

Proceedings and Index of the 51st Annual Convention - 1989

Speakers' Index

Adams, Peggy (Local 3104)
Akagi, Paul (Local 9415)
Akers, David P. (Local 2201)
Allen, James (Local 6215)
Alvarez, Alice (Local 9505)
Anesi, Tom (Chair, Savings & Retirement Trust)
Arnold, Donald
Ash, Mickey
Azlin, Ron (Local 9586)
Azus, Gerry (Local 1172)
Bahr, Morton (International President):
Opening Remarks
Rules, Use of Microphones
Introduction of Guest Speakers
Introduction of Committees
Foreign Guests
Elections
Newsletter Awards
Organizing Awards
President's Annual Award
Memorial Service
Closing Remarks
Remarks on:
Resolutions
Constitution Amendments
Defense Fund
Finance Committee
Bates, Charles D., Jr. (Local 2101)
Baxter-Fleming, Susan (Local 4818)
Beal, Sherry (Local 4311)
Beck, Al (Local 4302)
Biondo, Rita (Retired Members Council)
Blompren, Walter
Blue, Mary (Local 7777)
Booe, James (Secretary -Treasurer)
Bradley, Tom (Mayor, Los Angeles)
Bryant, A. C. (Local 9431)
Buel, Bill (Local 7400)
Calhoun, Dewey (Local 9503)
Catucci, Peter G. (Vice President)
Cheliotis, Arthur (Local 1180)
Chiaravalle, Bernie (Local 9404)
Choma, William F. (Local 4309)

Church, Sarah (Local 4303)
Clark, Fritz (Local 1111)
Cohen, Larry (Organizing Director)
Coldiron, Philip (Local 3371)
Collins, Ronald (Local 2101)
Conner, James (Local 6508)
Conroy, Donna M. (Local 1112)
Courts, H. Jan (Local 2001)
Cox, Eric D. (Local 3519)
Creegan, Edward (Local 1106)
Cudahy, Gordon (Local 4621)
Cummins, Claude (Local 6222)
Dale, Charles (President, The Newspaper Guild)
Daly, Terry R. (Local 1101)
Devine, James (Local 1116)
Diamond, Betty (Local 3122, Chair, Finance Committee)
DiNunzio, Santo (Local 1355, Chair, Resolutions Committee)
Direen, Lee (Local 9410)
Dolan, Dan E. (Local 7400)
Dole, Elizabeth (U.S. Secretary of Labor)
Douglas, Jackie P. (Local 6171)
Duffy, Tom (Local 9502, Temporary Chair)
Easterling, Barbara J. (Executive Vice President)
Edwards, Eilyn (Local 9503)
Egan, John J. (Local 4034)
Ervin, James (Local 4501)
Fabela, Hector (Local 9550)
Farias, Kathleen A. (Local 9586)
Fikes, Kathleen (Local 1123)
Flanagan, Michael C. (Local 9421)
Flavin, Robert J. (Local 1170)
Floyd, Carla (Local 7901)
Francis, Rudy (Local 3410)
Galery, Audrell E. (Local 2336)
Garcia, Rick (Local 9415)
Garrison, J. R. (Local 7470)
Gonzalez, Ray (Local 7800)
Gorman, Patrick (Local 4900)
Gray, Nola (Local 3310)
Grey, Douglas W. (Local 14030)
Haedicke, David (Arthur Young International)
Harris, Elaine A. (Local 2001)
Hart, Karin A. (Local 9415)
Henning, John (Executive Secretary-Treasurer, California AFL-CIO), 78
Henning, Jr., William (Local 1180)
Henson, Ben (Local 3304)
Herrero, Richard M. (Local 9403)
Hicks, Karen (Local 14022)
Hill, Norman (President, A. Philip Randolph Institute)
Hinton, Linda L. (Local 4310)
Hogate, Armine S. (Local 9573)
Holland, John E. (Local 4370)
Hood, Wilburn E. (Local 3517)
Hughes, C. B. (Local 14917)
Hulbert, Carolyn A. (Local 6382)
Ibsen, Harry (Vice President)

Irvine, James (Vice President)
James, Linda (Local 6171)
Jensen, Elizabeth (Local 9576)
Johnson, Richard O. (Local 7200)
Johnson, Robert (Vice President)
Jones, Eddie W. (Local 4501)
Kelley, Neal (Local 7401)
Kelling, Father James
Kelly, John (Local 1033)
Kenily, Ed (Local 4321)
Kines, D. E. (Retired Members Council)
Knecht, Louis B. (Secretary-Treasurer Emeritus)
Kneupper, Richard (Local 6171)
Knight, Margo (Local 1032)
Lassiter, Bill (Local 3907)
Lawless, Ann (Local 1069)
Layman, David (Local 2204)
Lemmin, Rick (Local 6325)
Lilja, Robert P. (Local 1104)
Lloyd, Jerry (Local 6171)
Mahoney, James (Local 7201, Chair, Appeals Committee)
Maisano, Vincent J. (Vice President)
Malliett, Marie (Local 9410)
Marshall, Vikki U. (Local 1037)
Maulis, Walter F. (Vice President)
McBryde, Delbert (Local 9510)
McLucas, Ava (Local 4630)
McMichen, Robert S. (President, Printing, Publishing and Media Workers)
Miller, Rabbi Jonathan A.
Moore, Joan (Local 9410)
Moses, T.O. (Vice President)
Murphy, Charlie (Local 1058)
Murray, Rev. James K.
Nedzynski, Stefan (General Secretary, PTTI)
Nelson, Gerald (Local 4100)
Nichols, M.E. (Executive Vice President)
Niemeyer, Lawrence (Local 6333)
O'Neill, Eleanor J. (Local 4209)
Owen, Debby (Local 6508)
Pappas, James G. (Local 2336)
Parra, Gloria (Local 6143)
Parsons, T.O. (Vice President)
Peralez, Pete (Local 9411)
Petersen, Robert E. (Local 14200)
Pomeroy, Fred (President of the CEW, Canada)
Princiotta, Ann (Local 1023)
Randall, Frances (Local 2205)
Reimer, Gregory (Local 4309)
Richter, Carl W. (Local 4008)
Robertson, William R. (L.A. Federation of Labor)
Rogers, Louise (Local 9509)
Ruiz de Chavez, Audrey (Local 4630)
Russo, Gene C. (Vice President)
Ryan, John (Local 4309)
Samaripa, Kay (Local 6016)
Sarsfield, Bob (Local 9509)

Saunders, Barby (Local 9586)
Schellin, Marc A. (Local 2336)
Scheuermann, Marie (Local 1009)
Schnickels, Dawn (Local 7200)
Schultz, Jim (Local 9408)
Servis, Nancy E. (Local 4603)
Sickman, Dan (Local 13000)
Simmons, Alvin D. (Local 3511)
Smith, Wayne S. (Local 6186)
Sonnick, Bill (Local 2105)
Stegall, Carol (Local 9509)
Stella, Fred (Local 1109)
Stewart-Ware, Blondell (Local 2300)
Strickland, John (Local 9588)
Sunkett, Brooks (Vice President)
Torres, William A. (Local 4310)
Unger, Laura (Local 1150)
Van de Kamp, John (California Attorney General)
Wade, Carolyn (Local 1040)
Weiner, David (Local 1081)
Whatley, Farrell B. (Local 3971)
White, Diane O. (Local 2201)
Williams, Rod (Local 4039)
Wilson, Jessie (Local 9415)
Wizsmann, Erma J. (Local 7117)
Woitena, Gary (Local 6143)
Wolf, Virginia (Local 1038)
York, Cecilia (Local 9586)
Young, Kim (Local 1112)

Subject Index

Announcements
Appeals Committee Report
Appeal No. 1
Appeal No. 2
Closing Remarks (President Bahr)
Greetings
Constitution Committee Report
COPE Awards
Credentials Committee Report, 17-19, 34
Savings and Retirement Trust Report
Defense Fund Committee Report
Election Procedures
Contested Election Results
Escort Committees 15
Film (see Videotape Presentations)
Finance Committee Report
Foreign Guests
Host Committee
Hours of Convention
Installation of Officers
Invocations
Memorial Service

Newsletter Awards
Nominations of Officers
Opening Ceremonies
Organizing Report
Platform Observers
President's Annual Award
Resolutions Committee Report:
51A-89-1 Economic Policy—The Fight To Save The American Dream
51A-89-2 Ban on Permanent Replacement Workers
51A-89-3 Family Bill of Rights
51A-89-4 A Fair Minimum Wage
51A-89-5 Pension Assets Belong to Workers
51A-89-6 Vietnam Women's Memorial Project
51A-89-7 Catastrophic Health Care
51A-89-8 Ergonomics—A Human Condition
51A-89-9 A. Philip Randolph
51A-89-10 United Farm Workers' Grape Boycott
51A-89-11 International Child Labor Exploitation
51A-89-12 Annual Stockholder Meetings
Special Resolution—In Support of United Mine Workers' Struggle Against Pittston
Special Resolution—In Support of Eastern Strikers
Rules Committee Report
Retired Members
Secretary -Treasurer's Report
Videotape Presentations
Rules, Use of Microphones
Reports of Executive Vice Presidents

MONDAY MORNING SESSION

May 1, 1989

The Opening Session of the 51st Annual Convention of the Communications Workers of America, AFL-CIO, CLC, held at the Los Angeles Convention Center, Los Angeles, California, May 1, 1989, convened at nine-thirty o'clock, a.m., Temporary Chair Tom Duffy, Executive Vice President, Local 9502, presiding.

TEMPORARY CHAIR DUFFY: We have a full agenda this morning, so I want to ask all the delegates to take their seats at this time.

The 51st Annual Convention of the Communications Workers of America will now come to order.

Good morning. Welcome to Los Angeles and District 9. My name is Tom Duffy, Chair of the Southern California Council of CWA, and Executive Vice President of CWA Local 9502. I have the honor of serving as your Temporary Chair for this morning's session.

As is our custom in CWA, we will begin our Convention with a prayer. For the purpose of delivering our Invocation, I am going to call on Reverend James Kevin Murray. Reverend Murray is Associate Minister of the Alondra Church of Christ, and I am pleased to present him to you this morning to lead us in prayer.

REV. JAMES KEVIN MURRAY: Shall we stand as we pray? Our gracious heavenly Father, holy and reverent is Your name. We come unto You this morning thankful for the blessings of life, for the very opportunity to assemble here in freedom. We are thankful for this 51st Annual Convention of the Communications Workers of America, and we are asking that through the bargaining process and the different contracts that have to be negotiated, that they would do it in the spirit of togetherness, but yet a tough mind and a tender heart.

Father, be with our national leaders. Help them understand the mission which the Communications Workers are trying to put forth. And not only national leaders, Father. Be with the local leaders and help them see the urgency and the need that faces us even today.

Open up doors of opportunity for us. If You grant these blessings, we will be pleased to give you all the honor and glory that is due Thee.

It is through the risen Christ Jesus we pray, Amen.

TEMPORARY CHAIR DUFFY: Thank you, Reverend Murray. I want to ask you to remain standing (laughter) -- now that you have already sat down -- as we prepare for the presentation of the Colors and the singing of the U.S. and Canadian National Anthems.

Phyllis Gibbs from CWA Local 9587, Los Angeles, will lead us in singing "The Star Spangled Banner." Then in recognition of the fact that we are an International Union, we are pleased to have Donna Ludolph, Secretary of the Printing, Publishing and Media Workers Sector, to lead us in the singing of "O Canada."

Our Colors this morning will be presented by an Honor Guard from the United States Marine Corps here in Los Angeles. We will now have the presentation of the Colors followed by the singing of the U.S. and Canadian National Anthems.

Please remain standing until the Colors are retired.

... The Delegates arose and stood at attention as the Color Guard presented the Colors, then were led in the singing of "The Star Spangled Banner" by Sister Phyllis Gibbs and "O Canada" by Sister Donna Ludolph ...

TEMPORARY CHAIR DUFFY: Will you join me in a round of applause for the Marine Corps Honor Guard and for Phyllis and Donna for a great job in getting our Convention off to a rousing start. (Applause)

An enormous amount of planning and hard work has gone into our efforts to make this week a memorable one for all of the Delegates and guests. This committee has been working overtime to ensure the success of the Convention.

Because so much work has gone into this effort, I want to take just a moment to recognize the members of the District 9 Host Committee. Our committee has been ably chaired by Janice Wood, President of CWA Local 9502. The other committee members are:

Bob Henderson, Executive Board Member, Local 9502.

Roger Loftin, Vice President, Local 9511.

Sue Givens, Area Steward, Local 9587.

Christie Johnston, Steward, Local 9426.

Mike Ryan, Steward, Local 9421.

Marie Felkins, Steward, Local 9573.

Bernie Hughes, President, Local 17, Printing, Publishing and Media Workers Sector.

Let's take just a minute and show the Host Committee our appreciation for their work with a nice round of applause. (Applause)

Throughout the week, the Host Committee will be available to answer your questions and help make your week in Los Angeles as enjoyable as possible. The Committee has a booth set up in the lobby area of the Convention Center. Stop by with any questions that you might have.

On Tuesday night, the Host Committee will sponsor a dance in the Pacific/Sierra Ballroom of the Los Angeles Hilton Hotel, from 9:00 p.m. to 1:00 a.m. This is always one of the social highlights of our Convention, and this year will certainly be no different. Tickets are \$10.00 per person and can be purchased from any member of the Host Committee or at the Host Committee booth.

Don't forget tonight we will have our Union Builders' Rally at the Pacific/Sierra Ballroom of the Los Angeles Hilton at 8:00 p.m., with doors opening at 7:00 p.m.

At this time, I would like for all of the delegates to join me in welcoming our first guest, the Mayor of Los Angeles, Mayor Tom Bradley. (Applause)

Last month, Tom was elected to an unprecedented fifth term as Mayor of Los Angeles. During his 15 years as Mayor, Los Angeles has emerged as a world class city, America's Gateway to the Pacific Rim nations and the Orient. A high point of his career was the outstanding 1984 Summer Olympics Games held here.

More importantly, Mayor Bradley has succeeded in uniting a community that is one of the most diverse in our nation. His years of public service prove that voters will positively respond to the politics of cooperation, rather than confrontation or polarization.

Under Mayor Bradley's leadership, Los Angeles will continue to serve as an example to the nation of a community where people of all ethnic and cultural backgrounds can live, work and prosper in harmony.

Please join me now in giving a warm CWA welcome to the Mayor of the Host City, the Mayor of Los Angeles, Tom Bradley.

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

THE HON. TOM BRADLEY (Mayor of Los Angeles, California): Thank you very much. Tom Duffy, thank you very much for that introduction.

President Morty Bahr, to the distinguished Delegates who come to this convention, I am welcoming you to the City of Los Angeles, the city where the public administration works closely with the Trade Union Movement.

We have established a great partnership that in my case goes back over 26 years of public service in this city. I have been proud of the support which the Trade Union Movement has given me throughout those years.

I am proud to say that working with Bill Robertson and the entire Labor Movement here in the Los Angeles County area, we have been able to create a partnership where we do not simply hand down edicts or directives. We involve the working men and women of this community through their leadership in the Trade Union Movement to be certain that they are a part of the action, that they are a part of the decisions, and they are a part of the programs that affect the lives of all of us.

I am pleased to note that CWA over 50 years now has extended itself to provide the kind of support, the kind of outreach, and the involvement in the communities where your Locals are located to serve the community, to provide an outreach to support those programs that affect the lives of all of us.

You have come to Los Angeles at a very crucial time in the history of the Trade Union Movement. We have seen deliberate organized attacks to undercut, to erode, to destroy the Trade Union Movement; and working together we will not let it happen. (Applause)

Whether it is the President of the United States, as was true in recent years, or the president of Eastern Air Lines, we are going to fight you tooth and nail. (Applause and cheers)

I know you recognize how important it is that there be solidarity to preserve the great traditions, the great services of the Trade Union Movement, and I can tell you that here in Los Angeles, in this area, your leadership has given us a great deal of help in tackling and solving the problems.

Whether it is dealing with the problems of the homeless, CWA has been there to help us. If we have needed to conduct temporary shelters, C.W.A has been there to help us. If there is a

need for blood for the Red Cross, CWA has been there. If there is a need in the YMCA, CWA has been there.

We have had a program that we started recently to train underprivileged young people who not only need job training but need some hope in their lives to keep them from turning to gangs and drugs and other kinds of illegal activities.

I am proud to tell you that Dina Beaumont and Bill Demers have been stand up people and have helped us in that regard and have provided a training program giving these young people a chance to improve their hope and their lives.

I am confident that with this kind of partnership that stretches all the way from Bill Robertson to Bill Demers to Dina Beaumont and, yes, thousands of others, we are going to maintain that partnership that makes a difference in the lives of the people of Los Angeles. And I hope that this will be an example of what can be done across this nation.

I welcome you to this city. I hope that your Convention will produce the kind of information, the exchange of ideas, a new vision for the future and a strengthening of the Communications Workers of America as you devise new programs to deal with some old problems and, yes, some new ones as well.

