporate assault on union organizing and bargaining is making our job of lifting workers' wages harder.

Meanwhile, in spite of double-digit increases in health care costs in recent years, business has refrained from joining the fight for an effective, lasting solution to the threat of rising health costs. Instead, employers have declared war on workers. The slowdown in health care inflation in the past two years to about 8.2 percent annually is due in large part to employers passing on health care costs to workers in the form of higher premiums, deductibles and co-payments. Unions have been fairly successful in protecting workers' incomes from rising health care costs. Eighty-six percent of union workers' jobs provide health insurance benefits, compared with only 59.5 percent of non-union worker's jobs. Only 2.5 percent of union workers are uninsured, compared with 15 percent of non-union workers.

American workers are fearful for their jobs. They see the loss of union jobs, the bedrock foundation of the middle class, disappearing. Since 1998, more than 3.3 million manufacturing jobs have disappeared, and since the Internet bubble burst in 2001, 300,000 telecommunications jobs have been lost, according to the Bureau of Labor Statistics. Many of these jobs have been shipped overseas to low-wage countries, and many outsourced to low-wage domestic vendors. This damage to our industrial base and what had been our hopes of a new economy based on information services and new technologies weakens our ability as a nation to compete in the global economy. For example, in 2004, the U.S. trade deficit was \$671 billion or 14 times larger than it was in 1980. The trade deficit with China skyrocketed to \$162 billion. Manufacturing jobs have been shipped to China and Mexico, feeding the trade deficit and fueling job loss. The signing of CAFTA by President Bush will lead to further job losses.

The Wall Street agenda is not good for workers, unions, or the country. We need a strong economy that provides good jobs and good wages. To achieve these goals, we need strong unions, we need to protect workers' rights to form and join unions and we need strong policies that assure workers' rights to bargain collectively.

RESOLVED: The Communications Workers of America calls for corporate and government investment in telecommunications, including a universal, high-speed broadband policy, and in transportation systems, including airlines and aviation, rail and highways, to provide the key infrastructure support for a growing economy;

RESOLVED: The Communications Workers of America calls for a national strategy to respond to the crisis in manufacturing. Trade, tax, procurement and social policies must encourage manufacturing operations to stay in the United States and help to rebuild our industrial base;

RESOLVED: The Communications Workers of America calls on Congress, the president, state legislatures and governors to recognize the importance of the public sector in the delivery of vital services to America's families. We will oppose the privatization of public sector jobs;

RESOLVED: The Communications Workers of America calls for a halt to outsourcing and offshoring. Cutting staffing levels to their bare minimums may play to Wall Street expectations for lower expense ratios, but driving down the living standards of workers or eliminating their jobs decimates our overall economy;

RESOLVED: The Communications Workers of America believe that comprehensive health care reform is a key component of a strong economy. Responsible union employers that provide health coverage to their workers are at a competitive disadvantage when other employers are free to ignore their social responsibility. We stand by our call for reform.

Mr. President, the Resolutions Committee moves the adoption of Resolution 67A-5-8 entitled "Economic Policy Resolution 2005.

PRESIDENT COHEN: Thank you. At Microphone No. 3- the motion has been made. Is there a second from the floor?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Microphone No. 3, Delegate Gross.

DELEGATE MIKE GROSS (Local 6186): I am here with my fellow officers speaking for all of us. Our 11,000 and some state employee members in Texas work in human employment, health, criminal justice and many other kinds of services, and also in higher education. We would like to urge you very strongly to support this resolution and even more to go out and work to make it public policy and not just words on a piece of paper.

If I could, if you would indulge me, I would like to say a tiny bit about some of this. I have to start with the agony of the Great Depression when the people of the United States, led by organized labor, forged the social contract that was imbedded in the New Deal legislation. That social contract said that we, the people of the United States take care of our own; that our sick, our children, the elderly, the people who are unemployed, are not just left on their own to fend for themselves. It says that we have programs for nutrition, for health care, for education, for general welfare, that put a floor underneath the feet of all workers. And among the things that that floor does is, it says that workers have an alternative besides taking any job or pay or your family starves.

That social contract also says that we, the people of the United States, because we are sickened by the corruption and abuses of private companies that have provided important public services in the past, we as a society assign public agencies staffed by public workers who are accountable to the public to provide these services to those people.

That social contract has been under attack ever since the 1930s. The right wing's goal is to eliminate the government as the power that can take on corporate powers on behalf of the rest of us, or provide a social safety net for the victims of corporate policies. Those folks talk about slashing government to the point where it can be drowned in a bathtub.

Privatization is just one part of this attack. This attack also includes massive, massive tax cuts and the elimination of any restrictions on the right of corporations to juggle jobs and capital anywhere around the world, wherever they can squeeze the most profit out of it.

We in our local are locked in the fight. They are fighting right now to privatize human services in Texas. The goal there, they think that if they can take Texas down, they will be on a roll and a bunch of other states will fall easily after them.

This resolution speaks to privatization, but more so it goes past the symptoms and it goes to some of the roots of the issue. This resolution says that we have a right to, and that we will fight for a society that has good jobs with good pay for all of our people. It says that we as a society have a common interest in universal access to health care, to modern telecommunications, to transportation, and to the other building blocks of a decent life.

It says that we want our government to stand up for the vast majority of our people and say that life, health, safety, education and general welfare of people is more important than corporate profits and that that will be the public policy of the United States.

Please support this resolution and go out and work for it. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 3, Delegate Vick.

DELEGATE LARRY VICK (Local 2101): Brothers and sisters, there was truly a time when "Made in America" really meant something. Whether it be a car, a toy, a t-shirt, it really didn't matter.

What has happened over the last, I would say decade and a half, maybe more, is that our enemies-- primarily big business-- have tried to convince us otherwise; that "Made in America" doesn't mean anything; that 25 years at your particular job doesn't mean anything; that somehow saving 30 cents on a pair of socks that was manufactured in a sweatshop overseas justifies a person making \$30,000 a year losing their job. It doesn't add up to me.

This resolution reaffirms our commitment to remedy these monumental problems that tear at the fabric of this great country and great union and sends a signal that we will not be deceived and that our vision is not blurry.

Please support Resolution 67A-05-8 on Economic Policy. (Applause)

PRESIDENT COHEN: Microphone No. 3, Delegate Sarnoff.

DELEGATE STEPHEN SARNOFF (Local 3179): Good morning, President Cohen.

Brothers and sisters, I rise to support this resolution because what it says in a nutshell is: Don't destroy the middle class. Don't destroy the middle class that made the America that we grew up in a thing of the past. That's what this is truly about. The Bush Administration-- and it goes far beyond the Bush Administration. Every neo-foundation that exists has only one goal in mind, and that is to make our country a Third World Country. It is not to raise the other boats; but it's to lower the boats. Only their boat is going to float. We are all going to drown.

We must not only support this resolution, but we must live and breathe it every day in every conversation we have with anybody and everybody. We have to spread the word. God bless and thank you. (Applause)

PRESIDENT COHEN: No other delegates wish to speak. We are now voting on Resolution No. 8, the Economic Policy resolution. All those in favor of the resolution please indicate by raising their hands. Down hands. Opposed by like sign. It is adopted.

CHAIR KRAMER: The Chair recognizes Sandra Martinez.

DELEGATE MARTINEZ: Thank you, Mr. Chairman. Would the delegates please turn to Page 14 of the Resolutions report and look at Resolution 67A-05-9 entitled "End the Lockout at CBC."

Resolution 67A-05-9 End the Lockout at CBC

On August 15, after months of surface contract bargaining in which management signaled its union-busting intentions, the Canadian Broadcasting Corporation locked out approximately 5,500 employees represented by the Canadian Media Guild, the largest CWA local in Canada. Over the past two weeks, the CBC has filled Canadian airwaves with scabbed work, including news shows from the British Broadcasting Corporation and other foreign producers, which is largely depriving the Canadian public of the local and national news the CBC is most renowned for providing.

Driving this extreme action is the CBC's insistence on being allowed to hire entire classifications of employees— producers, editors, researchers, hosts, information technology workers, account managers and others-- on a contract basis whenever it wishes. The Guild has firmly rejected this position, noting that the CBC already has wide latitude in how it uses Guild members, including layoff and recall language and multiple ways of hiring, assigning and scheduling employees. Moreover, 30 percent of employees under Guild jurisdiction already are working on a non-permanent basis.

Despite repeated Guild inquiries, the CBC has been unable to identify a single program, project, or other undertaking that it has been unable to staff under the terms of the current collective bargaining agreement. The Guild, therefore, has concluded that the public broadcaster's insistence on a proposal it knows is completely unacceptable to the union is simply a pretext for union-busting, even at the price of destroying some of the best television programming in North America.

Unfortunately, the victims of such extremism include not just the broadcasting professionals whose livelihoods are being threatened, but also the Canadian public that relies on those professionals for its news, analysis and entertainment.

RESOLVED: The 67th Annual Convention of the Communications Workers of America urges the Canadian Broadcasting Corporation to fulfill its fiduciary duty to the Canadian public it serves by ending its lockout of employees represented by the Canadian Media Guild; to return to the bargaining table and resume contract negotiations in good faith; and to withdraw its non-negotiable insistence on creating a virtual workforce by acknowledging the importance of a dedicated, permanent, and professional staff;

RESOLVED: CWA will urge the appropriate members of Parliament to intervene with the Canadian Broadcasting Corporation on behalf of their constituents and that they impress on CBC management the importance of reaching a quick fair and equitable settlement;

RESOLVED: CWA condemns the use of scabbed programming to withhold their contributions, which only serve to prolong the current lockout.

Mr. President, the Resolutions Committee moves the adoption of Resolution 67A-05-9 entitled "End the Lockout at CBC."

PRESIDENT COHEN: Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: At Microphone No. 3, the Chair recognizes, from the front lines, Delegate Lareau.

DELEGATE LISE LAREAU (TNG-CWA Local 30213): Fellow delegates, Local 30213 is the local where 5,500 people have been locked out by the Canadian Broadcasting Corporation for 16 days now.

You know, in this hall we have often heard a lot of things about Canada: Canada being a progressive place for healthcare, Canada being a progressive place for labor law. But you know, what this lockout has proven to me is that employers who are bullies know no boundaries and no international boundaries. (Applause)

In yesterday morning's *Globe & Mail*, which is the national newspaper in Canada, it becomes clear in an op-ed written by the CBC President that he orchestrated this lockout at a low point in the broadcast season, knowing that they had put on the line some language that was absolutely unacceptable to us, and that this was planned for months.

What is at stake in this dispute should be of interest to everybody in this room, both Canada and the U.S. What is at stake is that CBC somehow has equated the idea that permanent employees are bad for programming, bad for productivity. The CBC wants to be able to hire as many non-permanent employees as it wants in most job categories. Already 30 percent of the staff there are non-permanent.

I know many of you in many of your workplaces know this trend. It is called casualization. It is something we have to fight against everywhere. It's about broadcasting. It's about teaching. It's about airlines. Everybody in this room can be affected by casualization. And knowing it was untenable to us, the CBC forced this disgusting lockout.

This trend is international in scope. I would say that it's particularly rampant among the so-called glamour industries, what I call glamour industries. I say it's rampant in television. I say it's rampant in the media. And I'll add airlines to that as well because people dream of working in these fields and employers take advantage of that. And they give employees a raw deal in return. We have just heard from our friends in the airlines. I think that goes to the heart of their dispute.

So this is a fight for employees of all kinds, all professions, all careers, not to be made part-time, casual, living contract-to-contract. And that's why this dispute is really important for this union. It is important for a union that bills itself as a union of the Information Age; that bills itself as international in scope. This is a big international fight.

There are other implications about our dispute that are of interest to you, too. Our picket line

has not been like other picket lines because of the nature of our members, all of whom are media professionals. They have taken the battle to webcasting and broadcasting and college radio stations across the country. It is highly publicized. We are under the spotlight, and it's an amazing operation. I think after it's all over-- and it will be over-- we will learn about different kinds of picket lines.

That's one small example of how this fight is being fought by all of us in this room, by this union as a whole. And I have come to thank you, everybody in this room, everybody who has to do with this union, for all the support you have shown us over the past 16 days. (Applause)

Everything-- everything-- from obviously the support from the MRF, 5,500 of your colleagues really appreciate that. Actually it's a lot less who are taking it. Obviously, for the e-mails that have flooded in from all parts of North America. So much support, and it's being felt by your colleagues north of the border.

You know, some fights are bigger than a single cause, and this is one of them. When fights get this big, it's a huge comfort to know we are in it with a big family.

So thank you. Thank you for showing the CBC that CWA is truly a North American union and that it won't leave one member behind in this. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 3, Delegate Joyce.

DELEGATE JAMES JOYCE (NABET-CWA Local 51016): President Cohen, Vice President Rechenbach, Secretary-Treasurer Easterling, Members of the Executive Board, Brother and Sister Delegates: I rise here today in support of this resolution. Seven years ago in 1998, I stood here in Chicago at this very mike at the convention to urge the delegates to adopt a resolution in support of NABET-CWA workers at Disney ABC. At that time, another media giant, Disney, was also engaging in surface bargaining during the course of contentious negotiations.

Thankfully, the convention in 1998 adopted that resolution in support. And we needed it. Because less than two months later, Disney ABC locked out 2,800 NABET-CWA members across the United States for 11 weeks. During those 11 weeks, CWA members everywhere walked our picket lines, provided economic assistance, and helped put public pressure on ABC to end the lockout. Particularly powerful was CWA's ability to get our message to the White House not to appear on ABC television.

The issues in this current lockout of our members at the Canadian Broadcasting Company are almost identical to the 1998 ABC lockout. The Canadian Broadcasting Company is intent on union-busting at the expense of not only our brothers and sisters at the CMG, but at the expense of the Canadian public. The CBC has a moral, if not statutory duty to provide fair and full coverage of local and national news to the public, which mostly subsidizes its existence.

Instead, to fill programming holes, the CBC is airing news from as far away as the BBC. Imagine if NBC or ABC were publicly-owned during this current week and the tragedy in New Orleans. But instead of providing coverage of the hurricane they were showing news from Britain.

Brothers and sisters, you can help our members in this lockout in the following ways. First, if you are a journalist or a broadcast technician or another media professional, do not assist the CBC by providing news-gathering services and do not appear on CBC's air.

Second, support the Day of Action on September 12th, especially if you live in border cities like Buffalo and Detroit. By the way, you can get more information on the Day of Action by going to the following website: www.cmg.ca.

Thirdly, and most immediately, let us send a loud and clear message from this convention right now that will be heard all the way back to Canada, with or without help of their scab news crews. Are you ready?

. . . Cries of "Ready!" . . .

DELEGATE JOYCE: Repeat after me: "Hey, hey, ho, ho, union-busting's got to go."

. . . The delegates joined in shouting Hey, hey, ho, ho, union-busting's got to go" . . .
(Applause and cheers)

DELEGATE JOYCE: Thank you. (Applause)

. . . Calls for the question . . .

PRESIDENT COHEN: There is a motion to close debate. There's a lockout working on Microphone 3. Do you want to speak briefly?

With the permission of the delegates, we will briefly go to Microphone 1, Delegate O'Hanlon.

DELEGATE MARTIN O'HANLON (Local 30213): The lockout at CBC is about a company trying to create an itinerant workforce without a guarantee of permanent jobs. They would create a workforce of the temps and contract workers, and we can't let them do that. If we do, we may as well give up as a union, because if we lose the battle, you know what it will mean for the next generation of workers-- no job security; no stability in their lives; and no proverbial white picket fence. Please support this resolution. Thank you. (Applause)

PRESIDENT COHEN: Thank you.

Microphone No. 1, Delegate Pappas.

DELEGATE JIM PAPPAS (Local 2336): Motion to move the question.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The question has been called. There is no other request to speak, therefore we will go to the main motion. All those in favor of this resolution indicate by raising your hands. Down hands. Opposed by like sign. The motion is adopted. (Applause and cheers)

CHAIR KRAMER: Would the delegates please turn to Supplemental Resolution No. 67A-05-13 entitled, "Defending CWA from Potential Raids."

Resolution 67A-05-13 Defending CWA from Potential Raids

Since our proud inception, our union has faced countless challenges from employers, corporations and the right wing, all of which have sought to destroy our efforts to improve the lives of working people throughout the world.

Our diversity, hard work and moral decisions have served us well in answering every attack thrown at us.

The House of Labor today is divided and an ominous challenge looms. Several unions have defected from the AFL-CIO for dubious reasons, and among them are some who today preach solidarity while preparing to raid other unions. At a time when 92 percent of the American workforce is unorganized, the misguided leaders of the dissident unions prepare to fight over the 8 percent who are already organized.

This is not a fight we seek to have, but we must be vigilant and we must be prepared. Already in California, SEIU has threatened raids on university workers who are members of CWA Local 9119, University, Professional and Technical Employees-CWA. Health care workers in New York have also been threatened.

CWA will stand strong to protect its members against threats by other unions just as we have, and will always, stood strong to protect our members against threats by employers.

RESOLVED, that CWA strongly condemns any attempt to raid any part of this union.

RESOLVED, that CWA allocate all resources necessary to fight any attempts to raid CWA and its members.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The motion has been made. Seconded from the floor.

On Microphone No. 1, we have an amendment apparently. There he is. Delegate McCracken.

DELEGATE ROBERT E. McCracken (Local 1103): I have the following amendment to Resolution 67A-05-13. Eliminate lines 18 and 19 as written and replace with, "RESOLVED: That if CWA is not successful in obtaining solidarity agreements, notification will be given to the unions that will not sign such agreements that we will defend any raids against our union."

. . . The amendment was duly seconded . . .

PRESIDENT COHEN: You may speak on the amendment.

DELEGATE McCracken: Being a veteran of the Teamsters' raids in the 1960s, I can tell you it is not a pleasant experience to go through. There were three raids by the Teamsters. They were in the N.Y. TEL, and they were called the "Thousand Clubs." Those raids were successfully defended primarily from the bottom up, on the shop floor with our activities and with help from the CWA. I was a CWA supporter and an activist in that campaign and there are other delegates in the hall today who are my brothers and sisters who were on the other side of the question.

I feel that before we throw money at the problem, we must make every effort to solve that problem as easily as we can. And I am not talking about taking the easy way out. I believe we must give the opportunity to allow solidarity agreements to take effect wherever possible. I do not think they are going to be possible in every place, but I think wherever they are we should allow that to happen.