Enjoy yourselves while you are in our city. You know, we are just at the point of adopting our budget for the year, so leave a little green (laughter) when you are looking for places of entertainment, great restaurants where you may eat, or some of the places that I think will give you the kind of entertainment in your off-working hours. I know you come here to do business. I don't want for a moment to detract from that important goal. But have a good time while you are in our city. Enjoy yourselves. And take back to your home cities warm memories of the people of the City of Los Angeles. welcome you. (Applause)

TEMPORARY CHAIR DUFFY: Thank you, Mr. Mayor.

Our next guest is William R. "Bill" Robertson, Executive Secretary-Treasurer, Los Angeles County Federation of Labor.

A former member of the Hotel and Restaurant Employees Local 694, Bill Robertson first joined the Staff of the Los Angeles County Federation of Labor in 1967. He became the Executive Secretary-Treasurer in 1975.

CWA is an active member of the Los Angeles Federation. Bill has worked diligently on behalf of our Union and our members for many years. We count him among the close friends of CWA in the Labor Movement.

Bill is also loved for his part in bringing the Raiders football team to our city. Also of note, early on in his career, he worked as a telephone lineman and strung wires down the Al-Can Highway from Alaska to Canada.

Bill believes that being a labor leader means more than just attending union meetings. Bill believes in taking labor's message to the community. He is the Vice Chair of the United Way, serves on the California Commission on Campaign Financing and is on the Board of the Greater Los Angeles Partnership for the Homeless.

He also serves with many other government and community organizations, ranging from the Board of Directors of the Amateur Athletic Foundation to the Board of the Los Angeles Actors' Theater.

Bill has a certificate in Labor Studies from UCLA, and was awarded an honorary Doctorate by the Southwestern University School of Law.

Join me in welcoming William R. "Bill" Robertson, Executive Secretary-Treasurer, Los Angeles County Federation of Labor. (Applause)

BROTHER WILLIAM R. ROBERTSON: Thank you very much, Tom.

President Morty Bahr, my good friend Jim Booe, Officers and Delegates from the great United States and our great friends from Canada: I am delighted to be here again addressing a CWA Convention. As always, I am impressed by the attendance and the punctuality of the delegates being here on time. (Applause)

The Mayor of this great city -- and I would describe him as being one of the great Mayors of this country; modest in the sense that the Mayor did not speak of a lot of his notable achievements dealing with the Labor Movement. I think I should be telling you that the Mayor is making selections of labor people to serve on extremely important commissions in this city. As a matter of fact, one of your members heads one of the most important, distinguished commissions in this city, and that is the Community Redevelopment Agency.

Brother Jim Woods has been doing an outstanding job as is witnessed by the change in the skyline of this beautiful city.

That is the type of confidence the Mayor has in people in the labor movement. It so happens that I am president of the Rec. and Park Commission in this city; a member of the carpenters' movement as head of the City Planning Department. We also have a carpenter on the very important Harbor Commission. I think that illustrates the faith that this Mayor has in the labor movement.

And, as I said before, once again I am delighted to be here, because I look on CWA as being a committed, progressive, democratic organization, and I say that with over 20 years experience dealing with the CWA throughout the State of California.

Starting with the infamous Herald Examiner's strike in 1967, where probably our best allies in the Labor Movement, and we had tremendous support from the entire Labor Movement, was the CWA.

I can remember, I believe he is retired now, Ken Major, who is up in Northern California now, with all of the other leadership and rank and file of the CWA being on the front line during that struggle.

And, subsequently, I have had the distinction of serving with Dina Beaumont. Dina Beaumont really was an ally of the labor movement in Los Angeles, certainly an ally of mine, and I always had the greatest respect for Dina Beaumont.

Bill Demers has carried on this that tradition. Bill has also retired but Bill, for one, has taken the mantle on the Jobs for Justice program, and I want to tell you, Bill is militant and dedicated in getting the message across throughout the Labor Movement, and, as well as to the media.

Jobs With Justice in Los Angeles is being made aware of by CWA members, and I am proud to say that I have two CWA members on my staff, one whom I spoke of before, Jim Wood, who is my assistant, as well as Reggie Brender, who has been with us a little over a year and is doing an outstanding job.

Jim Booe is a long-time acquaintance, who has worked very closely with us in California and whom we can go to for the help we need.

And, following in that tradition, we have another committed labor leader, Harry Ibsen.

So, we know the players, and they are the type of players we would like to be part of a team with, because they are progressive pragmatic, but can be militant when they have to. I believe the Delegates should be proud of the people you have representing you. You have only had three International Presidents since your formation, starting with Joe Beirne, a great leader, followed by Glenn Watts, and now Morton Bahr. I think you have had the type of leadership, the agenda, and I know you are going to follow through on the commitments on the issues that you will resolve at this Convention.

I trust you have a productive Convention, and I wish you Godspeed and good luck. Thank you. (Applause)

TEMPORARY CHAIR DUFFY: Thank you, Brother Robertson.

It is now my pleasure to present to you the Vice President of CWA District 9, Harry Ibsen. Harry has been a leader in CWA since 1956, when he began his career at AT&T in Denver, Colorado. He was active at all leadership levels in Local 8050, from steward to serving as the president of the Denver CWA Council. He continued his activism after being transferred to San Francisco in 1966, by working with Local 9415, where he served as full-time president for eleven years and as president of the Northern California-Nevada CWA Council.

He was elected District 9 President in June of 1983 and has done a fantastic job serving at this position ever since.

Brothers and Sisters, I present to you Vice President Harry Ibsen, of District 9. (Applause)

VICE PRESIDENT HARRY IBSEN (CWA District 9): Thank you very much, Tom.

Delegates, alternates, guests, Sisters and Brothers, on behalf of the staff, local officers, members of District 9, welcome. I find it is appropriate that CWA is commencing our 51st Annual Convention on this day, May 1st, 1989, the centennial of the proclamation of International Labor Day. This is the ninth time that CWA has held its convention in California, and one out of nine Americans live in California, our most populous state. California is the land of wine and roses, dreams and extremes, and where the former minority is becoming the majority. Fifty-one percent of the population of this city, Los Angeles, is made up of Hispanics, African-Americans and Asian-Americans, California embraced the challenges and strengths that this diversity and contrast brings to our state and to our union movement.

Los Angeles, the City of Angels, is also the city of champions. It is the home of the NBA championship Los Angeles Lakers (applause); World Series Champions Los Angeles Dodgers (applause); and these teams, together with Super Bowl Champion '49ers and American League Baseball Champions Oakland Athletics, are the District's models for teamwork and excellence. So, it is no surprise that CWA members in District 9 are served by championship locals and staff, committed to the empowerment of workers through the Union Movement.

Just as CWA has adopted "Take a Stand" as our 1989 bargaining theme, our locals and staff have taken a stand around the objects of our CWA Constitution. We recently adopted a union plan for our districts. Our manifesto reaffirms our commitment to the programs of CWA -- organizing, representation, legislative and political education, and community services. Together, we have developed a process to assess our progress in these programs, and a way to give each other timely and meaningful feedback.

Our district takes a stand on organization. It is our top priority. On May 8th ballots will be mailed out in a statewide representation election for over seven thousand psychiatric technicians working in eleven California hospitals. This will culminate a four-year organizing effort, spearheaded by CWA Representative Bill Kirk, supported by our staff, organizers, and strong local host committees.

District 9 continues to take a stand to bring CWA representation to the workers of Taylor-Made Office Supply Systems. Local 9410 in San Francisco won an NLRB election to represent these workers in 1981. This election was challenged by the company through the NLRB to the courts, all the way to the Supreme Court of the United States. We prevailed throughout this union-busting process, and finally, in 1989, eight years later, we have begun negotiations for a contract with this company. That is taking a stand and standing tough.

After more than fourteen weeks of frustrating bargaining with General Telephone of California, the company's last woefully inadequate offer was rejected by local leadership and our executive board. These bargaining sessions were dominated by the "C" word -- Competition. This very profitable company tried to justify their inadequate proposal and retrogressive demands

by saying they needed to remain competitive. For GTE competition is a policy of low wages for the worker and obscenely high salaries for the executive officers. This policy embodies a plan of corporate America -- enrich the rich, impoverish the poor and push the middle class towards the bottom.

During these negotiations General Telephone was aided and abetted by a state utility commission that has their own "C" word -- Comparable. And it insists that our members' wages and benefits, particularly clerical workers, are above the comparable market. But we are taking a stand behind our own "C" word -- Collective. Through collective action, the unity of our local leadership, the involvement and support of the members, and the creativity and energy of our local's mobilization teams, we will prevail and obtain a just contract.

We are taking a stand for justice and equity. The GTE Locals involved in this struggle have done a tremendous job, and I would ask that their delegates stand at this time so that we can give them all the recognition and applause that they so richly deserve. Would you stand, please?

... The Delegates applauded as the delegates representing the GTE Locals arose and were recognized ...

VICE PRESIDENT IBSEN: They have done a tremendous job in this very difficult set of circumstances and set of negotiations.

An individual well known for taking a stand is our President, Morty Bahr. In his first address as President of CWA at our 1985 Convention in San Francisco, paraphrasing Dr. Martin Luther King, Morty stated, "With an abiding faith in our Union, an audacious faith in the future of the Labor Movement, I accept the awesome responsibility of serving as your President."

He has injected his confidence into CWA by reassuring us a spirit of continuity, and that we could have new tasks and ambitions without disowning our past or our principles for the challenging times ahead.

Since 1985 his abiding faith in our Union and the American Labor Movement has been audacious. He has had to take many stands, internationally, nationally and locally. Internationally he has taken a stand that it is not the workers in Korea, Mexico, Taiwan or Brazil, but greedy trans-national corporations that are the enemies of workers in the United States and a peaceful and just world.

Nationally, in 1986 he took a stand with AT&T and led us through a three-week strike. Locally he has taken a stand in full support of the "Jobs with Justice" campaign and has participated in rallies all over this nation.

Morty closed his 1985 inaugural address by proclaiming that "we are committed, we are united, we are family, we are Union, and we are damn proud." (Applause)

And I am proud to present to you the leader of our community, the leader of our family, our President, Morty Bahr.

... The Delegates arose and applauded as President Bahr assumed the Chair ...

PRESIDENT BAHR: Thank you very much, Harry.

You know, nearly two years ago, at our Miami Convention, we launched the "Jobs with Justice" campaign, and it is somewhat gratifying to hear Bill Robertson, the President of the L.A. Labor Council, talk about it as the keystone of the programs of the Council. And I have heard from those of you who attended the Miami Convention that it was an event that you will always remember. It was indeed an emotional high. It was a turning point in our Union and a turning point in the lives of many workers represented by CWA and other unions.

As you will recall, that first "Jobs With Justice" rally was held in support of the workers at Eastern Air Lines. Machinists President Winpisinger has repeatedly said over and over again, privately to me and publicly at many forums, that that single event lit a spark among Eastern

workers at a time when their morale and solidarity was at an all-time low.

We have also seen how that spark ignited an explosive sense of power within the workers of Eastern. We have seen from them the strength and impact workers can achieve when they stand together in support of common goals.

That power has brought Eastern workers together in a clenched fist that is taking control of their future. That power is making Eastern workers the key force in determining the future of their company. They are not being left at the doorsteps of a bankruptcy court as has happened to so many other workers.

That power has stopped America's worst corporate profiteer and union-buster flat in his tracks. (Applause)

The impact of Jobs With Justice has gone far beyond our expectations. Over the past 21 months, I have attended many Jobs With Justice events and experienced first-hand problems shared by our members and other union workers.

Last year at our convention we heard a member at Stephen J. Austin University in Nacogdoches, Texas tell us how our Jobs With Justice Rally enabled them to win a first contract and forever changing things in that remote eastern Texas town.

And I am now pleased to report that the impact of that rally has brought still another victory. A year later these very same members at Stephen J. Austin University have now shared an \$800,000.00 back pay award to end a 17 year old discrimination suit. (Applause)

We forced the attention of the public, the community and the government to the injustice these workers were forced to bear. We kept the pressure on, and now it has been won. A victory for equality and decency.

But perhaps nowhere in the country has the Jobs With Justice program been embraced with more enthusiasm and long-term results than in Denver, Colorado.

Led by CWA Local 7777 and its president Mary Blue, unions in Denver have formed a powerful coalition under the Jobs With Justice banner that is shaking the very foundations of that city and its corporate business establishment.

We are continuing to fight the paycuts suffered by our mailers at the Denver Post while we build support for our bargaining goals in AT&T and US West.

The Service Employees are pursuing justice for janitors in the city's office buildings. The airline unions are carrying the Eastern campaign right to Frank Lorenzo's doorstep at Continental Airlines.

Through public events, picket lines, financial and moral support, unions in Denver are more united than ever before in support of each other, and, as Mary and other union workers in Denver will tell you, it all happened as a result of our Jobs With Justice program.

So, we've all learned many things. We have learned the power that working families can achieve when they stand together. We have learned that we can have an impact in shaping the future for our lives. We have learned that we do not stand alone. And, we have learned that whatever the industry or occupation, in newspaper and publishing, health care and government service, telephone and telecommunications, our members share similar concerns, similar hopes and aspirations for the future.

We expect fair wages that reflect our high productivity and protect our standard of living. Lump sum raises, in whatever form or however disguised, without a substantial increase in basic wages to keep us ahead of the rise in the cost of living must be rejected. (Applause)

We expect meaningful employment security with meaningful jobs. Permanent jobs must be filled by permanent workers. Use of temporary or agency workers to fill permanent jobs must be

halted. Subcontracting must be curtailed and ultimately ended. (Applause) All management attacks to undermine and strip away our bargaining unit work must be defeated. Real employment security should be nothing less than a meaningful career until retirement. (Applause)

We expect our employers to be responsive to our need for quality health care and our concerns for other family care benefits.

Shifting the costs of health care to workers is a sick idea. Cost-shifting will not stop the spiraling price of health care in America and it only postpones dealing with the underlying problem to another year.

We call on all employers to join with us to force the federal government to take action to stop the obscene rise in health care costs in this country. The mood of the country and the urgency of the situation demands action, now.

Working together, we can remove health care as a potential collective bargaining roadblock in future negotiations.

These three goals of a decent standard of living, meaningful employment security, quality health care and other family care benefits, define what we mean by Jobs With Justice for our members.

Now we are taking the fight for Jobs With Justice to the collective bargaining table. Collective bargaining for hundreds of thousands of workers in the telecommunications industry, in the public sector, in the newspaper and publishing industry and in health care are under way or soon will be.

Negotiations continue with GTE in California, the Southwest and the Midwest. We are negotiating with AT&T and other independent companies such as ALLTEL, United, Contel and Centel.

On April 12th, we opened bargaining for 40,000 members with the State of New Jersey. We are in negotiations at Chicago's Sun-Times newspaper. We are engaged in bargaining for hundreds of other smaller contracts across this nation. And next month, we begin contract talks with the regional telephone companies.

The contracts we have negotiated for our members in the past still remain among the best. But we can do better.

We heard in 1986 -- and I am sure we will hear again in 1989 -- that wage increases and benefit improvements must be held down because, after all, we are now in a competitive arena and the future really is unknown. So, our members should be willing to sacrifice for the long-time benefit of the company.

But, you know, in some strange way, do not the salaries, bonuses and long-term compensation paid to the leaders of industry impact on their ability to compete? Is it written somewhere that the sacrifices must continually be made by those who already sacrifice every day of their lives just to be able to provide a decent life for their families?

Is sacrifice a one-way street? In corporate America, you can bet it is.

In 1988, for the first time in history, the average salary and bonus for America's 354 top executives topped one million dollars. When looking at total compensation, these "struggling" workers topped \$2 million. In 1960, the average CEO earned 41 times the factory worker's wage. In 1988, it went to 93 times the factory worker's wage. And this was also at a period when the effective tax rate went from 91 percent down to the current 28 percent.

And how did our employers do? As an average, the CEO's of our ten major employers did better than the nationwide average of \$1 million in 1988. They earned, the ten of them, in salary and bonuses \$1,182,000. And while their colleagues enjoyed a 14 percent increase over 1987, our "struggling" executives hit for an average of 29.8 percent.

Now, some of our executives might say, "The Union has distorted my salary because, after all, I got a promotion to CEO and my promotional pay was in that."

Well, as a group, how did they do over the life of the current contracts, the period of 1986 through 1988?

You might want to write this down. Their average total compensation for the three years of our current contract was \$3,482,100. I suggest to you that against this record of corporate greed they do not have the moral right to deny our members a fair share of the economic pie. (Applause)

Now, I strongly support cooperative labor-management relations to improve the competitive position of our employers. But if cooperation means a continuation of corporate salaries that can only be characterized as being obscene while we have to struggle to maintain our living standards, I want no part of it. (Applause)

One of the most important ways that we can do better is by stepping up our mobilization of individual members in support of our collective bargaining goals. Since last fall, we have been implementing a program to involve every level of our leadership and to communicate one-on-one with every single member.

This program has consisted of the most extensive outreach effort in our history to inspire the support of our members. We have conducted mobilization events, held demonstrations and collected tens of thousands of support pledge cards. But we must push even harder to bring still greater unity within our ranks.

In the telecommunications industry, for example, the historic unified front which we have forged with the IBEW is stronger than we ever dreamed possible. CWA and the IBEW are united -- totally. Not only are we in agreement on our bargaining goals, but also as to the strategy that is necessary to achieve them.