Our leaders in CWA and the AFL-CIO are attempting to avoid this possible blood bath, and we must allow them to try to succeed since solidarity agreements are the best possible option.

Also, we must have faith in our newly-elected officers to develop policies on all aspects of raids. We elected brand new officers. Half of the Executive Board officers are brand new, and they are very smart people. They are dedicated people. And we have to give them the opportunity to do whatever they can to develop policies so that we do not get into the kind of situation we were in during the 1960s.

We must also allow the "Ready for the Future" resolution to take effect. On Monday this convention overwhelmingly approved the "Ready for the Future" resolution. We must work against raids by outside unions. The next convention is only ten months away. Within seven months, all input from the rank and file is due. Three months after that, we will meet in Las Vegas where we should finalize our strategies to this problem if it still exists.

I was brought up in New York City, on the streets and in the schoolyards. And when there is a bully in the schoolyard you can only defend yourself by attacking that bully; because if you do not, that bully is going to keep on coming after you and picking on you. You have to give him something to lose in order for him to stop picking on you.

I think that might be the solution down the road, but I don't think it is the solution right now. The best we can do in just defending ourselves from raids is to break even at a huge cost of resources while our employers take advantage of us.

After the raids in N.Y. TEL in the 1960s, we still had only as many members as we started out with, and the N. Y. TEL phone company had taken advantage of our disarray during that time.

This, I believe, ultimately led to the seven-month 1971-72 strike.

So brothers and sisters, I ask that you support this amendment and give the Executive Board and the rank and file of our union the opportunity to come up with a solid plan, and not just pass the resolution as it is where all we are looking at is throwing money at it.

I know that CWA will provide whatever resources are necessary to fight. We are looking at a man who is leading us now who is one of the best fighters in the union. I know that because I've fought side by side with him.

So please support the amendment. Thank you. (Applause)

PRESIDENT COHEN: Thanks, Bob. We may need some clarification on the content of the amendment, Bob, before you go any further, because of how it is written here.

Does the Committee want to do that, or do you want me to do it? Or how?

CHAIR KRAMER: The Resolutions Committee, when they deliberated on the potential raids, certainly wanted to make a very strong statement to any other union out there who might be attempting to encroach and approach our membership.

From a committee perspective, we believe that, if necessary, that we should ensure that all resources are used to keep other unions from raiding us. We believe that the amendment that the gentleman has proposed has merit, but we would certainly like to see that lines 18 and 19 still remain part of the resolution. (Applause)

PRESIDENT COHEN: Bob McCracken, where are you? Where is Bob? Maybe he could consult with the Committee. I know it is not our normal way of doing this, but there is a little bit of ambiguity here on how the sentences fit together. Can we put them together and then it would work? Or did you want to take out what was there?

DELEGATE McCracken: Larry, I do not think that throwing money at a problem at this point in time-- this is something that is just starting. Mandating the national union to do that is not going to do anything. I know that the national union will provide whatever resources are necessary in the time between now and the Convention to go after anybody that is raiding in order to defend ourselves. That is the kind of union we are. That is what we will do.

I do not think that a mandate to "provide whatever resources are necessary" is appropriate at this time. I think there are a lot of other things we can do before we get to that point. And I think maybe the time we should get at that point is at the Convention in Las Vegas. Thank you.

PRESIDENT COHEN: All right, we will take speakers then on the amendment. We are on the amendment now.

Delegate Sarnoff, on the amendment, on Microphone No. 4. Delegate Sarnoff.

DELEGATE STEPHEN C. SARNOFF (Local 3179): Thank you, President Cohen. Sisters and brothers, I rise in opposition to this amendment. Bill Fisher, a writer for the AP, on August 26th, wrote an article which came out just before I left to go to the airport, wherein he had an interview with Andy Stern again. And Andy Stern once again reiterated that the millions of dollars that they are going to save on their per capita to the AFL-CIO will be used to grow their union.

They have every intent to come after us. There is no doubt in my mind that this has been planned. This was not something that they did at the spur of the moment, but it took many months if not a year or two of planning to start this in motion.

Many of the areas that Stern's union represents are dying. Laundry workers, they are going to automated laundries. Many of the janitorial services they are not able to keep organized. They are losing some of their base. You also have to remember that they do not have a lot of money to throw at anything. We have seen the financial statements of this union. If we are not able to tap into other sources to support these efforts, we are going to be in a world of hurt. Most of our

local treasuries would be depleted if we had to mount a major campaign on our own.

Why would a public sector local of 500 members in Clearwater, Florida, give a damn, you might ask. Well, let me tell you a quick story. I am in Pinellas County, the most populated county in Florida. I have been trying to organize the county workers of Pinellas County since 1999, and I have gotten nowhere with that campaign, because every time they shake or rattle the chains and they think we are coming, the county administrator throws them a bone and they back down.

The Laborers International-- a subsidiary now of SEIU, I might add-- sent a letter to every single county employee. They have letters, which were made on the public record, requesting of every city in Pinellas County that does not currently have union representation, and they are sending them letters. Now SEIU has established six full-time organizers in Pinellas County, I was told by one of the county people who divulged it to me. They are coming at us full strength.

They are trying to get my members today-- maybe not tomorrow, but so far they have not eaten us up like they have eaten everybody else up. That is my fear, and it should be yours also.

Please reject this amendment. Thank you. (Applause)

PRESIDENT COHEN: All right. Microphone No. 1, Delegate Schick.

DELEGATE TIMOTHY SCHICK (Local 31041): I move that we split the amendment in half and vote separately on the question of striking the lines and the proposed additional language.

PRESIDENT COHEN: You can speak to your motion. And is there a second to the motion?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: All right, you can speak to your motion.

DELEGATE SCHICK: I believe the additional language has merit, but as has been suggested by the Committee, it is important to be clear that our resources will be behind us, protecting us from raids, and we can have our cake and eat it too on this resolution. So I urge you to split the question. (Applause)

PRESIDENT COHEN: All right, so that motion is in order and that is now before us. In order to facilitate that motion, we are now discussing the inclusion of the following language, without striking the other, and then we will vote on striking lines 18 and 19 separately. So what is before us is adding in "that wherever CWA is not successful in obtaining solidarity agreements, notification will be given to the unions that will not sign such agreements that we will defend any raids against our union."

Is there a speaker? No speaker on that.

We are now voting on adding that language into the main motion. We are not adopting the main motion; just adding this in. All those in favor of adding that language into the main motion please indicate by raising their-- go ahead if you have a question. Cheliotas at Microphone 3. Turn up the microphone on No. 3 please.

DELEGATE ARTHUR CHELIOTES (Local 1180): I have been trying to follow this very closely. Obviously, I have an interest in this. I do not quite know what I am voting on right now.

PRESIDENT COHEN: All right.

DELEGATE CHELIOTES: Would you please clarify a bit more as to what it is we are voting on exactly?

PRESIDENT COHEN: Right. It is understandable. What we are voting on now is, we are not voting on the main motion. We are voting to insert into the main motion the following language. Subsequently we will vote on the main motion, but this is a motion to add to the main motion the following language: "That wherever CWA is not successful in obtaining solidarity agreements, notification will be given to the union that will not sign such agreements that we will

defend any raids against our union.”

DELEGATE CHELIOTES: So it does not substitute 18 and 19. It is in addition to 18 and 19?

PRESIDENT COHEN: Just a minute. Our Parliamentarian explained it more clearly than I did, not surprisingly. What he is saying is essentially we are voting to divide that amendment into two parts. Part one here would be to include that language. Part two would be to strike the language that says CWA will allocate all the resources necessary.

So this first vote is just to add in that language.

DELEGATE CHELIOTES: And there will be a second vote?

PRESIDENT COHEN: The second vote would then be to strike the language.

DELEGATE CHELIOTES: Thank you.

PRESIDENT COHEN: It is just a process vote in doing it that way, all right? So we are separating the question of adding the language in there and striking the language that was in there originally.

DELEGATE CHELIOTES: Right.

PRESIDENT COHEN: It is just a process vote.

All in favor of using that process to proceed please indicate by raising their hand. Down hands. All opposed by like sign. All right, we are using that process.

This is going to sound repetitive but we have now voted on the process. Does anyone wish to speak on adding that language into the main motion?

No? All right. Now we are voting on adding that language into the main motion, which I will read again. “That wherever CWA is not successful in obtaining solidarity agreements, notification will be given to the unions that will not sign such agreements, that we will defend any raids against our union.”

We are voting on that language, adding that in. All those in favor of that language indicate by raising your hand. Down hands. Opposed by like sign. It is added in.

Now before us is the deletion. So this would delete the following sentence: “That CWA allocate all resources necessary to fight any attempts to raid CWA and its members.” That does not mean, of course, that we would not, but it deletes that sentence from the resolution.

So what is before us is: Do we want to delete lines 18 and 19? Are there speakers on that deletion? Microphone No. 4 or 5, which one is first? Five will be first. All right, Microphone No. 5, Delegate Ebeling.

No delegate Ebeling? If you have a question you should be at 5, delegate, please. This would be only for your question, John, please.

DELEGATE JOHN J. EBELING (Local 14616): My question has been answered. I just wanted clarification that the original amendment was going to remove 18 and 19, and I am very much against that. So as things changed, I went over to 4.

PRESIDENT COHEN: Fine.

DELEGATE EBELING: But you got my point.

PRESIDENT COHEN: Thank you.

Now, where are we? Oh, Microphone No. 4, Delegate Demers.

DELEGATE WILLIAM DEMERS (Local 9400): Thank you, President Cohen. I, like the

previous questioner, only came over here on the original motion, but I am very opposed to removing that language. I do think we need to send a strong signal that the union is ready to support us, and the message needs to be sent to the other unions. (Applause and cheers)

We had President Sweeney, we had President Bahr, and many other speakers since we have been here who have talked about the raids and the funds that the other unions have put together. I think that language remaining as it was intended is essential to this union and to our future success against these raids. Thank you. (Applause)

PRESIDENT COHEN: Back to the Questions mike. Delegate Maxwell.

DELEGATE EUGENE J. MAXWELL (Local 51016): Mr. Chairman, I would appreciate it if you would clarify exactly what question is before us at the moment.

PRESIDENT COHEN: The question before us is the amendment to strike lines 18 and 19, so it would remove the sentence that says, "CWA allocate all resources necessary to fight any attempts to raid CWA and its members."

DELEGATE MAXWELL: Thank you, Mr. Chairman.

PRESIDENT COHEN: Microphone No. 4, Delegate Ebeling.

DELEGATE JOHN J. EBELING (Local 14616): Mr. President, Officers, I very much oppose removing lines 18 and 19. I also want to take exception to a member saying that we do not want our officers to throw money at anything. Brothers and sisters, our officers, old and new, I have never known them to throw money at a problem. We have the members' jobs in jeopardy. When we have people who are trying to take our members' jobs, we will put up the money that is necessary to make sure it is stopped. Please vote against removing these two lines from this resolution. Thank you. (Applause)

PRESIDENT COHEN: Microphone No. 5, Delegate Santora.

DELEGATE T SANTORA (Local 9000): I am thoroughly confused. President Cohen, I originally came over here to ask a question about the inserted language that we just voted to insert. And it brings up two questions for me. The first is: Does that language indicate to you that either the locals or the national union must wait until we get an answer on the question of whether these raiding unions will sign the solidarity agreement before we take action? Or do we have to-- well, I will leave it there.

PRESIDENT COHEN: "Before we can take action," meaning what? I am sorry to ask you a question back, but just so we get some clarity.

DELEGATE SANTORA: That seems to be the theme of this section of this Convention. (Laughter)

Before we can take action to allocate all resources necessary.

PRESIDENT COHEN: I would not take it as that as it is now, no. I think that we could be seeking essentially a "no raid" agreement, and at the same time work with the locals under attack. As it stands now, depending on whether that language is eliminated or not, that is actually before us. If that language was not eliminated, I would not take it to mean that we would wait.

DELEGATE SANTORA: Thank you.

And the second question is: These raids will take place in our local backyard. Who will be signing the agreement: the national union, the local, or the district office in some cases? And how will that be communicated between the parties?

PRESIDENT COHEN: Well, I think that there could be agreements between the AFL-CIO and these organizations, number one. At the AFL-CIO, that is not happening right now. There are instances now where there is raiding between the SEIU and AFSCME, and they are in negotiations between AFSCME and the SEIU.

And in case it is not on the national level, I think in our case if it was a local only agreement concerning a bargaining unit in one local, we would include the local union in any discussion. It is possible there could be broader agreements between one of the non-affiliated unions and the CWA. We have had them in the past. That would include the entirety of both organizations.

All right, there is no one else desiring to speak on striking the language. That is what is before us. So this is a vote then to strike lines 18 and 19. So voting "yes" would strike those lines.

All those in favor of striking lines 18 and 19 please indicate by raising their hands. Down hands. Opposed by a like sign. They remain in. (Applause)

Now we are back to the main motion-- at least at this point. Speakers on the main motion. Microphone No. 3, Delegate Hartigan.

DELEGATE MICHEAL J. HARTIGAN (Local 9400): President Cohen, after the debate that just took place, this may be redundant, but I hope you will bear with me.

There is a new and more ominous threat directed at CWA and the AFL-CIO. It is not coming from corporate America, the far right, or even the Right-to-Work committee. It is coming from those unions who have bolted from the AFL-CIO.

In a few weeks, these unions will be meeting to set up a federation in direct conflict with the AFL-CIO and competing for members with unions who remain in the AFL-CIO. They say they will have \$200 million in a discretionary fund for that purpose.

At an Executive Board meeting of the Los Angeles County Federation of Labor just two weeks ago, it became clear to me the raiding has begun. SEIU has started to raid AFSCME and are getting a list of all union contracts with the State of California which are expired or will expire or are in negotiations.

It was also reported that the Teamsters have started raiding the Seafarers Union. When I confronted a Teamster rep concerning the Seafarers, he said to me, "What are you worried about the Seafarers for? You're next." I knew he was not talking at this time about the Telco, as the Teamsters in GCIU have just merged. They were talking about our brothers and sisters in the printing industry.

It was not easy to bring this resolution before you. It was very difficult. In fact, as I understand in the discussion that took place, we in southern California supported UFCW in their strike, raising over \$100,000 to help the strikers.

Just three months ago we stood hand-in-hand with the SEIU singing, "Solidarity Forever" as we assisted them with their janitors strike, and we are preparing to help the Teamsters in their fight with Coca Cola.

With 92 percent of American workers unorganized, these raids are nothing but an attempt to destroy CWA and the AFL-CIO. We did not choose this battle, nor can we fear these disgruntled unions and all their gold. Instead, we must send a clear message to them as we would to any employer: An injury to one is an injury to all affiliated unions of the AFL-CIO. (Applause)

I urge your support of Resolution 13. Thank you.

PRESIDENT COHEN: Microphone No. 5, Delegate Stanley.

DELEGATE GLYNNE R. STANLEY (Local 6214): I guess I need to ask two questions for clarification, and it probably includes the makers of the amendment motion and also the Committee. Does any of this money involve the Members' Relief Fund? (Applause)

CHAIR KRAMER: The Resolutions Committee believes that there should be no monies taken from the MRF. We, the Committee, believe there are resources available in the Defense Fund in the fight against any raids.

DELEGATE STANLEY: That would be my second question. Would this money more than likely come from the Defense Fund?

CHAIR KRAMER: Once again, our belief is there are available funds in the Defense Fund for that very purpose.

DELEGATE STANLEY: Thank you, Denny.

PRESIDENT COHEN: The delegate at Microphone No. 1 is withdrawing, so now we will figure out here who else wants to speak. One minute.

Microphone No. 3, Delegate Klein.

DELEGATE JOHN KLEIN (Local 1168): I rise in support of this resolution, and I speak to you as a health care worker and a representative. There are real threats out there, and for health care workers it is SEIU. We have three locals in western New York. We are approximately 7,000 health care workers. We deal with SEIU daily.

Well before the split, we knew that SEIU had an agenda. They plan on being the health care union of western New York, New York State and the whole country, and they plan on doing it any way they can.

SEIU boasts about their war chest and their political power, and they think that the unions out there won't take them on, that you don't have the money and you don't have the political clout. And they don't believe that you care about health care workers.

This resolution, while not perfect, sends a message: Don't mess with my union, my members, and don't mess with CWA." (Applause)

PRESIDENT COHEN: Microphone No. 1, Delegate Cheliotas.

DELEGATE ARTHUR CHELIOTES (Local 1180): I would like to move the question.

. . . The motion was duly seconded . . .

PRESIDENT COHEN: The question has been called. It's not debatable. All those in favor of calling the question, please indicate by raising your hand. Opposed by a like sign. The question has been called.

Now we are voting on the main motion. All those in favor of the motion, please indicate by raising your hand. Opposed by like sign. The motion is adopted. (Applause)

This concludes the work of the Resolutions and Rules Committee. Please join me in thanking them and all committees for doing a wonderful job. (Applause and cheers)

In the course of discussion on Appeal No. 3, an offensive remark was entered into the record, only because a direct question was asked that required that answer. I want to advise the delegates that the language will be stricken and appropriately edited. (Applause)

It is now time for the Newsletter Awards. I am honored to have this opportunity to recognize the winners of our newsletter contest.

CWA newsletters are one of the most important ways we communicate with our members. Our polls show that a large percentage of our members and their families read the local newsletters and learn from your updates and articles on all aspects of our union. That makes our newsletters a powerful tool as we fight for justice for our members and all working families.

I don't need to stand here and go through the issues. But whatever our issues may be--organizing rights, overtime standards, safety and health care-- the newsletters are critical and have a vital role to play.

We live in a computer age, but people of all ages still look forward to receiving that newsletter that they can read at their leisure. And with a printed newsletter, everyone in the

house gets a chance to read it. We reach the entire family, including the children, which is helping to build a new generation of union members.

For every local here, whether you have a newsletter or not, we hope that these locals and their publications that we honor today inspire us to do more. Newsletters don't have to be fancy. They don't have to cost a lot. Whether we publish eight pages on glossy paper or a double-sided single sheet, the members will benefit from the efforts.

Now let's go to the awards. The judges reviewed hundreds of pages of newsletters and were impressed by how well your writers and editors "portray a union on the move, a union whose members are united in their quest for a better life, innovative in their approach and resolute in their commitment to the principles of trade unionism."