Never again will any employer be able to use divisive tactics against us. In the spirit of Jobs With Justice, an injury to a single CWA or IBEW member is an injury to all CWA and IBEW members. (Applause)

We also recognize that changing conditions in the telecommunications industry require new strategies to effectively achieve these goals. Telecommunications is a multi-billion-dollar industry. We have seen the rise of non-union and foreign competitors in the United States as well as continued deregulation of the industry. We are faced with both threats and opportunities.

One of the opportunities we have is the power to seriously impact the enormous revenues generated by electronic services because consumers now have a choice of carriers. With AT&T, for example, there are many competitors who provide long distance services.

In response, and if necessary, we are prepared with the IBEW to picket the invisible electronic services offered by AT&T -- just like we picket on the sidewalk against the manufactured products that come off the assembly line. (Applause)

The threat of the invisible electronic picket line is the same as the sidewalk picket line: to provide incentive to the employer to bargain in good faith and conclude a fair settlement.

Tomorrow morning, IBEW President Jack Barry will brief the AFL-CIO Executive Council in Washington on our Electronic Picket Line campaign to reach millions of union members and other consumers with our message. He will be speaking for both unions.

We anticipate a resolution of support from the Executive Council and the support of all International Unions, the 100,000 local unions in America, and all other organizations allied with or supportive of Organized Labor.

So, if and when the time comes, they will understand that an electronic picket line means and will purchase the services from a competitor.

I will have more to say and a lot more detail about this at tonight's rally.

This is only the first stage in defining the concept of the electronic picket line. We view it as the next evolution in the struggle for workers' rights as we move toward the year 2000.

Now, for the past eight years, Organized Labor has been a lone voice warning that working families were losing fifty years of social and economic progress in this country.

Today, the gap between the rich and poor is wider than ever. The middle class is vanishing. We have seen hundreds of thousands of good paying industrial jobs disappear, only to be replaced by low wage jobs in the service industries.

The numbers of people living in poverty are at a twenty-year high. We are raising a generation of children living among the homeless. Drugs, crime and alcohol abuse plague our lives and our communities. The rise of hate groups and racism from the small towns of America to our college campuses is a national disgrace.

Corporate America is engaged in a never-ending search for the cheapest wage in the poorest countries, while we continue to lag behind other nations in funding for research and development, capital investment, workers' training and basic education.

Today, we live in a business system that not only tolerates profiteers like Frank Lorenzo, but encourages them and pays them these obscene salaries.

For the past eight years, Organized Labor has been a lone voice warning against the erosion of workers' rights, our standard of living and the fading American dream for future generations.

Today, we are raising the first generation in our history that will not do as well as their parents.

Our workplaces are more unsafe than ever. Our pension funds remain easy targets for the greedy hands of corporate raiders. Laws originally designed to protect workers from abuse have been perverted and undermined into management tools of control. Fear and intimidation prevent workers in the non-union workplaces from freely exercising their rights to form a union.

We applaud President Bush's pledge to the recent Building Trades Legislative Conference in Washington that would appoint only neutrals to the National Labor Relations Board. But the very fact that the President felt the need to make such a pledge indicates the weaknesses in the current law. The fair administration of the nation's basic labor legislation should not be subject to anti-union attitudes of any politician.

The President has great power to set a tone for Labor- Management relations. Encouraged by the example set by President Reagan, employers in America engaged in an all-out attack on union workers.

The union-busting era of the past decade is noteworthy for the tactics used by employers to permanently replace strikers.

We call on Congress to restore the confidence of workers that their basic rights to organize and engage in collective bargaining will be protected, regardless of who sits in the White House.

We support legislation introduced by Representative Brennan of Maine that would prevent employers from hiring scabs in the first ten weeks of a strike. (Applause)

But despite the obstacles of law and the challenge by employers, we can take considerable pride in CWA's 1988 net growth of more than 10,000 members. Some of our growth came from signing the non-members as we mobilize for the contract fights that lie ahead. Significant increases in membership came in Districts 3, 6 and 7 in Locals in "Right to Work" states.

Secondly, our growth continues to come in the public sector, in states like Texas and Florida, as well as New Jersey. We can take pride in our role of advancing the rights of Public Workers in Texas and Oklahoma where not even the most basic protection of workers' rights has been

legislated. And in New Mexico, workers won an enormous victory when the State Supreme Court ordered collective bargaining agreements be re-implemented after the Attorney General abolished them.

And as Harry Ibsen said, next week here in California, some 8,000 psychiatric technicians will vote in what may be our biggest election this year.

Our Canadian Locals in Ontario, Quebec and British Columbia, continue to demonstrate that with hard work and sacrifice, organizing is possible. Legislation in those Provinces is far more supportive than in the United States. But even with better legal protection, Canadian employers now use the same tactics to delay and prevent unionization.

We need to connect organizing with our own job security and standard of living as we approach collective bargaining. All of our major employers have been expanding non-union employment in new subsidiaries. Cellular, publishing, sales and information services are all expanding while bargaining unit employment shrinks. With some notable exceptions, our employers seek a union-free environment.

So, it is imperative for us to be as serious about card check recognition as we are about wage increases. Otherwise, we will soon find ourselves in the position confronting other unions: shrinking membership and shrinking power.

So, our collective bargaining negotiations this year present us with an exciting challenge. But it does not end with the signing of a contract.

We are engaged in a great test. We are offered the rare opportunity to make a difference, a real difference in the lives of our members and our nation.

As the theme of our Convention proclaims, the time has come for each of us in this room and for all of our members to take a stand; take a stand at the bargaining table for a fair contract that provides a decent wage, job security and quality health care; take a stand in our communities for worker rights and all that is fair and just in America.

We must take a stand for the future, for our children and grandchildren, for the next generation of CWA members and all who follow us; take a stand and tell corporate America, the politicians, the bigots and the union haters of America:

We are Family; we are Union; we are the Communications Workers of America.

Thank you very much.

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

TEMPORARY CHAIR DUFFY: Before I turn the gavel over to President Bahr, I want to thank all of the delegates for the opportunity of serving you as Temporary Chair. It has been a very special privilege for me, an experience that I will soon not forget.

Thank you again for this opportunity. As my friend Jack Ivory told me, this is something you can tell your grandchildren. Well, I brought my grandchildren, or one of my grandchildren with me, so this is her first convention. She is one year old. (Applause)

Britanny. Britanny is out there somewhere. I can't find her.

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

... The delegates applauded as President Bahr assumed the Chair ...

PRESIDENT BAHR: Join me in thanking Tom Duffy for getting our Convention underway in a most proper way. (Applause)

It is indeed a pleasure for me to introduce the Attorney General of the State of California, and after I give you the prepared bio I will tell you why.

John Van de Kamp was first elected the Attorney General of California in 1982. He was reelected in 1986 by the largest majority in a contested race in over 50 years. The reason, as they say, is in the record.

He has a 25-year record of service in the criminal justice system, and in 1971, he was the first Federal Public Defender for the Central District of California, which is based here in L.A.

He has emerged as one of the nation's most successful and respected crime fighters, without sacrificing the civil liberties on which our nation's founding beliefs are based.

He also is bringing renewed emphasis to civil rights, consumer rights, workers' rights, environmental protections. In fact, one of his first actions in office was to create a new Division of Public Rights within the Attorney General's office.

Well, three years ago last March, when we were in a struggle with GT of California, as we are today, I was in L.A., prepared for a rally that afternoon, of which I was expected to announce a strike date.

It also happened to be the day in which the GT Company of California was having a fancy black tie affair to dedicate and inaugurate the new building at Thousand Oaks.

And John Van de Kamp called Bill Demers to tell him that he had called the president of the company and said that as long as the dispute existed between the Union and the company, he could not attend that affair that night. (Applause)

So you can tell where his instincts are. And I might add that we did settle that day, and I am sure that played some role in our ability to get to settlement.

And so it is indeed a privilege and an honor for me to introduce a man of principle, a man of courage, who, in addition to supporting CWA, supported Labor's fight to restore CALOSHA, the Attorney General of California, John Van de Kamp.

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

ATTORNEY GENERAL JOHN VAN DE KAMP: Thank you very much, Mr. President, delegates, to this the 51st Annual Convention of the Communications Workers of America, welcome to Los Angeles.

You know, the last few days of April and the first few days of May are times for remembrances of many kinds. Law Day is celebrated this week. Over the weekend, the President, as part of the BiCentennial of the United States Constitution, reenacted the inauguration of George Washington. And, last Friday, we celebrated for the first time in this country, a Memorial Day for workers who have died on the job.

This morning, I want to say a few words about the history and meaning of our laws and our Constitution, about the human factors that created them and make them work. Or not work, as the case may be.

These things relate directly to the Workers Memorial Day, as I think you will find out. And I believe that they relate directly to the future of California as well.

Nowadays we think of the United States Constitution as an obvious and ancient document. At the time, though, it was a revolutionary concept, one of those theoretical notions much loved by philosophers, but never translated into the messy realities of government.

Remarkably enough, however, it has worked. Clearly the Constitution's authors did an extraordinary job, that their work has withstood the test of time so well, tends to make us think of them as almost super-human in their statesmanship. Certainly our children still call them, don't they, the Founding Fathers, and they think of them as all-knowing and all-wise.

The truth of course was and is very different. It was a quintessentially American and very human gathering in 1787. For starters, the Founding Fathers were fashionably late. Scheduled

to begin on May 14th, they couldn't get a quorum together until May 25th. And, once they all arrived, the attendance was spotty. Of 55 delegates there were rarely more than 30 at a session, and no more than 11 of the 13 states were ever represented at one time. The sessions began at least usual hour of 11:00 a.m. and seldom went past 3:00 in the afternoon.

On balance, looking back, it might have been wiser to get an earlier start for the day, for the brutal summer sun forced a miserable choice. Either the delegates could keep the windows shut for privacy and sweltered in the unavailing summer heat and humidity of Philadelphia, or they could leave their windows open, gain some small measure of relief and put up with horse droppings and swarms of flies. Already, lenient styles of coping were apparent.

The New Englanders were very proper, but suffered terribly in their woolen suits, while the Southerners were calm, cool and collected in their all-cotton clothing. Presumably Californians, if they had been there, would have worn blue jeans and jogging suits.

The delegates shared an American concern about noise and traffic. And so, what did they do? They spread dirt on all of the surrounding streets to muffle the sounds of horses' hooves, and they had a thoroughly American fascination with hi-tech, breaking their deliberations at one point to inspect a remarkable new invention, the steam boat. And no doubt they had to be impressed, because the boat that they saw would later be clocked at the break-neck speed of three miles an hour.

They were much concerned about money, both their own and the government's.

Philadelphia was a wickedly expensive city, and many delegates owed a bundle to their landladies. They wrote home for more money. But state budgets were tight, and so were governors. Some things never change.

During one especially difficult week, Ben Franklin suggested hiring a chaplain to open each session with a prayer, but the convention couldn't spare the money. Religion didn't come cheap even in the days before Oral Roberts.

Gradually, over four months, they compromised, and they haggled their way to consensus on some twenty-three articles, and when they were done, Benjamin Franklin said, "I confess there are several parts of this Constitution which I do not at present approve of, but I am not sure that I shall never approve them, for the older I grow, the more apt I am to doubt my own judgment and to pay more respect to the judgment of others. And, thus, I consent," he said, "to this Constitution, because I expect no better, because I am not sure that it is not the best."

Not all were pleased with the outcome. Alexander Hamilton lent his pen to the Federalist Papers, but was never a fan of the federal form of government. He called the Constitution a "shilly shally thing," and "mere milk in water, which could not last and was only good as a step to something better."

Nor was everyone so willing to compromise. Patrick Henry was alive, as many were not, to the full significance of the Constitution's opening words, "We the people." He understood that invested the power of government directly in the people, rather than in the collective states, and in that phrase Patrick Henry foresaw the long battle over state's rights, and he spoke fiercely against the new Constitution throughout Virginia.

Now, opponents raised many very interesting arguments over the course of the campaign for ratification. One of their whipping boys was the ten mile square federal district. It was feared that this island of congressional power would become a lawless outpost beyond state control; it would be a fortress of unfettered federal fiat and a refuge for scoundrels and lawbreakers from all over the country.

Cynics would say that was a rather farsighted view of modern-day Washington that was envisioned by those authors.

When it was finished, the Constitution did not deal with labor issues. Indeed, none at the

Convention could have foreseen the emergence of an organized labor movement. Nevertheless, the role of workers, of the laboring classes, was discussed at length, and with great concern, because, after all, the Constitution's authors were among the most prosperous and wealthy in that new nation, and they had a lot to lose.

Thus, James Madison worried that over time a growing population would mean a bigger proportion of those who will labor under the hardships of life and secretly vie for a more equal distribution of its blessings. And, in time, he feared that power would slide unchecked into their hands. Others were fearful of the great manufacturing enterprises that might arise here. They worried that powerful employers and wealthy men would buy the votes of the working poor and come to dominate the House of Representatives, eventually creating a new aristocracy.

But, just as we sometimes forget the human elements that went into the writing of constitutions, its authors could not predict the human elements of how it would work. They could not predict a labor movement powerful enough to enact minimum wage laws, but frustrated by a president who prefers tax breaks for the wealthy instead of a 40-cent-an-hour raise for the poor.

They could not predict a labor movement strong enough to win OSHA protection eighteen years ago -- actually nineteen years ago now -- but frustrated by eight years of a president who couldn't have cared less about worker safety.

And that is why the newest Memorial Day, the workers' Memorial Day, we celebrate on Friday, is so important.

In the next twelve seconds -- you can count them; start now -- less time than it takes me to finish this sentence, two -- yes, two -- American workers will be injured on the job, one of them seriously. Stop. That is twelve seconds.

By the time I and Secretary Dole have finished our remarks this morning, seven workers will have been permanently disabled, one of them will be dead, and it will go on like that every hour of every day, more than 11,000 dying last year.

So, we mourn and remember, and we do more than that. We remind our leaders that they have a responsibility to make the law more than words on a piece of paper. They have a responsibility to make it work.

Here in California we need that more than ever before. But, we have a governor who doesn't really believe in government, and certainly not those parts of it designed to protect working men and women.

You can't negotiate with someone who doesn't care about the outcome, can you? So, "take it or leave it" has become our state motto. This administration in Sacramento has had no incentive to negotiate or to compromise, because it doesn't much care what happens when the answer is "leave it."

California has the second highest number of workers fatalities in the nation, and our governor tried to wipe out our CALOSHA program entirely, to kill it. But the people wrote it back into law.

Now we must struggle to make it a law that works once again. It has been the same story here on minimum wage foot-dragging; on farm labor protection, stonewalling; and on workers' compensation, until very recently, total indifference.

Now, we try not to take this personally. After all, our governor has not singled out labor. He is just as unyielding on all critical issues -- on education, on health care, on transportation.

If you look at our record here in this state, in these years when California seemed, as in a famous phrase, frozen in its own indifference, it is no surprise that our Governor, George Deukmejian, decided to retire, because, if he had not done it in 1989, then I am convinced the voters would have done it for him and to him in 1990. (Applause)

Now, if the Governor was so smart to get out while the getting was good, what does that say

about the judgment of those of us who are working so hard to get in? When you look at it that way, when you consider that the price for victory in 1990 is a pail and a shovel, then you would have to be crazy to run for the governorship of California. At least, that is what I keep telling Pete Wilson and Dianne Feinstein. With the treasury broke, services crumbling, our next governor may well feel like the man on his way to catch an airplane, who stopped to buy a \$200,000 life insurance policy from the machine in the airport -- you have seen them. While he was waiting for the flight to be called, he stepped on to one of those scales that dispenses fortune card with your weight stamped on it. His card read, "This is your lucky day. A recent investment is about to pay big dividends." (Laughter)

Well, as one who hopes to be that lucky, I was thinking on the way over this morning what I could say to you about our future in California, and indeed what we do here, of course, sends ripples and shockwaves across the country. Some people have said our future looks a little grim, but I think I know better. I have been raised in California, born and raised here. I have spent all my professional life here, with the exception of about a year and a half in Washington. And I can tell you that right now in our state there is a tremendous yearning to shake off the years of neglect and indifference.

I think California is ready to move again, ready to restore our schools as the best system of education, not only in this country, but in the entire world, ready to revive our role of economic leadership, so that California can harness our future, rather than react to other countries to the west, to harness that future now sweeping the Pacific Basin, ready to recapture our neighborhoods, our streets, our schoolyards, from the drugs, the gangs, the crimes and the killers.

In my view, the only answer to a decade of reaction and retreat is a new decade of action and common purpose in every arena of public policy, a time for leadership that initiates change, not one that waits for voters to pass an initiative.

Now, we will have many issues in 1990's campaign. There will be stark differences in defining values. But, beyond the noise, the stump speeches, the cheering and the commercials, at the heart of the contest is one single fundamental issue, and that is that California needs a governor who will be the people's servant, the people's advocate, the people's protector, and the people's defender. And every step of the way the test of our progress will be the hopes of our people, and every step of the way there will be powerful and entrenched foes to be defeated, because every injustice has a constituency based on either profit or prejudice.

We have to secure the right to decent health care for all of our people, even when that means taking on the Pacs and the lobbyists and the special interests

We have to secure the equal rights of women and minorities. And we must insist on something else. We must secure a basic civil right of all of our people, the right to be safe in their own streets, in their own neighborhoods, and inside their homes.