Some of the awards have already been presented in district and sector meetings. They include these First Place awards: For both "Best News Reporting" and "Best Layout," the winner was *Viewpoint*, Local 1040, Robert Yaeger, Editor; Steven Manulkin, Assistant Editor. (Applause)

The judges said that *Viewpoint's* special report, "Brisbane Caught in the Crossfire," about the decision to close New Jersey's only psychiatric facility for children "was news reporting at its best." The judges also recognized *Viewpoint* for its consistent and easy-to-read graphic design.

For "Best Human-Interest Feature," the winner was *Unioneer*, Local 6215, Connie Orms, Editor; Anita Learned, Assistant Editor. (Applause)

The judges said the winning feature, "A Farewell to Peg's Pen," is a moving tribute to Peg Puryear who worked for five decades in the office of CWA Local 6215 and wrote a regular column entitled, "Peg's Pen," for the newsletter.

For both "Best Opinion Column" and "Best Front Page," the winner is *Communique*, Local 1180, Esther Kaplan, Editor. (Applause)

"Segregation, Desegregation, Resegregation," by Local 1180 First Vice President Linda Jenkins, was written to coincide with the 50th Anniversary of the landmark Supreme Court ruling in Brown vs. Board of Education. (Applause) The judges said Jenkins made a strong, cogent argument that, today, resegregation of public schools is taking place in many school systems and hurting minority students.

The second award is for *Communique's* front page from May 2005. Headlined "Organizing Against the Odds" and featuring excellent photography and graphic design, the judges said the message is strong, clear, and gets to the heart of the corporate and government roadblocks that workers frequently face in their fight to have a union.

For "Best Original Cartoon," the winner was *On the Move*, Local 1032, Patrick Kavanagh, Editor. (Applause) The cartoon, "Walking the Social Security Plank," provides a graphic look at what George Bush's Social Security privatization schemes could mean for America's senior citizens if retirement funds are left to the whims of Wall Street. The picture is not a pretty one.

Our next awards are for "Overall General Excellence." In Category 1, for publications serving locals with fewer than 200 members, the winner is *Solidarity Now!*, Local 4730, Mary Jane Goldsmith, Editor; Mitch Rice, Assistant Editor. Accepting the award is CWA District 4 Vice President Seth Rosen. (Presentation - Applause)

The judges praised *Solidarity Now!* for its variety of original stories on issues that directly affect local members, such as changes in health insurance benefits and the possibility of reductions in forces, including articles and opinion pieces on national issues such as the assaults on Social Security and overtime.

Category 2, for locals of 200 to 500 members, the winner is *The Guild*, TNG-CWA Local 31034, Michael McNessor, Editor. Accepting this is Local President Tim O'Brien. (Presentation - Applause)

The judges praised *The Guild* for "excellent and very pointed reporting." They said the publication is "well-written from beginning to end and features a good balance of news, features, and opinion pieces."

For locals with 500 to 1,000 members, Category 3, our winner is *Guild News*, TNG-CWA Local 39098, Joan Bazar, Editor. Accepting the award is TNG-CWA President Linda Foley. (Presentation - Applause)

The judges called the *Guild News* a "strong, well-written publication that is very focused on hard news," and has "direct relevance to the membership with its emphasis on contractual and bargaining issues and regular member-focused features."

For locals with more than 1,000 members, Category 4, our winner is *Communique*, Local 1180, Esther Kaplan, Editor. Accepting the award are Local Vice Presidents Bill Henning and Linda Jenkins. Here they come. (Presentation - Applause)

Through the years, *Communique* has regularly been recognized for outstanding achievement in local union journalism. The judges say this year is no exception, praising its "outstanding editorial content, strong and persuasive writing, eye-catching graphic design and excellent feature stories."

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 writer.

This year's award goes to *Viewpoint*, published by CWA Local 1040 in Trenton, New Jersey; Robert Yaeger, Editor, and Steve Manulkin, Assistant Editor. Accepting the award is Local President Carolyn Wade. (Presentation - Applause)

The judges said *Viewpoint* went the extra mile and more in its extensive and excellent coverage of the decision to close the Arthur Brisbane Child Treatment Center where 100 Local 1040 members are employed. Photos of their excellent, special education along with a story about Local 1040's efforts is in the current issue of the *CWA News*.

Barbara, any announcements?

SECRETARY-TREASURER EASTERLING: Let me begin by telling you a little story that one of our delegates brought to me this morning. She was disturbed because she hadn't acted to prevent what was going on. She boarded a bus. It was not one of our buses; it was the Chicago bus.

She was going to her office here in Chicago, and a case of domestic violence occurred on the bus. One of the men on the bus began beating a woman that was on the bus. The bus driver did nothing. He then pulled her off the bus onto the street, knocking over a woman and a child in a stroller. And our delegate said to me, "I have never been so proud as when I looked out that window and saw a CWA man with his badge on and his book in his hand, intervene and stop it from happening, and call on his cell phone to save her. (Applause and cheers) I don't know who that was, but--

PRESIDENT COHEN: I just want to intervene here, because I didn't pay attention to what time it is. So here is where we are. We have Barbara's announcements. We have a few closing remarks and a closing video. So I would like to ask the delegates if it's okay with you if we continue. It should be about 20 minutes at the most, maybe 15 minutes. (Applause)

SECRETARY-TREASURER EASTERLING: Vice President Noah Savant has advised me that, although cell phones and telephones are not working in the areas hit by the storm, that in fact the cell phones can deliver text messages and are doing that. So, in the event that you have someone in that area, you should know that you would be able to use your cell phone perhaps to reach them by a text message.

In addition to that, the Calvert Company, which is operating a booth outside, came to us this

morning-- it's operated by a man and his wife-- and said that they wanted you to know that 25 percent of the money raised in the items that you have ordered or sold will be sent to the victims of the hurricane. (Applause)

Yesterday I announced that the *Chicago Tribune* was the scab paper, and that they were passing out free copies of the *Chicago Sun Times* in the building. Someone has confused those two and pointed out this morning that there are a number of *Sun Times* in the hall. That is good news. That's the union paper.

I want to thank those who visited the Marrow Foundation's booth and have been screened here in a previous convention. At this convention, we have screened 61 people. The booth is going to be available until noon today for those who wish to be screened, and we thank you very much for that.

District 3 received a newsletter from Union Privilege, and they already have this material in their hands. I just wanted you to know about it. The Union Privilege credit card program has established a special disaster relief fund, and members who have been CWA credit card holders for more than 12 months may apply for assistance. And District 3 has that information in the program.

If you have somebody involved in the hurricane and you are not from District 3, why don't you just come by up here before you leave and we can give that information to you.

There was a laptop computer drawing by the Education Direct, which is a union company. The winner of that is Bob Dawson from 9119. (Applause) He should pick that up at the booth.

Many of you have asked for copies of the "Tale of Two Companies." The video order form is in your material. It looks like this, and if you just fill that out and send it in, we will be glad to send that video to you.

On the 50/50 drawing for Brenda Jones of the Detroit City Council, the winning number is-- listen to this, because, remember, that's how it was; it was not by name-- the winning number is 355350 and the amount is \$1,025. You can obtain your winnings outside of the convention hall here immediately, it says, next to the convention picture. They will be waiting for you.

That's it, Larry.

PRESIDENT COHEN: I want to thank today's platform observers.

Now we have a number of speakers under Good and Welfare. Could you please bring me the list?

Louie Rocha is first.

DELEGATE LOUIS H. ROCHA (Local 9423): President Cohen, first I must say get ready, because you've got me at the mike, and then you've got Mike Fahrenholt. Get ready for next year's convention, because we will probably be doing this a lot more.

Officers, Delegates, and Guests: Yesterday my heart was heavy, concerned about CWA Local 9234 member Paul C. Hurt's death, and not only the huge emotional toll on his family, but the financial one as well. As a lineman myself, I know the dangers of the job. We still expect to go home every day after work to be with our families. Today the kindness and the goodwill of CWA members will make possible the donations of \$4,653.76 (applause) to the family at the memorial services this coming Labor Day Weekend. From the bottom of my heart and on behalf of the entire Hurt family, thank you. (Applause)

PRESIDENT COHEN: Thank you.

Delegate Fahrenholt.

DELEGATE MICHAEL J. FAHRENHOLT (Local 3410): Good morning. I would like to just take a moment to say thank you on behalf of the people of southern Louisiana, southern

Mississippi, southern Alabama. The outpouring-- excuse me one minute, and you better put this one in your record book-- the outpouring of offers of help, offers of houses, offers of other stuff, can never, never be-- you know, I could never express that.

And I would like to really, really honestly thank everyone. At the next convention, we are going to deal with the future. But this Convention, thank you from the bottom of my heart on behalf of those people. Thank you.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: James Starr.

DELEGATE JAMES STARR, SR. (President, RMC District 3): It's a pleasure to address you, Larry, as Mr. President.

I want to thank CWA for being able to draft Dennis Serette to help me on several important matters. At my request during the Legislative Conference, Dennis was present very early one morning to meet with me on several important concerns that I was working on as the Vice Chair of the Retired Members' Council of CWA. After I returned home, Dennis did all the things he promised to do, and I got most of the credit.

Dennis Serette is truly a dedicated, devoted, and highly qualified trade unionist. As for myself, as a slave and a student of A. Philip Randolph, we are fortunate to have him among our ranks and on our team.

And, Mr. President, I want to thank Bonnie Murphy of District 4 for her many years of excellent service as secretary-treasurer of the CWA Retired Members' Council. (Applause and cheers) Hopefully, next year you will hear her referred to as "emeritus," because we will be able to put an "emeritus" on that.

I am happy to announce that I just received a call from Atlanta from our Atlanta Metro Retirees' Club Community Service Chair, a certified Red Cross volunteer, and she advised me that 300 Atlantans, so far that she knows, have volunteered to go help out with the storm. So, Mike, we are there with you. Thank you. (Applause)

PRESIDENT COHEN: Delegate Chadwick.

DELEGATE PEGGY CHADWICK LEDWON (Local 1133): I am the president of Local 1133, which represents 2,000 health care workers from Buffalo, New York. I have been president for three years, so this is only my third convention. As a health care worker, I walk away from these conventions feeling frustrated. This year we went to our sector meeting, and health care workers were not even listed on the agenda.

I then read an article in the *Chicago Times* dated August 29, 2005, and it stated-- and I quote-- "CWA represents more than 700,000 workers in the information, technology, media, public service, airlines, electronics, and manufacturing industries." Oops, health care was forgotten again.

When we interview our politicians, we ask questions like, "What kind of automobile do you drive? Who is your cell phone carrier? Who do you have your phone service with?" Do we ever ask about health care? How many of you make sure that you go to a unionized health care facility or even think about that? (Applause)

In Buffalo alone, we have approximately 7,000 members that are health care workers. CWA should pay attention to health care workers, because Andy Stern is around the corner just waiting.

Health care is one of the number one growing industries in America. We have hundreds of thousands of unorganized workers out there. We need to look not only at organizing, but go state to state and oppose for-profit health care facilities.

Everyone at this convention, along with their families, need health care workers. We have many issues and we need help. Don't let SEIU win and become the health care union. Remember health care workers cannot be outsourced. Since we are starting a new chapter, could you please remember health care workers? Thank you. (Applause)

PRESIDENT COHEN: Thank you for bringing that to our attention, Peggy.

Delegate Goldblatt.

DELEGATE ALAN GOLDBLATT (Local 1180): My brothers and sisters, our hearts go out to our brothers and sisters throughout the Gulf area and Florida and Mississippi, Alabama and Louisiana. I have given this so much thought, and I know CWA will, but I ask this of us in thought. The other day when we nominated the vice president of the Public, Healthcare and Education Sector, many of us stood up with red shirts that said, "One Union." This is what we are.

I ask you and the Executive Board that when all is cleared, when assessments of damages are completed, when our thoughts and our resources are used to help everyone, that one more item be presented. I ask that since this is one union that, when needed, each local adopt a family to ensure that they can get back on their feet.

Yes, I know this is a lot. It's a major task. But we are, everyone, we are all brothers and sisters and, most important, we are union. So I want to talk about family because this is the most important aspect. When I lost contact with some relatives some 25 years ago, it was this union that brought my cousin Steve Sarnoff and I back together.

Well, if CWA can do it for us, we can do it for every one of our members. The leadership has the opportunity to do it now. So I ask you, we are family, and we are needed. We need each local, as I said before, to address the concept of adopting a family. I thank you. (Applause)

PRESIDENT COHEN: Delegate Sarnoff.

DELEGATE STEPHEN SARNOFF (Local 3179): It's okay, Cuz. We are doing okay. We are making up for lost time.

Brothers and Sisters, as a member of the Steering Committee of the PHERN, Public Healthcare & Education Resources Network, I wish to express our appreciation and our pledge of support for all our newly-elected officers. We of the PHERN sector, the fastest-growing sector in CWA, pledge to keep organizing the unorganized and growing our union every day.

This convention has definitely been an historical event in our union's history. Never before have I witnessed so many of us talking to each other about our union. Every part of our CWA rainbow has been talking to the other. From every region, every state, every sector we have come together to celebrate our next generation of change of our beloved union. Even though our sector just had a meeting a few months ago, we look forward to coming together again in a few months to discuss our vision, our ideas for the future of our union. Thank you. (Applause)

PRESIDENT COHEN: Thank you, Steve.

Delegate Jones.

DELEGATE BRIDGET D. JONES (Local 6012): Congratulations President Cohen, Barbara Easterling, and Jeff on your newly-elected positions.

I would like to thank my District VP Andy Milburn and Local 6012 President David Ratcliff for their continued support of CWA's commitment to the next generation of leaders. I want to ensure you that by selecting me as a candidate for the Minority Leadership Institute, that I too am prepared to meet that commitment. I recognize and support their belief in diversity being critical to CWA's future growth and I am proud to be a part of that movement.

Once again, thank you and I am looking forward to the challenge of being one of the next

generation's leaders. (Applause)

PRESIDENT COHEN: Thank you, Bridget.

Delegate Breece.

DELEGATE LOIS J. BREECE (Local 22021): Brothers and sisters of CWA, we want to thank you for your overwhelming support in our fight against the greedy, heartless actions of United Airlines management. They have attacked our pensions and, in doing so, they have attacked your retirement security. They are dead wrong, and together we will win. (Applause)

For those of you traveling on United, please wear your C.H.A.O.S. t-shirt, because it strengthens our fight and it drives our management crazy. (Applause) Don't be surprised if you are addressed by United supervisors asking you to remove your shirts. Perhaps they are unaware of your First Amendment Right or that you are a paying customer. Regardless, we encourage you to let them know that you are supporting the Flight Attendant pension fight.

Over the past year, United has come to despise the color green. So anytime you are flying on United, wear your C.H.A.O.S. shirt or anything green like Barbara's in-vogue lime green suit from yesterday.

We are so very grateful for your support and we know that together we will succeed and we will win this fight. (Applause and cheers)

. . . The following remarks were submitted to the stenographer for inclusion in these Proceedings:

DELEGATE DIANE JONES (Local 4309): Although the In Memoriam portion of the agenda has come and gone, I would be remiss if I did not put forth the name of George Smilnak who served this union and Local 4309 as secretary-treasurer and editor of the award-winning *Perception* for close to 30 years. George has been rightfully described as a principled man. George lost his battle with brain cancer in June of this year. Our only regret is that George could not be here to see his colleagues, Jeff Rechenbach and Seth Rosen, take their well-earned place in CWA. . . .

PRESIDENT COHEN: Delegate Stein.

DELEGATE JASON STEIN (Local 27048): Hello. Last night the Next Generation Caucus met. The turnout was so large, a new room had to be found to accommodate us all. After hearing just a few of the participants, it was quickly realized that the union needs to do more to integrate, mentor, train and involve the Next Generation to ensure that we can one day carry on. (Applause)

It is of benefit to the union to ensure that the newer and younger are recognized by the administration as to our needs. The CWA strategic plan for the future referred to in Resolution 1, which will be worked on between now and March 1st, must from the beginning ensure that the next generation is integrated and recognized in every step of the process. (Applause)

When it is discussed on the executive level, the next generation needs to be a key component, and the next generation needs to be a prominent part of the discussion guide that will be distributed to all locals as well as on the proposed website.

We, the next generation, will eventually take on the power whether we are ready or not. Why not do everything you can to ensure that we are ready? Include us in every structural and political level of the union. Welcome us and encourage us. Thank you. (Applause)

PRESIDENT COHEN: Delegate Kalmijn.

DELEGATE JELGER KALMIJN (Local 9119): I would like to thank Vice President Bixler for seating me as the alternate for the AFL-CIO convention which met in this very hall about a month ago. It was a very sad affair. Instead of gathering and celebrating solidarity, we suffered

internal turmoil and division. Any observer from the outside can clearly see that is a blow to labor.

Our employers and the right wing are wringing their hands with glee. The premeditated and calculated departure of the SEIU from the AFL-CIO, together with Teamsters and the UFCW, because they didn't have the vote to take over, shows an unconscionable lack of solidarity at a time when all labor, organized and unorganized, are under a full-scale assault from the right-wing corporate agenda which aims to throw us back to the working conditions of Upton Sinclair's The Jungle. They work us until we die, and then dispose of us.

The most critically wounded victim of the departure of SEIU, UFCW and the Teamsters, are the CLCs and state federations of labor. At a time when many CLCs and state feds had just turned the corner and become effective advocates for working people, they have been thrown into complete turmoil.

What answer do we have? Where is our future? Our answer is based on the concept of solidarity. We took Step One today in solidarity, which is to defend our members from raids.

Thank you very much for passing the resolution. It gets harder from there. It is going to be a difficult time. Step Two means we need to take the high road and continue to work with all unions in our communities, with our sisters and brothers that we have struggled within our communities for years and years. We will support all contract fights with genuine efforts, and coordinate the legislative work of all labor.

Come down to my state, with Arnold Schwarzenegger, and defeat the right wing, continue the progress of labor that we have been trying to work in unity so hard for together. It will be hard to do this, but we need to set an example. We need to keep solidarity alive. (Applause)

Finally, we need to present and implement a vision for rebuilding and growing the labor movement. We need to put our crosshairs on the unorganized. Let's show the labor movement we are the organizing union. Every local here needs to take the organizing pledge to organize another 100 new members, and we are going to start with Verizon Wireless and Cable, and move on from there in the public sector and everywhere else.