In closing, let me just say to all of you that 1990 will be a decisive year in California, and the reason for talking to you today about this is that it is more than California that is at stake, because the decision made here will be heard across this country. It is the reason that Lee Atwater came to this state just a week or so ago and said that in terms of our priorities in the Republican Party, "California and the governorship will be number one. At stake is not just the reapportionment of congressional and state legislative seats, but the reinvigoration of our state government as a positive force in the lives of our people, drawing on our best and most generous instincts, driven by ideals that can command the high ground of vision and common purpose."

Now, I have made no secret of my desire to be the man who helps California take up that challenge. I am not interested in this job because I think it is going to be easy. Nothing worth doing is easy. But I also know that personal leadership can make a difference in big things, as in small.

Your President was good enough to recall how some three years ago I was invited to that

GTE function in Thousand Oaks. I refused to go. I refused to cross that picket line set up by the CWA out there. And, most important, I remember how quickly that labor dispute got settled once the full measure of public spotlight hit management, and management got that message.
(Applause)

Making a difference in dealing with different problems is what I like to do best. I have spent now almost 29 years in public life, but there are days when you wonder.

The other day, for example, my daughter Diana, who is in the 4th Grade in Pasadena, asked me why I kept bringing work home from my office every night, and I told her I like my work and I have so much to do during the day that I can't finish it and in the quiet of my home I can.

She said, "Well, why don't they put you in a slower group?" (Laughter)

Anyway, I told her, as I tell you today, that instead of that, I hope to move on to a faster group, and that is a move that I could only make with the help of every person in the Labor Movement in California, as well as around the country, where each of you in your own way can make a major difference, and that is particularly true of you, the men and women of Organized Labor, who have built this nation and this state just as surely as those Virginia planters, who labored two hundred years ago and wrote our Constitution.

You can make the difference, and that difference can be the touchstone of our future.

Together we can transform this state and our nation, as well, down the line by helping us in California give the government of California back to the people of California.

Thank you very much.

... The Delegates arose and applauded ...

PRESIDENT BAHR: This is nice. The Attorney General says he collects these. So we guessed right this time.

On behalf of the leadership of this Union, this is really a token of our appreciation for the kind of public servant you are, more of whom we need.

So, thank you and best of luck in the future. (Applause)

I would like to thank the Escort Committee for Attorney General Van de Kamp:

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

Ron Cawdrey, Vice President, Local 9400.

Addie Brinkley, Vice President, Local 9409.

Mike Ryan, Legislative Committee Chair, Local 9421.

Nancy Biagini, Secretary-Treasurer, Local 9423.

Ken Bishop, Vice President, Local 9495.

Alice Alvarez, President, Local 9505.

Ron Smith, President, Local 9511.

John Strickland, President, Local 9588.

I was asked to convey to you the personal greetings from President Emeritus Glenn Watts, who had planned to be with us this week, but, because of a serious illness of his mother-in-law, they are unable, he and Bernice, to be with us. But he wanted to be sure that all of us knew that his best wishes and his hopes for a successful convention would be expressed.

I would now like to introduce for the purpose of recognizing him another long-time servant of our Union and its members -- Secretary-Treasurer Emeritus Louis Knecht. Louis Knecht and his wife Marjorie. (Applause)

And, also the person who runs the Bahr household, Florence Bahr. (Applause)

At this point I was supposed to introduce the Secretary of Labor, but I understand she is caught up in the deregulated skies. (Laughter) And she is a little late.

Let me explain at this time the use of the microphones and our rules. But, at the same time, again let me remind you that until the Credentials Committee reports out, the Convention is really not in order for the conduct of business.

In the back of our published Constitution, on Page 69, there is a copy of the Permanent Rules for our Convention. I would like to advise newcomers about the mikes on the floor, and how they are to be used, how you get recognized to speak, make motions or ask questions.

The microphones are also covered on Page 71 of the Constitution.

Now, there are microphones on the platform for use by our committees and special speakers or persons who would have a special occasion to be discussing matters with the Convention from the platform, and possibly even making motions from the platform.

Microphone No. 1, which is right here in front of me, is labeled "Motions." That is the place you go when you want to make a motion.

The telephone that is associated with the "Motions" mike is connected directly to our Parliamentarians. They are seated right behind me. Raise your hands, Parliamentarians, the three of them. They are Pat Scanlon, who is our General Counsel from Washington, D. C.; Leon Adair, our Special Counsel from Atlanta; and Tim Ryles, the administrative assistant to the Vice President of District 3.

When you pick up the "Motions" mike telephone, you are to advise the Parliamentarians of the motion you wish to make. They will give you a preliminary parliamentary ruling. If it is in order, the Chair will be advised. If you disagree with the preliminary ruling, advise them. 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 decision of the Chair.

There is a microphone designated as the "Privilege" mike. That is the one at the center of the room in back of the "Motions" mike. You use it to raise a point of order or to raise a point of personal privilege. It is connected to the Parliamentarians.

You will, of course, recall that our rules say you may also raise a point of order by calling out in a loud voice from the floor, without going to the "Privilege" mike.

Microphone No. 3 is the mike in favor of the motion that is on the floor, and it is off to my right.

Microphone No. 4 is the "Against" mike, and it is over to my left, and you use it to speak against an issue.

Microphone No. 5 in the back, the "Question" mike, is for the purpose designated, to ask a question or to have a point clarified that may be on the floor in front of us.

We rotate on these microphones under our rules. The maker of a motion may speak for the motion from Microphone No. 1, and under our rules there is a five-minute limit.

There is a red light here on the platform up to my left. It is now on. That will give you a one-minute warning, and also a small red light at the microphone telephone, and I will try my best to just go like this to let you know that there is one minute left. But, forgive me if sometimes I miss

the light. I will do my best.

In rotation, the movement will be from the "Motions" mike to Microphone No. 4, the "Against" mike, and then to Microphone No. 3, the "For" mike, and the rotation also includes Microphone No. 5 for question purposes. The rotation continues at least until two people have an opportunity to speak for and against, after which a motion to close debate is in order.

As you go to the "For" and "Against" and "Question" mikes, lift the telephone, give the switchboard attendant your name and local number and state. You will be recognized in the order called for under our rules.

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

... As each of the Microphone and Switchboard Attendants was introduced, as follows, the delegation responded with a single clap of recognition: ...

Kathleen King, CWA Representative, District 1.

Grace Leonard, CWA Representative, District 2.

James Mazzi, CWA Representative, District 2.

Edie Jones, CWA Representative, District 6.

Lawrence Sandoval, CWA Representative District 7.

William Thornburg, CWA Representative, Chair, District 7.

During the course of our Convention, a verbatim record is kept. The record is carefully prepared by our Editing group, also seated on my left.

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 errors you may wish to have corrected. An errata sheet will then be sent to you reflecting these corrections.

Each day you will be receiving a CWA Convention Newsletter, which will summarize the previous day's Convention activities. The first edition was distributed this morning. The individuals who are editing and indexing for us are, and they are back to my left: Selina Stanford, Administrative Assistant to the Vice President of District 3; Ed Disch, CWA Rep, District 4; Ellen Prince, CWA Rep, District 7; Calvin Patrick, Administrative Assistant to Vice President of District 3; and not on the platform, Pat Niven, CWA Rep, District 1; and Margaret Walker, CWA Rep, Headquarters.

Now, 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, sit with the people who operate the telephones and keep a record of who is asking to be recognized.

For that purpose, today, we have two delegates, and I would like to introduce them at this time:

Bill Graham, Secretary, Local 4302. (Applause)

Mary Taylor, First Vice President, Local 7200. (Applause)

Now, we have the Credentials Committee on the platform, and I would like to introduce them to you.

... As each member of the committee was introduced, as follows, the delegates responded with a single clap of recognition: ...

Clara Smith, Secretary, Local 1032.

Audrey Buchanan, Executive Board Member, Local 1365.

Vicky Layton, Secretary, Local 2105.

Mark Smith, President, Local 2003.

Joyce Lingo, Secretary, Local 3972.

Walter Andrews, Executive Vice President, Local 3204.

Steve Adams, President, Local 4371.

Josephine Gordon, President, Local 4216.

Robert Saunders, President, Local 6503.

Kathleen Prell, President, Local 6386.

Jay Dennis, President, Local 7670.

Edward Mawk, Treasurer, Local 7060.

Dianne Dion, President, Local 9426.

Ernie Mistretta, First Vice President, Local 9588.

Albert Caterino, Jr., President, Local 13591.

Wimbley Waters, Jr., President, Local 14309.

Michael Ash, Upstate New York, Northeast Director, District 1, Co-Chair of the Committee.

Corcas Ditmer, CWA Rep, District 4, Co-Chair.

And Donald Arnold, CWA Rep., District 7, Chair.

The Chair now recognizes the Chair of the Committee, Don Arnold.

CHAIR DONALD ARNOLD (CWA Rep., District 7, Chair Credentials Committee): Mr. Chairman, Delegates and Guests, I am happy to announce on behalf of the Credentials Committee, we have registered over 2,600 Delegates, Alternates and Guests to the 51st 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 able assistance of the two departments mentioned and the further integration of computers in our registration process, 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. Again, we appreciate the cooperation and assistance of the Delegates over the last three days as the Committee has worked to complete its assignment.

We shall be reporting on credentials in the following categories:

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

Category 1A: New units to existing Locals.

Category 2: Credentials properly executed but late.

Category 4A: Proxy credentials properly executed but late.

Category 4B: Proxy credentials improperly executed.

Category 5: Unusual circumstances.

In Category 1, credentials properly executed and on time.

Mr. Chairman, the Committee moves that these Delegates be seated.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Any Delegate desiring to discuss it?

Seeing no one at the mike, all those in favor of the motion indicate by saying aye. Opposed. It is adopted.

CHAIR ARNOLD: In Category 1A, new units to existing Locals. Since December 1988, additional bargaining units are now served by Locals:

1044	3170	4321	4611
1077	3218	4322	9404
1109	4319	4340	9505
1282	4320	4379	9510

The Committee moves the Delegates votes of these Locals be adjusted to include the dues paid membership of these new units.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Seeing no Delegate at a mike, all those in favor indicate by saying aye. Opposed, no. It is adopted.

CHAIR ARNOLD: In Category 2, properly executed, but late credentials:

1086	14133	6174	9414
1124	4025	6200	9575
1250	4036	7113	14904
1400	6150, Delegate Smith	7904	

Mr. Chairman, the Committee moves the delegates from these locals be seated.

PRESIDENT BAHR: Is there a second?

... Seconded from the floor ...

PRESIDENT BAHR: It is seconded from the floor. No one wishes to speak on it.

All those in favor indicate by saying aye. Opposed. It is adopted.

CHAIR ARNOLD: Category 3, credentials properly executed: The Committee is pleased to report that all improperly executed credentials have been cleared, problems resolved and appropriate delegates issued badges.

The Committee is appreciative of the locals' effort in this respect.

In Category 4A, proxy credentials properly executed, but late:

6101	7955	14762
7179	14814	

The committee moves, Mr. Chairman, that these proxies be allowed.

PRESIDENT BAHR: Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. There is no one at any mike.

All those in favor indicate by saying aye. Opposed, contrary. It is adopted.

CHAIR ARNOLD: In Category 4B, proxy credentials improperly executed:

1041

1079

The proxies for these locals would have resulted in a proxy of more than 199 votes in each case. Such is prohibited by the provisions contained in Article XXIV of the CWA Constitution.

Mr. Chairman, the committee moves that these proxies not be allowed.

... The motion was duly seconded ...

PRESIDENT BAHR: The motion is made and seconded. Is there anyone caring to speak on it?

Seeing no one at the mikes, all those in favor indicate by saying aye. Opposed, contrary. It is adopted.

CHAIR ARNOLD: In Category 5, unusual circumstances. On April 30, 1989, the committee received a challenge from Mark Crowell and Teresa Burns, delegates from Local 9586, challenging the seating of Local 9586 delegates Kathleen Farias and Michael Forster. The challenge concerns the validity of the election conducted by the local.

Objections to the conduct of the election were filed and those objections and subsequent decisions of the local Elections Committee and the Local 9586 Executive Board have been appealed to the Vice President of District 9, by letter dated April 24, 1989.

After examining all evidence presented to the Committee, the Committee finds no persuasive evidence to support the challenge. Therefore, Mr. Chairman, the committee moves the challenge be denied and Delegates Farias and Forster be seated.

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

... The motion was seconded from the floor ...

PRESIDENT BAHR: Does anybody care to speak on this?

Seeing no one at the mike, all those in favor indicate by saying aye. Opposed, no. The motion is adopted.

CHAIR ARNOLD: 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 the Convention Center Lobby 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 week. Those delegates other than Category 1, who have now been seated by the action of this Convention, may present themselves to the Committee to 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. Chairman and Delegates, this completes the Committee's report at this time.

PRESIDENT BAHR: On behalf of the Convention, we would like to thank the Credentials Committee who worked awful hard to get this Convention underway. Let's join each other in thanking them. (Applause)

Would the Resolutions and Rules Committee please come to the platform.

I am told that Secretary Dole is on her way to the auditorium. Once she gets here, we will interrupt the Committee at whatever point they are at.

While the Resolutions and Rules Committee is coming to the platform, I want to point out that Resolutions 1, 2 and 3 are prepared and will be reported by the Resolutions and Rules Committee today if time permits. Our normal procedure calls for us to report our resolutions in numerical order; however, in order to accommodate our schedule of events, it may be necessary on occasion to rearrange the order in which the resolutions are reported out.

I am told she is here. Would the Escort Committee bring Secretary Dole up, please.

... The delegates applauded as Secretary of Labor Dole was escorted up to the platform ...

PRESIDENT BAHR: During the past eight years, Organized Labor did not enjoy a productive relationship with many members of the Reagan Administration. There was one great exception, however, and I am honored to introduce her to you today.

Secretary of Labor Elizabeth Dole previously served as Secretary of Transportation from February 1983 to October 1987. During that time, the AFL-CIO enjoyed a good working relationship with her. She was accessible. She listened to our concerns. She seriously considered our suggestions and ideas.

While we do not agree on every policy issued, she is a person who does not allow ideology to influence every decision or policy question. She is fair and she shares an honest commitment for the welfare and future of American workers.

Secretary Dole has a long record of public service. Before being appointed Transportation Secretary, she served as an assistant to President Reagan. From 1973 until 1979, she was a member of the Federal Trade Commission. Before that, she was Executive Director of the President's Committee on Consumer Interests and was a Deputy Special Assistant to the President for Consumer Affairs.

As the Secretary of Labor, she is assuming an enormous challenge. From the perspective of Organized Labor, we believe the administration of many worker protective laws must be improved and strengthened, areas of mutual concern such as child labor, safety and health, including the new dangers of DDT, carpal tunnel syndrome that so many of our members are suffering from, pensions and training and worker retraining.

We believe she will emerge as an effective advocate for working families with the Bush Administration on these issues.

Join me in welcoming the Secretary of Labor, Elizabeth Dole.

... The delegation arose and applauded at length ...

SECRETARY OF LABOR ELIZABETH DOLE: Thank you. Thank you, ladies and gentlemen, very much. What a wonderful welcome.

Thank you so very much, ladies and gentlemen and Morty, thank you for your very kind words of introduction. Especially I appreciate those words coming from a man for whom I have the greatest of respect and admiration. I am honored to be invited to be a part of the CWA's 51st Annual Convention here in Los Angeles.

I really enjoyed visiting with Morty in Bal Harbour, Florida, at the AFL-CIO Executive Council meeting. I am a great admirer of your fine leadership. Under Morty's astute guidance, the CWA has become renown for promoting some unique, pace- setting, programs which are improving the lives of workers and their families. I also want to say how much we appreciate your active role, Morty, on the Labor Department's Commission on Workforce Quality and Labor Market Efficiency. Your involvement in that commission, as well as your enthusiastic work with many

community organizations -- such as the United Way and the United Negro College Fund -- sets a splendid example of service and commitment.

Service and commitment are the reasons I accepted the position of Secretary of Labor. I wanted to be in a place where I could make a difference -- a positive difference in the lives of people.

And indeed, ladies and gentlemen, the Labor Department is the peoples' department. The Labor Department's programs, policies and regulatory responsibilities are front and center, as we strive to continue this vibrant job-creating economy, increased productivity and being ever more competitive on a global basis.

In these first 100 days, President Bush has forged a budget agreement with Congress which will keep us on the path to a balanced budget; submitted a comprehensive package for educational excellence; proposed a major new anti-drug initiative; signed "whistleblower" legislation to strengthen the rights of workers who report misdeeds or mismanagement; asked for \$1 billion to help the homeless; and proposed comprehensive government ethics standards. On the international front, the administration worked with Congress to develop a bipartisan U.S. policy for Central America; and initiated policies which show U.S. support for reform in Poland.

And labor issues have been front and center in this administration since day one. Already we've dealt with minimum wage, parental leave, child care and issues involving the workforce of the year 2000.

We've followed through on legislation passed last year and issued the final regulations on plant closings, we've issued new regulations on brake lights for vehicles operating in mines, and the Department has undertaken a study on how liability insurance affects business' decisions about establishing on-site child care centers. And regarding pensions -- an issue many of you may be concerned about -- we've begun to pursue the possibility of making pension plans more portable. And' frankly, we are sort of on the horns of a dilemma here because, as you know, the pension system is a voluntary one, and we want to create a climate so that employers will offer penions to the 48 percent of our workforce that do not have them now.

And yet, at the same time, demographics indicate that workers are going to have 2, 3, 4 jobs in their lifetimes, in many cases, maybe more, and so they need to take those pension benefits with them from job to job, and that's a bit of an inconsistency, how we are going to figure that out, but I am certain that we can do it with the help of a lot of good people who are already focused on this problem with me.

Probably the highlight of my first months in office was a nine day, nine city trip across America during the last congressional recess. I got acquainted with my Department of Labor family, in nine regional office cities, and I undertook a fact-finding mission on what will be one of my top priorities, at-risk youths. That is why, or one of the reasons why I am so delighted to be here today, because it gives me an opportunity to talk about what I believe are some important mutual goals.

In many ways your agenda is my agenda. Certainly we share an abiding belief that our workers are the best in the world, and must remain the best trained in the world. Without doubt, they are this country's most precious resource. And we share a common commitment to American working men and women everywhere to make sure that they have every opportunity to earn a good living for themselves and for their families, in a safe and helpful working environment.

We also share an understanding of the urgent necessity to prepare for the workplace of the future. This audience needs no explanation about the dramatic changes evolving in the workplace. The CWA speaks of itself as "a union for the information age." Yours is a forward-looking union with a clear view of the future. You understand all too well the implications of living and working in this complex, constantly evolving technological age -- where increasingly sophisticated computer systems, ever-smaller microchips, fiber optic cables and other

technological advances are revolutionizing the way Americans communicate, share information, and perform our jobs.

My goal is for every American to have the opportunity to work. I don't want young people coming out of high school illiterate and unemployable. I don't want our older workers phased out along with old machines and equipment.

As Secretary of Labor I feel a deep sense of mission -- a chance to fulfill a long-awaited dream: that every man and woman who wants a job can have a job, if they have the skills.
(Applause)

The workforce is growing at a much slower pace. We are told it will be about one percent, three-quarters of a person a year between now and the year 2000. And that means that people who have often been at the end of the line, minorities, women, the disabled, disadvantaged, now have an unprecedented opportunity to be gainfully employed.

While unemployment in America is at its lowest point in over 15 years, 5 percent, let's look at youth unemployment. It's at 13.7 percent. And minority youth unemployment is at a staggering 32 percent. And, as we know in some cities, it's even higher.

And the fact is that too many young people are coming out of high school who cannot read beyond the eighth grade level and too many others are caught up in a downward social spiral -- tempted by quick fixes of drugs, crime, and teenage pregnancy. For some of our youth, the real barrier to employability is not just a skills gap, but a motivation gap as well. It's a feeling rooted in an earlier time when job opportunities really did not exist. These young people lost faith in the market place and themselves. So, it is crucial that we give these young people the opportunity and incentive, the self-respect and independence that a good education and a job can provide.

As Secretary of Labor, it is my goal to deliver a message to young people that it's a new day, youth are needed, they are wanted, they are respected, if they have the skills. There are jobs, and that's where we all come in.

On the 11th of May, I will be testifying before the Senate on amendments to the Job Training Partnership Act. I am going to be urging the Congress to make some changes; in this excellent program, it's the best job training program we have ever had, almost a 70 percent placement rate. But, it can be better.

And as I was out on that tour of the United States I observed a number of things. For example, I think we are training some young people who can make it into the market on their own. We need to target that funding to those who are least skilled and most disadvantaged, the harder core cases.

We need to have higher achievement levels, longer term assessment; too often we are providing funding for programs based on how many people they can train and push in the job slots. But, what happens to them six months later? Are they still there? Are they making progress? And, are we assessing each young person individually, so that we are training for that person's needs and concerns, rather than omitting a problem that person may have in training for something he or she doesn't need?

And then there is that word "coordination". It sort of rolls off the tongue very easily, Morty, but we all know how very difficult it is to coordinate across federal departments.

When I invited the Secretary Kabasa of Education, Secretary Sullivan of Health and Human Services to meet with me, and we pledged that we are going to tie together the training programs across the federal government if it's the last thing we do, that's the Job Training Partnership Act, the Vocational Education Act, which is up for reauthorization this week; the New Jobs Program and the Welfare Reform Act, the Family Support Act.

It is crucial that we have a human resource policy across government, not to fund our programs based on a fragmented piecemeal programmatic approach, but a comprehensive policy

where we are all working together. And we are going to do that, and our senior staff is going to meet every other week if that's what it takes, when we are not meeting the three secretaries, to ensure that this happens.

But, you know, we target our programs and we can be more efficient and more effective and bring down the bureaucratic barriers and try to tie together the programs across government.

We can achieve all that. And we will still be impacting just a fraction of the eligible population.

That's why I say, we need to work together, in labor, in management, and in government, to ensure that we mobilize this nation to meet this enormous need.

And why is it important? First of all, it means we are turning around younger lives, and that in itself would be enough to change negative behavior into a positive ability to lead a fulfilling life and to get a good job.

I met with young people all across America, and when I testify in May I am going to invite some of them to go with me to the Senate and tell their own stories.

I remember particularly one young man in the Bronx, he had dropped out of school. He told me his story and then he said, "When I came to this alternative high school", he said, "I was evil. I was evil." He said he didn't want anything they had to offer.

"And my teacher kept coming to me and I'd say, 'Look, I don't want to talk to you. I don't want anything you have to offer. Just leave me alone', and finally she got through," he said.

And now that young man is planning to go to college, and I saw those kinds of cases all across America. A youngster in Denver who was a gang leader, today, because of a total support program and, training he's a leader of a very different sort, and I want the Senators to hear these young people tell their own stories. So that in itself is a reason to do it, to see these young lives turn around.

But also, we are going to need these workers, if the workforce is growing slowly. Employers are going to need them. They are going to be important to this nation. They need to be trained in literacy, basic skills, perhaps counseling.

They have a lot of needs, and then won't this be a way to start impacting all those social problems that seem so impossible right now?

You know, when I was in highschool the problems seemed to be things like running in the halls, chewing gum, being late for school, not having your homework ready.

Today, it's robbery, assault, rape, it's school drop-outs, it's teenage pregnancy, it's drugs, it's alcoholism, it's gang warfare, it's violence of one kind or another.

How are we going to solve these problems? What could be more important than enabling a young person to have the self-respect and the independence that a job can provide?

So I know how much you are willing to work on these kinds of causes and to work with management to accomplish things that this country needs. And I urge you to help me on this which will be my top priority. We can make a significant difference. But it's going to take a lot of hard work, and we are ready to go. We have rolled up our sleeves and we are ready to go.

Now we know that as we focus on education and training at-risk youth, we can't forget the problems facing today's working force. Tomorrow's jobs will demand higher skills and qualifications than most jobs today, while qualifications for some existing jobs will also increase. This is certainly true in the telecommunications industry, where technology has created many new opportunities and challenges.

Building a quality workforce, based on the growth and development of the individual, will be the key to meeting these challenges and to assuring lasting economic strength. As a union in the

public and service sectors of our economy, you know about the importance of quality. Well, we have quality right here in this room. Quality starts with workers themselves -- the unique skills, abilities, ingenuity, and spirit of working men and women like yourselves are what make all the difference between producing world class products and services and something less than that.

And that brings me to the need for cooperative partnerships between labor and management. Building a quality workforce and a safe workplace will demand the combined efforts of business, unions, communities, and government. In this regard, the work that is being done by the Alliance for Employee Growth and Development is truly outstanding. This pioneering program among CWA, AT&T, and the International Brotherhood of Electrical Workers exemplifies the potential for positive action when everyone pulls together.

The Alliance serves as a working model of effective labor-management cooperation and is at the forefront of a movement to develop a new workforce -- more skilled in their work and more committed to taking charge of their own career development. It is helping thousands of workers whose lives and jobs have been affected by technological advances and competitive pressures, offering opportunities to transfer, train, and work in existing, as well as new, jobs. It also has the potential to play a leading role in training educationally disadvantaged youth and to help them find a place in the workforce.

You may be interested to know that the Labor Department will be publishing an analysis of the valuable lessons learned from the Alliance efforts in Springfield, Massachusetts. The Springfield case has attracted a lot of attention; we feel it deserves more.

When it was announced that 187 long distance telephone operators were going to be replaced by advanced technologies, the Alliance mobilized local joint training committees to provide counseling, training, and other assistance to help each person analyze their needs and preferences, and identify new job opportunities. The Alliance provided the Springfield operators with a comprehensive array of services -- with an emphasis on identifying and marketing crucial skills -- and gave them a much needed chance to grow, change, and continue to earn a decent living for themselves and their families. The results speak for themselves -- 135 employees found new jobs, 10 others enrolled in education sponsored by the Alliance or programs funded by the Job Training Partnership Act -- the JTPA -- and the remainder elected to retire or not seek other employment.

I'm delighted that the Labor Department is working actively with the Alliance to determine how to best weave together its program with JTPA -- in particular we are collaborating to help the other 10,000 operators who are being laid off in 47 different sites in 27 states. In the months ahead, we will hold four joint regional meetings with state JTPA and Alliance representatives in Sacramento, Atlanta, Boston, and Chicago so that together we can offer these displaced workers a wide variety of services, including placement and retraining, and quickly help them find a decent new job at decent wages.

But ensuring a top-notch workforce requires reinforcement of the basics -- education and training.

The invention and introduction of new technology demands increasingly sophisticated workplace skills. In your industry, it is dramatically clear that training and retraining will need to be lifelong pursuits. While this retraining will be costly, the cost of not retraining would be unacceptably higher. We simply cannot afford to let workers become victims of change.

We need to create mechanisms for keeping teachers and trainers informed of the increasing skill needs of workers. We need to develop ways to encourage private investment in human capital. And we need ways to increase worker productivity through innovative pay systems, worker participation and other methods.

I think one of the most important things we can do is to listen to workers, to give them the opportunity to share their creative ideas and thoughts, which make such a difference in the whole system.

I want to find the best solutions to ensuring a quality workforce, and for this reason the Labor Department will be holding public hearings in cities across the nation to obtain a broad cross-section of views on how to strengthen the education and skills of American workers. I hope that some of you might participate and share our ideas.

The first of these hearings, which will be held across the country, will take place tomorrow morning in Irving, Texas. These hearings will lead to the development of specific recommendations on ways to improve the quality of the nation's labor force.

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You may be interested to know that the Labor Department will be publishing an analysis of the valuable lessons learned from the Alliance efforts in Springfield, Massachusetts. The Springfield case has attracted a lot of attention. We feel it deserves more. When it was announced that 187 long-distance telephone operators were going to be replaced by advanced technologies, the Alliance mobilized local joint training committees to provide counseling and training and/or assistance to help each person analyze their own particular needs and preferences identify new job opportunities.

Partnerships between labor and management can and will be an effective part of a comprehensive effort to achieve worker safety and health. By working together to pinpoint safety training, identify areas for improvement and correction, and ensure that workers will know how to use improved equipment properly, labor-management committees can help reduce and eliminate safety and health problems in the workplace.

And while I am on that subject, we at the Labor Department are about to issue our first Occupational Safety and Health Proposed Standard as a result of mediated rule-making. (Applause) While the substance that this standard proposes to regulate, MDA, is probably not of direct concern to Communications Workers, the important point is that mediated rulemaking brings together the interested parties -- labor, management and government -- in a process that results in a consensus proposal. And we will try to utilize this even more in the future.

Many of you, I know, are concerned about Video Display Terminal-related repetitive motion injuries, such as carpal tunnel syndrome. Let me assure you that the Labor Department fully intends to take a close look at all worker safety and health issues -- not just in manufacturing, but in office settings as well. (Applause)

Many of these issues are currently being studied by women's organizations, research entities, labor unions, and others including the federal government. Careful consideration will be given to all the findings. I am especially interested in looking at how we might use the latest advanced technologies to help us anticipate problems, rather than just react to correct them.

We do know that proper work station design plus training in proper job performance are major factors in preventing repetitive motion trauma.

Worker safety is also a top priority. In fact, today the Department of Labor is citing two Milwaukee tunnel contractors \$1.5 million in penalties for safety violations which have been implicated in an explosion where three workers lost their lives.

I can guarantee you, that this is the kind of case the Department will pursue, and pursue aggressively. (Applause)

I want to ensure that the Labor Department is truly the people's department -- that its programs and policies, which touch the lives of millions of Americans, offer hope and the promise of better future. As Secretary of Labor, I want my legacy to be one of growth and opportunity -- for labor and business alike. I want young men and women, who might have been on the outside looking in, to be a part of the system and reap its benefits. I want to see a workplace that has

successfully adapted -- not only to changing technologies but also to changing lifestyles.

Adapting to change means anticipating change. And who knows the implications of this better than the parties themselves? Here is where programs in employee participation -- based on joint problem solving and decision making -- can be particularly valuable.

I like to cite the example of Mountain Bell and CWA in Denver, featured in our award-winning documentary "Work Worth Doing." There, cooperation between labor and management has led to the development of a far-reaching training and education initiative for workers, reduced health care costs, increased employee benefits, improvements in the quality of work life for employees and assistance to the company to meet competitive pressures.

The CWA has been in the vanguard of promoting labor-management cooperation. You have established a commendable precedent of working with industry. I would hope that this cooperative spirit can stay alive during your contract talks this year. And that both parties can walk away from the bargaining table as winners. Collective bargaining can be a positive tool for improving the relationship when both sides appreciate each other's needs and constraints. Healthy collective bargaining, based on mutual goals, can move mountains and assure the viability of trade unionism.

Telecommunications is the industry of the future. Just as 75 years ago the early communications workers braved terrible hardships and lonely times to install the thousands of telephone poles and mile upon mile of wires needed to link this nation together, you, too, face challenges and may be called on to demonstrate some of that same perseverance and dedication.

I want to join you, those of you on the front lines. You have a friend, a compatriot at the Department of Labor. (Applause) And yes, the time we live in is filled with both challenges and opportunities. It is not a time for men and women with faint hearts, feeble courage, weak commitment, or selfish motives. Together we can meet the challenges and fulfill our vision and our dream. Our country deserves it, history demands it, and our children will reward it.

Thank you very much and God bless you all. I look forward to working with you. Thank you.

... The delegation arose and applauded ...

PRESIDENT BAHR: Secretary Dole, on behalf of the local leadership representing almost 700,000 workers, let me thank you for taking time out of what I know is a most busy schedule to share your views and objectives with us.

I think I can say without fear of contradiction that the objectives you have laid out track closely to the ones that we have laid out. And we look forward to working with you during the next four years to achieve a better working place and, most important, a better life for everyone who toils for wages in this country.

So thank you again for being with us and we do look forward to working with you. (Applause)

I would like to thank the Escort Committee for Secretary Dole.

... As each member of the Escort Committee was introduced, as follows, the delegation responded with a single clap of recognition:...

Joan Noonan, President, Local 1113.

Diane White, Vice President, Local 2201.

Tina Loving, President, Local 3603.

Lula Odom, President, Local 4000.

Gloria Parra, President, Local 6143.

Dan Dolan, President, Local 7400.

Brenda Albary, Secretary-Treasurer, Local 9412.

James Willer, Vice President, Local 13000.

Thank you very much.

According to the watch of the Chair, it is now twelve noon and we stand in recess until one-thirty.

... The convention recessed at twelve noon ...

MONDAY AFTERNOON SESSION

May 1, 1989

The Convention reconvened at one-thirty o'clock, p.m., President Bahr presiding.

PRESIDENT BAHR: Will the Convention please come to order.

Would the members of the Resolutions and Rules Committee come to the platform, please. Here they are, all right.

The Chair recognizes the Secretary-Treasurer for some announcements.

SECRETARY-TREASURER BOOE: This is an indication of how it is going to go, I guess. There was a meeting at the lunch break of all the Illinois delegates in District 4, the District 4 Section.

Some information for you. There are some handbills and information available for you, and you will be hearing more about it. The Bank of America Tower Management is using "National Abatement Corporation" (NAC) to perform extremely hazardous demolition and asbestos removal work in its building. This work is hazardous to the workers and a potential danger to anyone in the vicinity of the work.

As a result of their mismanagement in attempting to undercut wages and benefits of working people in this community, the Bank of America Tower does not deserve our patronage or your hard-earned money, when it hires contractors who pay cheap, substandard wages and undermines the prevailing wages normally paid to the trades workers in the community.

If you believe, as we do, the men and women of Laborers' Local 300, that workers should not be exploited by being paid cheap and unfair wages, we ask you: Don't patronize Bank of America Tower.

There are a lot of restaurants and things in that building, and it is across the street from the Bonaventure-Westin. Now, there is, in the Bonaventure Hotel, a nightclub called the Fantasia Club. It is not a part of the Bonaventure Hotel itself. It is a renter who rents space from the owner of the building. It is not under the control of the hotel, the Westin Hotel.

On Friday evening, April 28th, one of our CWA brothers was denied admittance to the club, allegedly because he had a cap on. He removed the cap and then they would not allow him in the club because he did not have a dress shirt on; he had a T-shirt on. During the discussion about being denied entrance, four other individuals wearing T-shirts walked out of the club.

We have asked for an apology from the club and have not been able to get it. The hotel is very apologetic, but they don't own the club.