We are an organizing union, and that is why we are going to grow. Thank you very much. (Applause)

PRESIDENT COHEN: Delegate Santora.

DELEGATE T SANTORA (Local 9000): Yesterday I was asked by our new officers to withhold a formal resolution I had prepared in order to give them a chance to work some things out without a mandate from this convention. I agreed because I trust them, at least until our next convention. Then Jeff suggested that I share the heart of the resolution with all of you under Good and Welfare. I hope you'll hear me out.

The 1997 Women's Committee report included the following statement, "Providing benefits to only the spouses of heterosexual employees is both sexual orientation discrimination and marital status discrimination."

On February 13, 1999, the Executive Board unanimously adopted the CWA Executive Board Policy on Discrimination. That policy, which you'll find printed on page 30 in the same booklet as our CWA Constitution, is a bold and comprehensive statement that serves as a model for unions and employers alike.

The first paragraph of that policy states, "The Communications Workers of America reaffirms its commitment as a matter of principle and policy that all forms of discrimination, for whatever reason, be vigorously opposed until all vestiges of discrimination are eliminated from society." The policy goes on to announce, "This means what it says: "No Discrimination."

The meaning of the policy is clear; however, to whom it applies has not been clear. While some officers and administrative staff of CWA have relied on the policy to guide their managerial

decisions, others have interpreted it in a more narrow way which excludes CWA employees from its coverage.

In 2000, CWA Convention delegates adopted the Equity Committee report which states, "Economic justice and social equality are inextricably linked. CWA and the American Labor Movement have a moral imperative to pursue economic equality for all union members and, indeed, for all workers."

There were no exceptions cited for employees of our union in that report. Yet, unfounded disparities in CWA employee benefits remained in place between those provided to our employees with domestic partners and those with spouses.

CWA has advanced light years in closing that gap since 2000. However, as we all know, the establishment of benefits and the application process for accessing those benefits are two very different things. After numerous employee complaints and personally submitting two fairly comprehensive reports on the matter, CWA's benefits are still being administered in a discriminatory manner.

The dedicated women and men who serve this union night and day, 365 days of the year, are not all CWA members. But all are CWA employees-- our employees. Staff representatives, clerical support, administrators, lawyers and legal assistants, organizers and technical staff are all what I consider members of the CWA family. Some of these employees have collective bargaining agreements with us and some do not. But what they all share is a common expectation that CWA will treat them with dignity and respect and, above all, equality. We share that expectation. (Applause)

Over the years, convention resolutions and reports established a fundamental philosophy that should guide the CWA locals and officers in all matters, including collective bargaining on behalf of our members and internal employment practices as they apply to our employees. CWA employment practices should fully live up to the ideals of the progressive labor institution we are. When negotiating equal benefits for our members, we should look no further than those we provide our own CWA employees.

We should be a model employer in all respects. The CWA Policy on Discrimination should apply to all members of the CWA family, including its members, officers and employees. The Convention delegates could not be clearer: "We mean what we say: No discrimination." Thank you all for listening. (Applause)

PRESIDENT COHEN: Thank you, Delegate Santora. I would only add that CWA, as you put it, stands for justice. We do not and will not tolerate any discrimination in any form. And on that, everyone in this hall is totally united. (Applause)

I want to read a statement from Vice President Milburn, and then recognize you at Microphone No. 1.

"The Astrodome in Houston will be opened for refugees from Katrina. SBC wants to know what they can do to help our CWA members affected by the storm."

Secondly, Claude Cummings, President of Local 6222 in Houston, is offering his union hall for any CWA members who need a place to stay. Thank you. (Applause)

Microphone No. 1, Delegate Welling.

DELEGATE BARBARA J. WELLING (Local 9413): I move to adjourn, and to hold our 68th Annual Convention in our beautiful and exciting city, Las Vegas. (Applause)

PRESIDENT COHEN: Thank you, Barbara. (Applause)

Before we take that vote, as is our tradition, I want to share some very short remarks, and also we will have our closing video and then we will come back to act on that motion.

First, I would like to take this opportunity to recognize Patrick Scanlon, CWA General Counsel, for his many years of service to all of us at CWA. Patrick will be retiring in October and will be greatly, greatly missed.

Pat started with CWA in District 3 in Atlanta, and then moved to Washington, D.C., to accept the position of Associate General Counsel in 1980. In 1988 Morty Bahr named Pat as CWA's General Counsel.

There is a saying that you don't want a lawyer to tell you what to do; you want a lawyer who will get you out of trouble when you do what you have to do. That's always been my philosophy. And for CWA, Patrick has been that kind of lawyer.

Many of you have seen Pat at conventions over the years. He has been here to make sure that everything we do is by the book, and he has done much more. He was a big part of CWA's fight for fairness and the huge lawsuit against the Bell System.

He is dedicated, as we all are, in winning workers' rights and economic justice for working families, and he has devoted his entire lifetime to labor law and to our movement. The people who know him best say that they can't imagine him doing anything else.

So to Patrick, his family, his wife Laura, daughters Allison and Jennifer and his son Patrick Jr., we wish you all the best and all good things for the future.

Now, maybe Patrick is leaving CWA, but he won't be totally leaving the labor law that he loves. He is considering setting up an arbitration practice. So sometime in the future, if you are going to arbitration and hear his name, pick Patrick Scanlon. (Laughter)

Thank you, Patrick, on behalf of all the members of CWA that you have helped and fought for over the years. Thank you for your wise counsel, your friendship, your ability to get us all out of trouble and, most of all, for your commitment to the members of CWA. Thank you. (Prolonged applause)

Vice President Catucci sent me a quote that I want to read. It is from a former CWA member at the *Baltimore Sun* named Murray Kenton, a reporter and activist. And I think this applies to all of us. Certainly we all feel this, Jeff and Barbara and I and our entire Board, Retired Members' Board and newest officers.

"The union is not for yourself, but for your children. It is not a rise to avenge the past, but to claim the future. The union leader is not the owner of an institution; he or she is the caretaker of a tradition."

All of us thank you for the trust and confidence you have put in us. I thank you for the trust and confidence you have put in me. I am humbled. It's awesome. It's an incredible responsibility. But we are all committed, this entire Board, to working together more than we ever have, more than maybe we could even imagine; to work with you and to listen to you. And this Resolution No. 1, "Ready for the Future", as we said all week, is about us. It is about each of us dreaming and each of us imagining, and each of us making a plan and going back to talk about that resolution and the others with our stewards and our members, and to putting no limits on that imagination on what kind of a union we can be. What are our goals in each local union? What is the structure in each local union? What are the priorities in each local union? What is our budget in each local union? And then building from that: What does a district mean in these times, what does a sector mean, what does our union as a whole mean?

This is not something we have done before in this union on this scale. It is not something that any union that we know of has done on this scale. It is something that truly we can only do together. It has some risks in it because we don't know, as we have said, we don't know where it ends. We only know where it begins, and that it begins with each one of us.

This year we have new stewards, and a version of new stewards training, and many of us have said time and time again, CWA is committed to democracy in the workplace. It is the

stewards, it is the mobilizers that make our union run.

I would hope that in this year as we look for new approaches to our future, we look to those stewards, returning stewards and new stewards, and we collect their stories and we send them to each other and we post on our website the new and exciting things that our stewards are doing.

Many speakers here addressed the splitters in the AFL-CIO and the challenges that we face. Several of our resolutions mentioned those challenges as well, and we leave here committed not only to CWA, but committed to doing more than we have ever done before for a united labor movement.

We had a meeting here of CLC officers from CWA, some 60 of them that were here, and there are many others that are not here. And when we go back we must think of them, each one of them, and their challenges and what they now face in building a united labor movement in the toughest of times. Not only this government and this management, but now the splitters and what will they be doing to try to create division rather than vision.

So we must remain committed to them like we never have been before; that we are fully affiliated in every state, in every local, and that we consider that as part of what we consider in "CWA - Ready for the Future". (Applause)

And that we work with them as we think and prepare for December 10th, International Human Rights Day. As we did in 2003, we will have an opportunity to go into our communities in a visible and loud and demonstrative way to say that workers' rights and human rights are the same; that every corporation in this country, every government in this country, has to realize that they cannot talk about human rights and leave out workers' rights.

So let's march out of here committed to December 10th and committed to helping lead that labor movement across the country.

We also listen very carefully to the feelings and thinking that we have about our union, and from my heart I say to each of you, any issues that you feel, don't wait for the next convention. Any time you feel like there is a problem, every member of this Board wants to hear from you.

In terms of any issue that affects any district or any sector, or if it affects any program in Washington, D.C., Barbara, Jeff and I want to hear from you.

Whether it is about discrimination or whether it is about priorities or it is about how we carry out our programs, we want to hear from you. (Applause)

So as we leave here we will all be thinking in our hearts about the Gulf Coast and about our local unions there and about the emotions of what this feels like, for some of us going home and no problems and others of us not knowing what home is or what we are going back to.

Those same feelings of solidarity will shape everything we do, and we are excited about the coming year, excited about the opportunity to plan together and to manage together and to work together, and all of us here believe that there is nothing that we can't do.

There is nothing that we can't imagine.

There is nothing that can stop us in CWA, and that for all of us in CWA, our best days are yet to come.

Thank you.

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

PRESIDENT COHEN: Closing video, please.