So I would suggest that members of CWA who have a chance to be around the Fantasia nightclub might do well by patronizing any of the other union clubs around town, rather than going to the Fantasia Club. (Applause)

There is another one here, that the coin phones in the auditorium are involved with Alternate Operator Services for credit cards. They are okay with AT&T for cash calls, but not credit calls.

So if you must use one of the phones, the pay phones in the auditorium, you can dial 10288, and then zero and the Area Code, and avoid the AOS operators. That is 10288 and a zero.
(Applause)

Be sure that we don't patronize those people that are trying to cut the operator services of Union members to ribbons. Remember, 10288 and then a zero, and then your Area Code and the number.

There are a couple of other points. I am sure all of you are aware that the Westin Hotel is in a building that is owned by Portman Industries -- Portman Associates. Westin Hotels has a lease on that property -- a long term lease. Mr. Portman will make all the money he can off that lease and anything that happens won't change that lease. But Mr. Portman has an office, Portman Associates have an office in the building, and while we are here you will receive a handbill urging you to participate in letting the Portman offices know what we think of Portman Associates and what they do to keep janitors and other workers in those buildings from having decent union conditions.

You can get that handbill sometime during the week, and I would urge you to be sure to participate. It might be just a call or two.

Then I guess the other thing is that a few people have pointed out that the team pins (displaying a pin) -- I have one of them, one of the team pins. It may appear that there is not a union bug there, but it was, as verified by our friends in the Printing, Publishing and Media Sector, totally made in a union shop. The Local President is a delegate here. It is the Toledo Typographical Union.

Somehow or another, it got left off, so just remember the little CWA bug that is between Morty and me is a temporary replacement for the Allied Label that ought to have been on there when it was printed. But it was totally made in the a union shop.

Now, there is one other announcement that I have to make. I do not know where he is. Is Walter Blomgren in the hall? Where are the retirees? Is he over there?

Are you standing, Walter? (Laughter)

This is Walter Blomgren, of Local 7200. Wave to them. There he is. (Applause)

He is the oldest retiree attending this convention. He is 84 years old.

... The delegates arose and applauded ...

Walter has attended all of the CWA Conventions since 1954. He is the President of the Retired Members Club of Local 7200. We are pleased to have you with us, Walter, and we hope to have you attend conventions for many years to come and that we will have you with us.

BROTHER WALTER BLOMGREN (President of Local 7200 Retirees Club): We are going to stay together always, all of us.

SECRETARY-TREASURER BOOE: He says "We are going to stay together always, all of us." (Applause)

That constitutes the announcements at this time.

PRESIDENT BAHR: I would like to introduce the members of the Resolutions and Rules Committee.

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

Kathleen Fikes, Executive Vice President, Local 1123.

Frances Randall, Secretary-Treasurer, Local 2205.

Ben Henson, President, Local 3304.

Rod Williams, President, Local 4039.

Kay Samaripa, President, Local 6016.

Richard Herrero, President, Local 9403.

Santo DiNunzio, Chair, President, Local 13551.

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

CHAIR SANTO DiNUNZIO (Local 13551, Chair, Resolutions and Rules Committee): Hours of the Convention.

HOURS OF THE CONVENTION

Rule VI (Hours of 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 51st Annual Convention shall be as follows:

On Monday, May 1, 1989, the Convention shall be called to order at 9:30 A.M. The Convention will be in recess from 12 Noon to 1:30 P.M. and from 3:15 P.M. to 3:45 P.M. and after the conclusion of the nominations for President, two Executive Vice Presidents, Secretary-Treasurer, Communications and Technologies Vice President, Telecommunications Vice President, and Public Workers Vice President, the Convention will be recessed. Thirty minutes following the recess Districts will convene for the purpose of conducting nominations for District Vice Presidents.

On Tuesday, May 2, 1989, from 8:00 A.M. until 10:00 A.M. the voting polls will be open for contested elections. Conduct of any runoff election will be announced from the podium.

The Convention shall convene at 12:30 P.M. and shall recess from 3:15 P.M. to 3:45 P.M. and shall be recessed subject to the call of the Chair, but no later than 5:30 P.M.

On Wednesday, May 3, 1989 the Convention shall convene at 12:30 P.M. and shall recess from 3:15 P.M. to 3:45 P.M. and shall be recessed subject to the call of the Chair, but no later than 5:30 P.M.

On Thursday, May 4, 1989, provided that the Convention business has not been concluded, the Convention shall be convened at 9:30 A.M. and will continue until all business has been concluded.

BE IT FURTHER RESOLVED: Special sessions of the Convention shall be held on the call of the Chair or by a majority vote of the delegates voting on the question.

Respectfully submitted,

Santo DiNunzio, Chair, District 13
Kathleen Pikes, District 1

Frances Randall, District 2
Ben Henson, District 3
Rod Williams, District 4
Kay Samaripa, District 6
Richard Herrero, District 9

PRESIDENT BAHR: I'd like to thank the Committee at this time. They will be back later on to present the resolutions.

This is the time we will be taking the official photograph of this convention, and we will take our instructions from that young man on the ladder to my left, and I turn it over to him at this point.

... Official photograph taken ...

PRESIDENT BAHR: Thank you.

I would like to introduce for the purpose of recognition a former local president of Local 7113 from Council Bluffs, Iowa, who left our ranks to carry the fight for development of free trade unions to other places around the world.

I would like to introduce to you Ken Hutchison, the Deputy Executive Director of the Asian-American Free Trade Labor Institute. Ken. (Applause)

BROTHER KEN HUTCHISON (Deputy Executive Director, Asian-American Free Trade Labor Institute): It is now a distinct honor for me to introduce someone who has addressed this convention many times in the past. This time is especially important, since it will probably be his last, as he will be retiring this September.

Our guest, our friend, is one of those true unsung heroes who has spent his entire adult life battling and struggling for the development of trade unions in the underdeveloped nations of this world.

Stefan Nedzynski first became involved in the International Labor Movement when he joined the International Confederation of Free Trade Unions in 1952. He was appointed Executive Assistant of PTTI in 1958. In 1965 he was appointed PTTI General Secretary by the Executive Committee, and has been re-elected to that position ever since.

Stefan, as I said, is retiring this year. He has set a standard of excellence that will be difficult for his successors to follow.

He has been a tireless fighter for workers' rights, whether threatened by dictators of the right or the left. He has the marvellous ability to forge compromise out of conflict, cooperation out of strife.

Before joining the ICFTU, Stefan's life read like an action story by Tom Clancy. Shortly after Poland was attacked in 1939, he was captured by the Soviets and spent nearly two years in communist labor camps. He was released in 1941, and finally succeeded in leaving the Soviet Union in 1943, when he joined the Polish Army under British command.

He completed his education after World War II, and received his doctorate in Economics from the University of London in 1957.

Please welcome a close friend, whose advice and council will be sorely missed when he retires. The General Secretary of the PTTI, Stefan Nedzynski. (Applause)

GENERAL SECRETARY STEFAN NEDZYNSKI (PTTI): Thank you, Morty, for this wonderful introduction. I am quite moved at this moment, because I remember coming for the first time to the CWA Convention in Kansas City, and I remember how impressed I was, it was in 1965, by that Convention. I was impressed by the way the convention debated and came to decisions. I was impressed by the kind of activities that were obvious through the discussions.

I was also very impressed by the evening activities. I remember walking into the Hospitality

Room one day. At one corner there was a bar, in another corner there was a sofa and there was no other furniture.

I understood the purpose of the bar, but I was puzzled by the sofa. So I asked one of the guys standing behind the bar as to why the sofa was there. And he replied, "We stand on it when they come to clean the room in the morning." (Laughter)

There was also an aspect of CWA that I have liked over all these years, and now, once again, it is my pleasure to be with you, my friends, and to bring the warm greetings of the Postal Telegraph and Telephone International to the national convention of the CWA, the greetings and the assurance of the solidarity and support of the PTTI and its member unions in exactly 100 countries.

The CWA is at present engaged in negotiations, and I understand that they are likely to be tough. Specifically the bargaining with AT&T.

Some other telephone companies have made the mistake of reckoning that automation has seriously limited the effectiveness of strikes in this sector because limited damage can supposedly be inflicted on the company finances by strikes.

AT&T will be well advised not to make that error. Every time the unions are faced with that kind of attitude on the part of management they have to take up the challenge and prove management wrong. New methods may be needed for that. Electronic picketing could well be one of them. In any case, management of AT&T and other telephone companies ought to know that the unions are ready to try that out.

I want to add this supplementary warning to them: If a union, such as the CWA, engages in a national electronic picketing, the PTTI will be ready to do its best to turn it into international picketing.

However, let us hope that there will be no miscalculation on AT&T's part, and that the CWA will succeed in pressing once again its claims, this time without the necessity of calling a strike.

Beyond the immediate and crucial challenge of collective bargaining, there is ever present and constantly increasing need for workers' solidarity for international solidarity. The CWA has always supported this fundamental idea, translated it into action, and gained the gratitude of unions in many lands.

You have worked with and through the PTTI to aid and assist communications workers for whom the rights and conditions which you enjoy are only dreams.

One of the main tasks of the PTTI is to help those workers to realize those dreams and aspirations. We must support our brothers and sisters wherever they struggle for the right to have their own genuine trade unions, for the right to speak and act freely in order to defend and improve their lives. We must give aid and encouragement to those who fight for freedom and democracy, to those who stand up for human dignity, which has its basis in human rights and justice.

In that great endeavor we may suffer setbacks, but we know that even ruthless dictatorships of the left or the right cannot suppress the cry of "Freedom" forever.

Since your previous convention, the people of Chile rejected, through a vote in October last year, the proposal that General Pinochet should continue in power for another eight years. After fifteen years of dictatorship, the Chilean workers and people grasped the chance of opting for democracy, and nothing can now stop them in their march for freedom.

In Poland, despite more than seven years of suppression, detentions, beatings and killings, the government has failed to destroy the spirit of independent union Solidarnosc and budding unions throughout the nation. Through those dark years the PTTI and its affiliates, with CWA in a prominent place among them, have given moral and material support to the Polish union, and, just a few weeks ago, the government had to concede its defeat and to allow the union to register

and resume its activities in complete legality.

Furthermore, Solidarnosc obtained through negotiations very important political concessions for the Polish nation. Big steps are to be taken towards genuine democracy and full sovereignty of the country.

I am 100 percent confident that this great victory has set an example that will be followed by other nations still ruled by communist minorities.

In South Africa, as I informed you last year, black workers, who have for years suffered indignities in the vicious system of racial discrimination known as apartheid, formed a union three years ago.

In 1987, that union called a strike which was successfully settled with the help of a British trade unionist acting for the PTTI, Tony Clarke, who is attending this Convention.

The government did everything it could to crush the union, but it has survived. The union has survived dismissals of thousands of workers; it has survived the detention of several national officers; it has survived the daily harassment and persecution of activists; it has survived the violent death and forced exile of some of its members.

We in the PTTI and you in the CWA can be proud of the part we have played in helping the union to resist the pressures and to overcome obstacles in order to continue to fight. Massive financial assistance has helped the dismissed and the persecuted. Moral support has helped to keep up the spirit and determination of union officers and members.

We will, as they will, go on until the people of South Africa are free. (Applause)

I have referred to three countries as examples. But I could speak of the violation of trade union and human rights in countries such as El Salvador. I could speak of the fight against dictatorships in countries like Romania or Paraguay. And I could speak of hundreds of unions which have profited, benefited from education programs of the PTTI. But let these three examples stand, and I hope remain in your memory.

We have had successes. We have made progress. But there are more battles to come, because there are still millions of workers who suffer from injustice and live in misery and squalor. The struggle must and will go on.

I have had the privilege to be part of the struggle as PTTI General Secretary for nearly 25 years. As Morty said, I shall soon retire. I have had an exciting and a rewarding job. Honestly, I have done my best to serve the great cause of freedom and justice.

Whatever contributions I may have made have been rendered possible by the support of many unions and the friendship of many individuals. Now the time has come for me to go. I want to say from the depths of my heart a great thank you to my friends who have been with me these past years. I wish to thank the CWA, a truly great union, its past and present officers.

You have been very good to me, and the PTTI has always been able to count on you. It has been truly wonderful to work with you.

I am so proud to have been associated with you for nearly a quarter of a century, and now I say to you, thank you, goodbye, good luck to all of you.

... The delegation arose and applauded ...

PRESIDENT BAHR: Stefan, before you leave, we would just like to present this beautiful glass sculpture to you -- not to you, but to Cathy, who we were hoping would be here with you on this final trip in your capacity as General Secretary. (Presentation of the piece of sculpture.)

As I said at the Board dinner that we gave Friday night for you, I have known you for many years, but I think I really got to know you over the past four.

Jim Booe and I have often said, as we attended meetings of unions that were trying to struggle to stay alive, in countries where workers are oppressed, where we particularly remembered being at one meeting where the officer and the President of the Postal Workers Union came to the meeting not only with newspaper clippings, but with the bullets that were dug out of his car when they thought that he was in it, but rather his son was in it. And we often said, "Would we have the courage to do what we are doing now if we were doing it under the conditions that exist in so many countries around this world?"

And it caused me to realize not only how fortunate we are, notwithstanding the problems that we have, but as to how few Stefan Nedzynskis there are in the world who give of himself at the expense of his family to travel the world to do what he can, as he said, as he looked back over his life, to give hope, to give hope to people who are being oppressed, that there is a way to have a better life.

And a better life is by standing together no matter what the consequences may be, to build a trade union based on democracy and freedom.

And notwithstanding the fact that Stefan leaves our active ranks, the contribution he has made over this past quarter of a century will be written in the history of the Trade Union Movement and the free world forever.

Stefan, we wish you all the best and Godspeed. (Applause)

BROTHER NEDZYNSKI: Thank you.

PRESIDENT BAHR: You know, the button that Jim Booe held up that did not have the union bug on it referred to "The team," and that is really not rhetoric. Jim Booe, Mike Nichols, Barbara Easterling and I are a team, not only when it comes to an election, but every day of every week of every month, doing our best to fulfill the obligation we took when you elected us.

And it is a pleasure for me now to introduce a member of the team for the purpose of making his report, Secretary - Treasurer Jim Booe. (Applause)

SECRETARY-TREASURER JAMES B. BOOE: Thank you. Thank you very much, Morty.

It was approximately four years ago -- I think it is 46 months, lacking a couple of days -- that you, the delegates, honored me by electing me the Secretary-Treasurer of this great union. I took office at that time and knew that I would face some challenges. I tell you honestly, four years ago I had no idea how long that never-ending supply of challenges was.

During these four years, I have experienced varying degrees of success and frustration. It has always been a humbling experience realizing how dependent we are and how important the success of some of our activities are on circumstances that we cannot predict or directly control.

However, I, and those who work with me, remain confident that many of the changes that we have instituted are beginning to pay off. We recognized four years ago that in order to give proper service to the Locals, we must improve the performance of our work force and continue to update our equipment.

These efforts have continued and are continuing. To improve our work force, we have made changes in our hiring and promotional practices. We have developed our supervisory and leader person training, and will continue our efforts to try to make sure that everyone working in the Secretary-Treasurer's office understands completely the importance of following through on our commitments of service to the field staff and the locals.

To help our employees, we continue to develop our membership assistance program, and this program has successfully enabled our employees to positively deal with adverse situations that affect their lives, the lives of their families and, yes, their performance at work.

We are making changes in assignments that will provide us with an even higher level of accountability and will help zero in on problem areas. Regarding equipment, as of January 1989,

all processing units have finally been converted to the new membership system. That new membership system conversion began when our good friend Louie was in charge, and we finally got it completed.

With the conversion completed, we can now direct more of our resources to meeting the Convention mandated processing cycle. We are making significant progress in meeting that objective.

As of today, in bargaining units with 200 or more members, we are processing reports for over 75 percent of our actual membership within the time frame that was mandated to us at last year's Convention. The reports represent another 15 percent of our membership and are within 20 days or less of that time frame, and while this is not satisfactory, it is much, much improved from what it was when we were in convention last.

We continue to communicate with the District Vice Presidents, District Dues Coordinators, and employer representatives in an effort to provide resolution of our problems. Dues processing would be a lot easier if our major employers would quit reorganizing every time someone gets a new hot flash in the top offices.

We are intensifying our efforts to speed up the manner in which we receive and process reports of our smaller bargaining units. We currently have and process every month something in excess of 1200 bargaining units, and all of our 600,000 member files. Nine hundred fifty of those processing units come to us manually. That means not on electronic tape, on pieces of paper, sometimes from a computer, sometimes done by hand. To reduce the amount of time required to process those reports, we have made arrangements with some locals, whereby they are collecting the dues from the employers and forwarding the per capita to us. This type of arrangement in small units appears to benefit both parties. The locals are immediately aware of any changes in employment levels and laxness on the part of the employers in sending the money, and don't need to wait for their portion of the dues to respond to it.

We also have developed a bank draft system that is available to help collect dues in units that we do not have a payroll deduction in. While this is helping to resolve the processing problems associated with our smaller units, we still need to investigate other alternatives.

Therefore, I have arranged with one of my colleagues, Vice President Bob Johnson, who has agreed to work with us on a pilot project where the employers who submit manual reports will be contacted and asked to automate their dues reporting methods. If there are employers who decline to cooperate, we will make a high priority subject for collective bargaining the automation of dues accounting to us.

I am again urging all staff and local leaders to make automated dues reporting a subject of collective bargaining where we don't have it. Nearly any PC, personal computer, owned by an employer can produce some sort of disk, that would help to cut our costs and speed and improve our processing time.

I invite all of you to observe the operation of our new membership system by visiting the Membership Dues Booth. The terminals in the booth are live and online to our mainframe computer in Washington. You can see the on-line inquiries made and the update capabilities of this system.

I urge and encourage you again to stop by the booth. Last year's Finance Committee directed me to closely monitor -- as did the Convention -- the expenditures of each of the administrative units. I am pleased to announce that we have made progress in controlling expenses, and, as of this time, three-quarters of the way or more through our budget year, nearly all of our administrative units are within their budgets, and those that are not are so close that it doesn't warrant waving the flag at them. I applaud the cooperation of the administrative heads and the help they have given to me and appreciate their continued efforts to hold the line on our operating costs.

Now some matters that are of interest that you ought to be aware of. One is the Beck case.

In May of 1988 the Supreme Court decision in this case against CWA was announced. As a result of this action, we moved immediately from a rebate system to an advanced reduction system for the remainder of 1988 and 1989. Extensive time had to be taken away from dues processing and other work in the Secretary-Treasurer's office in order to satisfy the Court. We dedicated that time to implementing this system within a very short period of time, to ensure that our policy conformed to the Court decision and we got approval of it before they wandered further into our backyard.

On local computerization. Our local computerization program continues to gain widespread acceptance. Locals who represent in excess of 55 percent of our total membership are now using the MUMS Membership Management Software System. There are 385 locals signed up this year so far on the Laborlink Unity Network. As a result of the mobilization initiatives, an additional 70 locals have signed up on computer equipment offering and 50 percent of those exercised the computer financing option.

We have continued to upgrade our district computer systems. There are now 96 computers operational in our district and area offices, and the installation of local area network systems has been completed in Districts 1, 3 and 9, with District 2 scheduled for completion in June, and the remaining districts will be scheduled as quickly as we can following the Convention.

We are continuing to work with the districts regarding their needs for field office space.

Now, since the last Convention we have sold the Elk Grove building in District 4 and we are in the process of turning over ownership of the Omaha office to the local in Omaha, who has purchased it from us. Our Greensboro facility in District 3 is for sale, and we will be awarding a contract soon for an addition to the District 7 office in Englewood, Colorado.

A number of field offices have moved into different quarters, which allows us to operate in a more cost effective and efficient manner.

We are taking advantage also of national contracts with equipment vendors, which will save us substantial funds when we are required to replace and update office equipment. And I make note that locals may also take advantage of these savings by contacting our office and using our national account numbers.

Regarding the future headquarters of CWA at 501 "E" Street, N.W. in Washington, D.C., the construction has begun on that new building. We expect the move will take place late next year, August or September, 1990. We are also reviewing some options that are available to us concerning the future use of our present headquarters property.

We are pleased with the merger of the CWA Labor Management Pension Fund with the ITU's negotiated pension plan that became effective January 1, 1989. We have received many favorable comments about the way the ITU-NPP administrator, Carl Hatton, and his staff, are handling our units, and we look forward to continuing to work with Carl and the Plan trustees as the ITU-NPP becomes an integral part of CWA.

Now, there is another part of my responsibilities that is separate from finances, but is very important, as you recognize from the comments of President Bahr and Stefan Nedzynski, and that is international affairs. Regarding international affairs, while some countries are struggling to maintain democracy, others are fighting to obtain basic human rights. Every day innocent people are being tortured and brutally murdered for expressing their desire to have free trade unions and just basic freedom. Many of these people are labor leaders and CWA's good friends.

CWA's involvement in the international arena is respected by our international colleagues of the free trade union movement and reaches into many corners of the world; but, still it is not enough. We continue to lend our support, physically and financially, by way of protest. We have provided financial assistance to the Post & Telecommunications Workers of South Africa and Nicaragua's Confederation for Labor Unit, CUS.

Telegrams and letters of protest have been sent to top leaders and officials of countries such

as Chile, El Salvador, Argentina and Peru. These protests include support for contract bargaining issues and demands for investigations into murders and just punishment to the perpetrators of these murders. Not surprisingly, El Salvador has been the major recipient of the latter type protests.

CWA supports those programs and policies sanctioned by the AFL-CIO. Our International activities include a close working relationship with the PTTI and other free trade union groups, including the American Institute for Free Labor Development, the Labor Council for Latin American Advancement, the African-American Labor Center, and the Asian-American Free Labor Institute. President Bahr serves on the AFL-CIO's International Affairs Committee and the boards of many of these groups.

Construction has begun on the Glenn E. Watts Cultural Center in Jerusalem. This is a joint project of CWA and Histadrut, the National Labor Organization of Israel, and is scheduled for completion in late 1990, early 1991. In addition, we are continuing our exchanges with our counterpart telecommunications and postal unions in Japan (Zendantsu) and Germany (DPG), where we exchange mutually beneficial data about privatization, technological advances and the growth of multi-nation anti-union corporations throughout our industry.

In addition, CWA officers, board members, staff and local leaders, have represented CWA at activities sponsored by PTTI, the U.S. Information Agency, the Histadrut, AAFLI, AALC and AIFLD. We have also received many foreign visitors since the last Convention and these included union sisters and brothers from nine different countries.

Operation South America was introduced to CWA through the South American travels of former President Joseph Beirne and Vice Presidents Ray Hackney and Louis B. Knecht. Their travels gave them a firsthand view of the repressed countries of South America and with it the realization that without education and training the misery in which these people worked and lived could never change.

Our CWA Operation South America program retains its distinctive worker-to-worker union-to-union concept. This is a voluntary program, supported by contributions from locals in every district. The money goes directly to the workers and their unions in South America, not through any government. The money that goes through CWA is for transmittal purposes only. That is to avoid having to go through governmental lines. And so it goes. The money that comes to us and we transmit to the PTTI office in Sao Paulo, they get it in Central and South America to the union to which it is directed. We encourage the locals and the districts to continue to transmit their contributions in order to ensure that the worker-to-worker, union-to-union program, Operation South America, is maintained. This program continues to undergo major revisions, as proposals for new programs were introduced into the districts last year and are still being reviewed by several of the districts.

At the present time our eight districts are supporting sixteen programs and unions in Central and South America through this program.

In conclusion, the last year has been as busy and as challenging as the prior three years that I have served you as your Secretary-Treasurer. We haven't accomplished all of our goals. Therefore, I can understand fully why you, the local leaders, and, yes, the staff, sometimes get frustrated. So, I do not blame you a bit for raising hell with me from time to time.

I do however, believe that with the continued cooperation of my colleagues on the Board, and the hard work of the dedicated staff and clerical people that work in the Secretary-Treasurer's office and your continued support and patience, we will continue to improve our service and our record to you.

Just remember, it ain't fixed yet, but it ain't all broke either. Thank you. (Applause)

PRESIDENT BAHR: Thank you, Jim, for that all-inclusive report.

We have been hearing from some delegates on the Privilege Microphone about the noise in

the auditorium and the people standing around at the back. All of us would appreciate all delegates being in their seats, not standing in the aisles or the back. If you must talk, please go out beyond the doors. (Applause)

The Chair now recognizes the Co-Chair of the Credentials Committee, Mickey Ash, for a supplementary report.

MICKEY ASH (Co-Chair, Credentials Committee): Thank you, Mr. Chairman. The report is as follows:

In Category 4A, a properly executed, but late, proxy, Local 3608, Mr. Chairman.

The Committee moves a proxy be allowed.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

Are you ready for the question?

All those in favor say aye; opposed, no. It is adopted.

Thank you, Mickey.

Would the Defense Fund Study Committee come to the platform, please.

While the Committee takes their place, I would like to share with you that when Jim Booe called in to Washington after you elected them at the last convention, after a considerable amount of work, they had two separate reports: one was six to four, and the other was four to six. So I suggested, let's get them back again and put them back to work and see if we couldn't come up with a single report. And I gave these views to the Committee, and, boy, was I successful. I moved them from six to four to five to five. But they did work awfully hard.

Let me introduce the members of the Committee.

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

Bob Lilja, President, Local 1104.
Joanne Bell, President, Local 2336.
David Prather, Executive Vice President, Local 3204.
Greg Riemer, Vice President, Local 4309.
James Allen, Treasurer, Local 6215.
Ron Cook, Chief Steward, Local 7400.
Kenn Walker, Vice President, Local 9505.
Nancy Porter, Steward, Local 13100.
Bob Petersen, President, Local 14200.
Virginia Wolf, Executive Vice President, Local 1038.
James Booe, Secretary-Treasurer, Chair

I will recognize Jim Booe at this point.

SECRETARY-TREASURER BOOE: So that everyone understands the process, what the Committee intends to do is to present their report along with the Addendum that was distributed to you today, and to lead off, so you understand, the presentation of the "A" Report portion of the total report will be made by those who prepared the "A" Report on the Committee; and the presentation of the "B" Report will be presented by those who on the Committee participated in the preparation of the "B" Report.

And to start off the Committee's presentation of the report, and then after the report is made, then the President will entertain a motion from the floor to take action on the report.

So to start the presentation of the report, I would like to call on Bob Peterson, a member of the Committee from the Printing, Publishing and Media sector.

... The Defense Fund Study Committee reported the Defense Fund Study Committee to the 51st Annual Convention, was presented to the delegates by the members of the Defense Fund Study Committee as follows ...

DEFENSE FUND COMMITTEE REPORT

Your Defense Fund Committee was elected after the 1988 Convention to review the Defense Fund and the Fund's ability to provide for the needs of our members who may be forced to strike. Further, we were mandated to report to the 1989 Convention.

The Committee met during the weeks of November 27, 1988, February 6 and March 6, 1989. One of our first goals was to seek input from all members of CWA. Consequently, we designed a survey form that was printed in the CWA News which provided the opportunity for our members to share their views. Thereafter, we reviewed the returned surveys and other proposals which were received by the Committee members. Also, we examined the finances of the Union and discussed the potential costs of possible strike activities.

Your Committee unanimously agreed that the current Defense Fund is totally inadequate to provide the financial assistance needed by our members when they are forced to strike. The Committee agreed that something must be done. However, after much deliberation, we concluded that we could not reach agreement on how funds should be raised for additional assistance. Therefore, we decided it is in our best interest that we submit two reports designated A and B for your consideration. While we differ on the approach, we are united that some action should be taken. For that reason, we ask you to read the reports, carefully consider the recommendations, and then support the adoption of one of the reports.

Respectfully submitted:

James B. Booe, Chair
Bob Lilja, President - Local 1104
Joanne Bell, President - Local 2336
David Prather, Executive Vice President - Local 3204
Greg Riemer, Vice President - Local 4309
James Allen, Treasurer - Local 6215
Ron Cook, Chief Steward - Local 7400
Kenn Walker, Vice President - Local 9505
Nancy Porter, Steward - Local 13100
Virginia Wolf, Executive Vice President - Local 1038
Bob Petersen, President - CWA Local 14200

NOTE: Both of our recommendations are based on data used by the Strategic Planning and Budget Review Committee which projects our dues paying membership figure at approximately 500,000, and total dues income to the International and Locals at \$160 million.

"A" REPORT

SHARING THE BURDEN TO MAKE A STRONG UNION

ONE/ONE/ONE

Based on the input that we received from the membership surveys and our meetings with Local Officers, we have reached the following conclusions regarding the Defense Fund:

1. 80% of our members said that a new fund should be established for the sole purpose of

providing payments to striking workers.

2. 55% of our members have stated that they want flat payments.

3. 53% of the members favored that the International and Locals economize and direct portions of their current income to fund the Strike Fund, and

4. 64% of the members said that they would be willing to make additional contributions to ensure viability of the Fund.

While there are difficult decisions to be made, the plan we propose fairly addresses these concerns and provides for the viability of the Defense and Strike Funds.

Local Officers have raised concerns about the need for an Oversight Committee. Our proposal calls for an elected rank-and-file Oversight Committee member from each District's jurisdiction.

The Oversight Committee would be empowered to vote on expenditures from the Defense Fund and report to each convention about the Defense and Strike Funds.

The International Union and the Locals are required to put one percent of each of their portions of dues into a strike fund to ensure that dues money would always be dedicated for the Strike Fund.

The dues payers would help fund this proposal, through an additional contribution rate of one-tenth hour wages per month, also dedicated to the Strike Fund.

For 1989 bargaining and after, striking workers would be entitled to at least a flat payment of \$50 per week after seven days of a strike, provided they perform their strike duty. The need-based fund will remain in effect providing assistance for emergency medical care, loss of shelter, food, utilities, house furnishings, cars, fuel, etc. as called for in the Defense Fund Rules. The need-based fund would also be available to provide financial assistance for collective bargaining to Public Workers who do not have a right to strike.

The surveys have also indicated that a method of funding should be established that will provide for the continued payment of strike benefits. Therefore, we propose that when the Strike Fund balance falls below \$2 million, an additional increase of one-tenth hour's (6 minutes) pay per month until the Defense Fund returns to the \$10 million level at which time the money would be returned to the Locals' and International's General Fund.

HIGHLIGHTS

- * MUTUAL CONTRIBUTIONS
- * MAKES FUND AVAILABLE FOR 1989 NEGOTIATIONS
- * PROVIDES A STRIKE DETERRENT TO COMPANIES
- * CREATES A SEPARATE DEDICATED FUND TO MAKE FLAT RATE PAYOUTS

We feel that with this plan in effect, the concerns of our members will be addressed adequately and at little cost to them, and that the International and Locals will have acted responsibly to ensure that the Union and its members will be afforded necessary protection in dealing with our employers, should we be forced into a strike.

Our recommendations are as follows:

PROPOSAL "A"

1. Upon adoption by the Convention, a Strike Fund will be established, and will be financed by the following methods:

a. One percent of International's portion of dues

Per Year: = \$.64 million

b. One percent of Locals' portion of dues

Per Year: = \$.96 million

c. One-tenth hour per dues payer per month for a period of 4 years

Per Year: = \$ 7.62 million

Total-Items a, b & c Per Year: = \$ 9.22 million

4-year Additional Funding: = \$36.88 million

d. \$5 million from existing Defense Fund will be transferred to the Strike Fund.

Total Funds Available after 4 Years:

Transferred: = \$ 5.0 million

New Fund: = \$36.88 million

Total New Fund: = \$41.88 million

e. Keep existing Defense Fund at \$.50 to maintain the provisions addressing the needs of our members in the areas of medical coverage, loss of shelter, food, utilities, home furnishings, cars, fuel and other areas provided for in the Defense Fund Rules.

Total funds usable from both

Funds, after 4 years: = \$63,880,000.00

2. Oversight Committee (adopt Rules attached)

3. Adopt Defense Fund Rules modifications (attached)

4. Authorize utilization of the line of credit up to \$20 million for either Fund.

5. Authorize flat rate payout of \$50 for those strikers who perform their strike duties.

6. In the event the Defense Fund falls below \$2 million, an additional one-tenth hour's dues would be started to bring the Fund to the \$10 million level at which time the Funds would revert back to the Locals' and International's General Fund.

Again, total usable money made available at the end of this proposal would be \$63,880,000.

Gregory Riemer

Kenn Walker

CWA District 4

CWA District 9

James Allen

Nancy Porter

CWA District 6

CWA District 13

Ron Cook

Bob Petersen

CWA District 7

Printing Sector

PROPOSED CWA DEFENSE FUND AND STRIKE FUND RULES

Part I - Purpose of CWA Defense Fund and Strike Fund

CHANGE

- A. The purpose of the Defense Fund shall be to provide relief to the Union's Locals, its members, officers and agents when circumstances arising out of labor disputes make such relief necessary, and to provide financial assistance for collective bargaining to Public Workers, and other bargaining unit employees, who are legally unable to strike. Further it shall be used for the defense of the Union.

NEW

- B. The purpose of the Strike Fund shall be to provide weekly monetary assistance to strikers.

In this Exhibit, the Strike Fund shall be referred to as the "Strikers Fund." In circumstances where both the Defense and Strike Funds are referred to, the terminology "D&S Funds" is used.

Part II - Maintenance of the Funds

- A. Per capita allocations to the Defense Fund became effective with dues refund checks issued during the month of September, 1952.
- B. The Defense Fund was established and is maintained by a fifty-cent per capita per month allocation from CWA membership dues.

NEW

- C. Per capita allocations to the Strike Fund becomes effective with dues transmitted to the International Union for the month of June 1989.

NEW

- D. The Strike Fund is established and maintained by a one percent allocation of the International portion of dues, a one percent allocation of the Local portion of dues, and a one-tenth an hour (6 minutes) per member contribution effective June 1989.

- E. All revenue earned by monies in the Funds shall be placed in the respective Funds.

Part III - International Administrative Rules

A. ADMINISTRATION EXPENSE

1. Costs incurred by the International Union in connection with the administration of the Defense and Strikers Funds are to be paid from the regular administrative funds of the Union. These costs are expected to include such things as:
 - a. Bookkeeping and clerical costs.
 - b. Wages, salaries and travel expenses of International Union officers, representatives, employees and agents connected with receiving, investing, disbursing and accounting for D&S Funds monies and for other expenditures of a like nature associated with the administration of the D&S Funds.
 - c. Wages and salaries of Agents and Field Representatives appointed on a temporary or part-time basis at the time of strikes.