. . . A video showing a montage of events that took place at the Convention was shown to the music of "All That Jazz" . . . (Applause)

PRESIDENT COHEN: We have a motion to adjourn. All those in favor, please indicate by standing.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: This Convention is adjourned. Solidarity forever.

. . . Thereupon, the 67th Annual Convention of the Communications Workers of America, AFL-CIO, CLC, adjourned, sine die, at 12:40 p.m. . . .

GREETINGS TO THE 67th CONVENTION
Union Label & Service Trades Department, AFL-CIO
Greetings to the 67th Annual Convention of the Communications Workers
of America

The Union Label and Service Trades Department extends its warmest fraternal and sororal greetings to the 67th Annual Convention of the Communications Workers of America.

In a labor movement focused on serving its members, the CWA has never forgotten the millions of workers here at home who are deprived of union representation, and the billions of workers savagely repressed and exploited throughout the world, whose destinies are intertwined with ours.

In a society where so many of our political leaders have turned their backs on the wage earner and the unemployed, the CWA has been a bold and consistent champion of the non-wealthy and the dispossessed.

We are immensely proud of our long association with the CWA and deeply appreciative of all the CWA has done to build public support for the trade union movement and for union-made products and services.

The Union Label and Services Trade Department AFL-CIO is also honored and saddened to say thank you and farewell to CWA Morton Bahr as he prepares to retire later this year.

Morty Bahr is a leader among leaders, a militant defender of worker and human rights and a lifelong advocate of social and economic policies that address our common human needs for decent schools, housing, healthcare, jobs, justice and peace.

Though he is retiring, we also know: whenever people of good will must take a stand and speak their minds, Morty Bahr will be there.

We wish the CWA a most successful Convention and look forward to working with you in the challenging months and years to come.

In solidarity,

Charles E. Mercer - President

Matthew C. Bates - Secretary-Treasurer

August 29, 2005

Communications Workers of America

Washington, D.C. 20001

Dear Friends:

It is a pleasure to welcome you to the Communications Workers of America's (CWA) 67th Annual Convention. Thank you for your work ensuring that workers' rights are protected. Your tireless efforts have strengthened and advanced the labor movement, and will continue to lead workers into the future.

This convention marks the end of an era for the CWA. For two decades Morton Bahr has been a pioneer of the labor movement, continuously transforming the CWA to meet the growing demands of the 21st century. Under this leadership, Morty has led the CWA through the evolution of the telecommunications field.

I value Morty's leadership and friendship. House Democrats are proud to have stood shoulder to shoulder with him and CWA. As the communications field evolves, the groundwork that he provided will serve as the foundation for their continuing success.

Thank you Morty for everything you have done for the members of the CWA and for all workers. Congratulations on your retirement and enjoy spending more time with your dear wife Florence.

Best wishes on a successful convention.

Best regards,

Nancy Pelosi

Democratic Leader

House of Representatives

August 10, 2005

Dear President Bahr and CWA Members,

I am pleased to send greetings to all of the delegates assembled at the Communications Workers of America's 67th Annual Convention in Chicago, Illinois. Organized labor is the institutional heartbeat of the American worker. I know CWA will remain a global leader creating new opportunities in technology, manufacturing, and service industries for the good of the American people. With a diverse 750,000 person membership, your organization is well respected in the halls of Congress.

When Congress reconvenes, we must work together to insure a bright future for America's working families. To reach that end, Senate Democrats are advancing a commonsense reform agenda to address the people's business. Our agenda will create prosperity for workers, make health care more affordable, keep good-paying jobs here in America, and ensure a secure retirement after a life of hard work. At the same time, we are actively opposed to the Bush Administration's plan to privatize Social Security, and we fully support employer pension reform so that worker benefits are protected.

I also look forward to working with CWA as Congress studies telecommunications reform. I can think of no better organization than this union to engage in this debate. Whether broadband, cable, wireless or wire, I am certain that CWA will advocate for the best interest of every American family.

Finally, I send my warmest regards to the President and Mrs. Bahr for the exemplary leadership you have provided. We all thank you for your service and congratulate you on your retirement. I wish you a successful convention and look forward to working with CWA in representing America's working families.

Sincerely,

Harry Reid
Democratic Leader

United States Senate

REPORT OF THE FINANCE COMMITTEE to the 67th ANNUAL CONVENTION COMMUNICATIONS WORKERS OF AMERICA

GENERAL FUND

The General Fund provides for the ongoing operation of the Union. As of May 31, 2004 the General Fund had total assets of \$68,734,954 and unrestricted net assets of \$12,788,481.

OTHER FUNDS

In addition to the General Fund, other designated funds are set aside for special purposes. As of May 31, 2005, the unrestricted net assets of these funds are:

Operating Reserve-----	\$4,123,959
Defense Fund -----	\$10,908,384
Members' Relief Fund -----	\$295,016,728
Plant Fund - Fixed Asset -----	\$26,113,893

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, 2004, the latest period for which actuarial data is available, the fair value of the Plan assets were \$226,688,026, the actuarial present value of accumulated benefit obligation was \$199,065,777, having net assets over Plan benefits on April 1, 2004 of \$27,622,249.

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 May 31, 2004, the latest period for which actuarial data is available, the fair value of the Plan assets were \$65,630,176, the actuarial present value of accumulated benefit obligation was \$90,749,703 having a deficit of net assets over Plan benefits on June 30, 2004 of (\$25,119,527).

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 \$70,000

This represents a reduction of 53.4%

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 \$7,000,000

This represents a reduction of 11.4%

CONVENTION - 032

This allocation includes funding for the annual convention; convention committee expenses and union label show.

The Committee Recommends \$1,013,418

EXECUTIVE BOARD - 033

This budget account includes all expenses associated with meetings of the union's Executive Board.

The Committee Recommends \$175,000

This represents a reduction of 42%.

COMMITTEES AND CONFERENCES - 034

The Committee received requests to fund the following:

CWA National Women's Committee

National Committee on Equity

Public & Healthcare, and Education Workers Conference

CWA Retired Members' Council - 2 meetings

District Legislative -Political Coordinators - 2 meetings

Police Associations & Community Conflict Seminar and NCPSO Leadership meetings

Constituency Groups

Collective Bargaining/Contract Negotiations

US Airways Presidents' Meetings

Mobilization

Telecom Conference

Miscellaneous Meetings

Because of 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 \$225,000

This represents a reduction of 31%

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

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 \$0

This represents a reduction of 100%

TAXES - 038

This item includes all payroll-related taxes and personal property taxes.

The Committee Recommends \$3,700,000

This represents a reduction of 1%.

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 \$2,653,294

This represents an increase of 25.2%

EQUIPMENT ADDITIONS - 041

Due to the unions financial constraints the committee budgeted less than the requested amount for this budget year.

The Committee Recommends \$110,000

This represents a reduction of 75.6%

HEADQUARTERS BUILDING OPERATIONS - 042

30.7% of the rentable space in the Headquarters building is leased to tenants. Effective with the 2005-2006 budget, rental income, tenant building operating expenses and cost of capital improvements will be reported out under the Plant Fund account allocation. This will align building income and expense with building asset and liabilities currently reported in the Plant Fund.

The Committee Recommends \$0

This represents a reduction of 100%

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

\$270,000 - Secretary-Treasurer's Office - 043

This represents a reduction of 10%
\$406,000 - All Other Administrative Units – 143

This represents a reduction of 19.8%

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

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 \$400,000

This represents a reduction of 20%

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 \$75,000

This represents a reduction of 16.7%

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 \$281,000

This represents a reduction of 29.2%

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 \$250,000

This represents an reduction of 21.6%

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 constrains the Committee did not recommend an allocation to the Operating Reserve.

The Committee Recommends \$0

PENSION FUND - 060

This allocation represents contributions to the ITU , PPMWS Pension Fund and the TNG Pension Fund.

The Committee Recommends \$ 62,016

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 \$13,287,961

061A

This represents an increase of 8%

Insurance Other Than Hospitalization \$1,979,766

061B

This represents a reduction of 4%

The continuing increases in insurance costs are a serious concern. The 2005 committee urges the SPBC to explore all available cost containment options.

AFA-SUBSIDY – 062

AFA-CWA continues to operate under a separate calendar year budget cycle. As we work through the transition we continue to find operational efficiencies. This budget allocation will cover the anticipated AFA-CWA budget income shortfall.

The Committee Recommends \$500,000

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 \$2,300,000

This represents an increase of 4.6%

STAFF MOVES - 064

The allocation to this budget account is for the costs associated with relocating Staff.

The Committee Recommends \$50,000

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

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, 2005

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.

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.

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 2005-2006 budget year. In calculating the projected income, the Committee built this budget based on an estimate of what our revenue will be in June 2005. After adjusting gross income for affiliation dues and reductions, anticipated membership losses related to employer downsizing/layoff, and general fund reserves, \$96,675,403 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 7/14/05, the fund has a balance of \$61,303.41.

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.

143) **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.

62) **AFA-CWA SUBSIDY**

This budget account is used to allocate General Fund money to subsidy AFA budget for anticipated income shortfall.

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.

Exhibit C PDF

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 May 31, 2004 was \$10,908,384.

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 May 31, 2004 were \$295,016,753.

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 includes all capital and related liabilities, 501 Third Street rental Income, Operating Expenses and Capital Improvements Expenses.