B. FINANCIAL REPORTS

1. Matters related to the D&S Funds at both the International and Local levels are to be included in all required financial reports of the respective levels.

NEW

2. A finance report of the D&S Funds income and expenses shall be made to each CWA Convention.

C. EXECUTIVE BOARD AUTHORITY AND RESPONSIBILITY

1. The Executive Board shall appoint a CWA Defense and Strike Funds' Director.
2. The Executive Board may:
 - a. Appoint such necessary full-time D&S Funds Agents as may be required by the CWA D&S Funds Director to aid in the administration and operation of the D&S Funds and to fix the salary payments thereof.
 - b. Delegate authority to the CWA D&S Funds Director to appoint, on a temporary or part time basis, such Agents and Field Representatives as may be necessary at the time of a strike to assist in the administration and operation of the D&S Funds.
 - c. By a two-thirds vote, establish conditions under which part time or total wage loss advances from the CWA Defense Fund may be made where Employer disciplinary action has resulted in suspension or discharge of members for alleged activities connected with a labor dispute.

CHANGE

- d. Authorize expenditures from the CWA Defense Fund for items not connected with approved CWA strikes by a two-thirds vote of the CWA Executive Board and a two-thirds vote of the Defense and Strike Funds Oversight Committee.
3. The Executive Board shall:
 - a. Supervise the activities of the CWA D&S Funds Director.
 - b. Be responsible for the investment of suitable portions of both Funds.
 - c. Constantly review the operations of the D&S Funds and the soundness of administrative rules governing the use of the Funds.
 - d. Make changes and improvements in the administrative rules governing use of the D&S Funds as time and experience dictates the need for such changes.
 - e. Provide an Educational Program to inform the membership and officers as to the purposes and provisions of the Funds.

NEW

- f. Report all actions relative to this Section to the D&S Funds Oversight Committee for review.
- g. Cause an annual audit of both Funds.

NEW

D. DEFENSE AND STRIKE FUNDS OVERSIGHT COMMITTEE COMPOSITION, AUTHORITY AND RESPONSIBILITY

The Committee:

1. Shall be comprised of one (1) elected representative from each District with the Defense Fund Director as an ex-officio member. In addition, a spokesperson from the Public Sector may be appointed annually at the discretion of the President.

NEW

2. Chair is to be elected by and from the Committee.

3. Shall have terms of office of three (3) years with staggered terms.
4. Is responsible to review receipts, disbursements, educational programs, administration and investment of the CWA D&S Funds.
5. Shall make reports to each regular CWA Convention.
6. Shall meet at least once each year and at the Convention.
7. Shall establish initial rules and procedures for the Strike Fund, subject to the approval of the 1989 Convention.
8. May recommend changes and improvements in the D&S Funds Rules and/or the Administrative Rules governing use of the Funds as time and experience dictate the need for such changes.
9. Shall authorize expenditures from the Defense Fund for items not connected with approved CWA strikes by a two-thirds vote of the Committee and a two-thirds vote of the CWA Executive Board.

E. CWA DEFENSE AND STRIKE FUNDS DIRECTOR AUTHORITY AND RESPONSIBILITY

Under the supervision of the Executive Board, the CWA D&S Funds Director is to administer the CWA D&S Funds and shall:

1. Direct the activities of the Agents and Field Representatives in connection with the operation of the CWA D&S Funds.
2. Devise methods and procedures for obtaining maximum use of the D&S Funds.
3. Furnish to the Locals such forms and instructions as are necessary for the proper operation of the D&S Funds.
4. Furnish information and assistance to the Locals, enabling them to develop an effective Community Services program within their Locals.

CHANGE

5. Assist the Executive Board and the D&S Fund's Oversight Committee in their responsibilities to constantly review the operation of the Funds.
6. Approve, as required, expenditures which may be made at the Local and International levels.

NEW

7. Serve as an ex officio member of the D&S Fund's Oversight Committee.

F. AGENTS AND FIELD REPRESENTATIVES - AUTHORITY AND RESPONSIBILITY

Agents and Field Representatives of the CWA D&S Funds Director shall:

1. Work under the direction of the CWA D&S Funds Director.
2. Within the principles and administrative rules governing the Funds, make decisions related to Funds expenditures in the area assigned. Such decisions may be appealed to the D&S Funds Director, but shall remain in force pending a decision and thereafter unless modified or reversed.

G. AUTHORIZATIONS AND LIMITATIONS APPLYING TO SPECIFIC EXPENDITURES FROM THE DEFENSE FUND

CHANGE

1. Expenditures for communications and postage expense incurred by the International

Union and directly related to defense activity may be paid from the Defense Fund.

2. Expenditures for unusual additions to office supplies, printing, and things of that nature directly related to defense activity may be paid from the Defense Fund. Such expenditures require advance approval by D&S Funds Director.

NEW

3. Travel expense of officers, representatives, and employees of the International Union who are involved in operations directly related to defense activity may be paid from the Defense Fund when approved by the CWA D&S Funds Director.

CHANGE

4. Expenditures of Defense Fund monies for publicity purposes must be approved in advance by the D&S Funds Director.

H. LOCAL DEFENSE AND STRIKE FUNDS ADVANCES

1. The CWA D&S Funds Director shall authorize the issuance of Local Defense and Strike Funds advances for use in connection with an approved strike.

CHANGE

2. In general such advances will be issued in a timely manner to allow Local accounts to be established.

3. The amount of advance to a particular Local shall be determined by the CWA D&S Funds Director based on recommendations of the Agents, Field Representatives and the Vice President. Additional advances may be issued upon request from a Local.

4. Locals are prohibited from transferring any portion of their Local D&S Funds advances to any other Local.

5. Local D&S Funds advances are to be deposited and maintained in separate checking accounts designated "CWA Local_____ Defense Fund" and "CWA Local_____Strike Fund" and shall be kept separate from all other funds of the Local.

CHANGE

- a. These accounts must be established and maintained in accredited banking institutions.
- b. Checks drawn on these accounts must bear the signature of at least two officers as required for Locals under the provisions of the CWA Constitution.

6. Application for reimbursement of expenditures from the Local D&S Funds advances may be made when thirty percent or more of the working advances have been spent.

I. CONTROL OF DEFENSE AND STRIKE FUNDS AT INTERNATIONAL LEVEL

1. The D&S Funds are to be used when circumstances arising out of labor disputes make such use necessary.

Whether or not circumstances are such as to make use of the D&S Funds necessary is a matter of judgment to be exercised at some given point.

2. The D&S Funds are to be administered by the Executive Board of the Union or its authorized agent in accordance with such rules as are adopted to govern use of the Fund.

The International Union will determine whether or not use of the D&S Funds are necessary in given circumstances.

Part IV - Local Administrative Rules

A. ADMINISTRATION EXPENSE

1. Any costs incurred by Locals in connection with the administration of the D&S Funds are to be paid from the regular administrative funds of the Local.
2. Operating within the principles and administrative rules governing the Defense Fund, Locals shall be responsible for strike preparation expense, recognizing the limits of the funds available. No costs for strike preparation by the Locals shall be paid from the Defense Fund. Strike assistance information published by the National AFL-CIO-CSC should be carefully studied and tied in with the administration of the CWA Defense Fund.

B. USE OF D&S FUNDS ADVANCES BY LOCAL

When a strike has been authorized in accordance with the CWA Constitution and during the time a Local is actually on strike, or when a Local's members are off the job because of an existing strike which makes defense and aid necessary, it may pay for authorized expenditures from its D&S Funds advances, for the items as provided in Part IV. In cases of emergency, Locals may extend payments beyond the official termination date of the strike if advance approval in writing is secured from the D&S Funds Director.

CHANGE

C. AUTHORIZED STRIKE PROSECUTION EXPENDITURES FROM THE DEFENSE FUND

1. Necessary actual travel expense for strikers, stewards, representatives, officers and agents incurred in connection with strike activity.
2. Necessary common carrier fares or actual gasoline expenses where required for picket line maintenance.
3. Except for actual out-of-pocket expenses authorized under (1) and (2) above or strikers assistance approved under Section D of this article, no amount of money is to be paid to strikers as such, nor as compensation for picket duty or any other strike duty.
4. Duly authorized bail bonds as a means of protecting our strikers who, despite their desire to avoid untoward incidents, are sometimes forced unwillingly into situations beyond their control.
5. Subject to prior approval of the D&S Funds Director, Agents or Field Representatives, fines imposed by the courts or other legally constituted authority and legal aid.
6. Necessary placards, arm bands, handbills, picket line coffee.
7. Necessary medical and hospital expense incurred as a result of injuries received due to strike activity, or that portion of the expense not covered by insurance.
8. Necessary rentals on meeting halls and strike headquarters, over and above any rentals which normally would become due.

CHANGE

9. Necessary communications expense, postage and office supplies directly related to strike activity over and above that which normally would be required.
10. Any other item of strike expense that a Local may consider necessary for the prosecution of the strike will not be paid from the Defense Fund without prior approval of the CWA D&S Funds Director, Agents, or Field Representatives.

CHANGE

D. AUTHORIZED STRIKE ASSISTANCE EXPENDITURES FROM THE DEFENSE FUND

In order to protect our strikers from loss of shelter, utilities, home furnishings, cars, medical and insurance coverage, and fuel, Defense Fund monies shall be available subject to the

resources of the Defense Fund and within the intent of the Fund principles. Before Defense Fund money is disbursed, assistance services of the community shall be exhausted -- scrounging committees must be utilized to the fullest extent. Members and Locals shall make every reasonable effort to arrange deferments or moratoriums on loans, deeds and notes from merchants, landlords and other creditors.

With these principles in mind, strikers may apply for Defense Fund assistance from their Local under the following conditions and assistance may be authorized only for the items stated:

CHANGE

1. Strikers isolated from their home locations at the beginning of a strike are to contact the nearest CWA strike headquarters for information regarding transportation home which will be provided.

NEW

2. Strikers may apply for necessary Defense Fund food assistance after the first fifteen (15) calendar days of a strike. Locals shall not issue more than one week's food allowance to any one member in any one calendar week.

Except for necessary food assistance, no Defense money shall be spent for the direct assistance of an individual for the first thirty (30) calendar days of a strike.

CHANGE

3. Strikers may apply for necessary Defense Fund assistance for shelter (rent, mortgages, lodging), utilities (electricity, gas, water), basic telephone service and fuel during the first thirty (30) calendar days of a strike to prevent actual eviction or foreclosure proceedings or utility termination. Payment from the Defense Fund may be authorized only in the event that the deferment of payments cannot be arranged and only after thirty (30) calendar days of a strike.

This provision applies only to a primary residence.

CHANGE

4. Strikers may apply for necessary Defense Fund assistance to prevent actual repossession of furniture, household appliances and/or one (1) automobile per striker after the first thirty (30) calendar days of a strike. Payment, if approved, will only be made after sixty (60) calendar days of a strike. Payments from the Defense Fund may be authorized only in the event that deferment of payments cannot be arranged.

CHANGE

5. Strikers may apply after sixty (60) calendar days of a strike for necessary assistance on installment and other recurring obligations. Such payments, if approved, shall be for the minimum amount due for the billing period.

CHANGE

6. The Defense Fund shall cover all authorized emergency medical, surgical, optical, dental and hospital care needed during approved strikes.

7. It shall be the responsibility of the Local to make arrangements, if possible, to provide that all medical, surgical and hospital benefit plans remain in force for the duration of the strike.

- A. Locals may seek International assistance where contacts with top company negotiating personnel may be needed.
- B. Prior approval of the CWA D&S Funds Director will be required before premium payments may be made to continue such plans in effect.

8. The Local shall determine the necessity of granting assistance for prescriptions not

otherwise obtainable for strikers or their immediate family. Payment for such assistance may be made by the Local from the Defense Fund subject to the approval of the D&S Funds Director, Agents or Field Representatives.

CHANGE

9. Approval of the CWA D&S Funds Director, Agents, or Field Representatives will be required before non-emergency hospital or doctor bills may be paid from the Defense Fund.

10. Payment will not be made from the Defense Fund for any other item of assistance that a Local may consider necessary without prior approval of the CWA D&S Funds Director.

NEW

E. ASSISTANCE FROM THE STRIKE FUND

1. A weekly payment per striker, after 7 calendar days of a strike, to those who apply and perform their strike obligations will be as follows:

CHANGE

\$50 per week.

CHANGE

F. RESPONSIBILITY AND ACCOUNTABILITY OF LOCALS

1. A Local shall be responsible for all D&S Funds monies received and expended and all expenditures shall be properly vouchered and reported to the CWA D&S Funds Director, Agents or Field Representatives on forms furnished by the International.

2. A Local shall be responsible and held accountable for the D&S Funds monies that may have been disbursed by the Local in violation of Fund Rules or in excess of the amount advanced to it from the Funds by the CWA D&S Funds Director.

CHANGE

3. Each Local shall make a complete financial accounting of all Funds monies received and shall submit a final report to the Field Representative within ninety (90) days after the termination of a strike. The Local shall retain all supporting documents for a period of five (5) years.

NEW

4. All expenditures from the CWA D&S Funds shall be properly vouchered and reported to the D&S Funds Director on forms furnished by the International.

Part V - Local Defense and Strike Funds Ground Rules

- A. Local Defense and Strike Funds Ground Rules, issued by the CWA D&S Funds Director in accordance with the principles and administrative rules governing the Funds, shall serve as specific instructions to Locals for their operation of the Funds.
- B. Such instructions may be amended, supplemented or revised by the CWA D&S Funds Director from time to time as conditions and circumstances warrant.

USE OF COMMUNITY SERVICES

The successful conduct of any strike requires full usage of all facilities at hand. In recognition of this, the AFL-CIO has established its Community Services Committee. The program of these Committees dealing with strike relief places special emphasis upon the use of the facilities and aid to be obtained from Community Welfare Organizations during strikes.

Organized Labor, including CWA, is a mainstay in the support of such community agencies, contributing through its memberships millions of dollars annually. There should be no reluctance of any kind attached to the utilization of the relief facilities of these organizations during periods of

economic stress, since we have helped to make them possible. Good sense, therefore, dictates that we first utilize these means wherever possible to alleviate suffering during such periods.

The CWA Constitution requires all Locals to establish Community Services Committees. Such committees are designed to meet the immediate health and welfare needs of the members for medical care, hospitalization, family and child guidance, legal aid, recreation and other services on the basis of need regardless of cause. Utilization of such assistance from community-supported groups is a part of our growing understanding of our place in our respective communities.

Since workers contribute generously to all such campaigns in time of distress, workers are entitled to receive the benefits therefrom and techniques have been developed to do so. Successful development of such a program within CWA should take a great burden off the Defense Fund and in many cases supplement expenditures from the Fund.

It is apparent, however, that we must extend our activities in this field on a year-round basis, in order to benefit properly in times of need.

"B" REPORT

A STRONG DEFENSE FUND = A STRONG UNION = GOOD CONTRACTS

The following proposal is a reflection of your thoughts and ideas on how to improve the Defense Fund to a level that benefits CWA as a whole. In 1988 you resoundingly expressed your desire for no dues increases. Through various surveys, you stated you wanted a flat payout, an increased Fund, the International be partner in sharing the burden equally with the Locals, establish a mechanism to protect the Fund against nonstrike-related expenditures and the entire plan be fiscally responsible. We have accomplished all of this with our proposal.

Your dues are divided by convention action with 40% of your dues dollars to the International and 60% minus \$.50 goes to the Local. The \$.50 is earmarked to the Defense Fund.

We felt it was important to get the Defense Fund on a sound financial basis by allocating a percentage of the Locals' portion of your dues and the International's portion of your dues to the Defense Fund. CWA is one of the few unions to have a convention every year, therefore, in order to make up the revenue lost to the Locals and International, we are recommending the CWA Convention for the years 1990 and 1992 be cancelled. This represents a savings for the International and for the Locals over 4 years. We would retain the \$.50 per member, per month to the Fund. After four years, the Fund would have an income of over \$36 million. By 1992 we feel a flat payout of \$50 per week could be paid out to every member on strike provided they performed mandatory strike duty.

Locals would establish their own rules regarding strike duty. In addition, we feel it is important to establish an Oversight Committee to monitor and control expenses from the Fund. In the past, some expenditures from the Fund have been made which might be questioned if they were "in defense" of the Union. For 1989 bargaining, we would change the waiting period for food assistance from 15 to 7 calendar days. Many companies we represent have threatened to take away our members' health benefits while on strike. As a result, we propose to provide emergency medical, optical, and dental care during a strike. This proposal is extremely beneficial to our members, Locals and International:

- * No dues increase.
- * Puts payments to Fund on a percent basis.
- * Brings over \$36 million to the Fund.
- * Make strike duty mandatory to receive strike assistance.
- * International shares burden.

- * Provides for flat payouts in 3 years.
- * Fiscally responsible.
- * Provides for emergency medical, dental, optical care during a strike.
- * Provides for 1989 Bargaining.
- * Improvements in food policies.
- * Locals and International save money by cancelling convention.

In light of these facts, we ask you to provide your members with strike security. We ask for your support and vote.

FUNDING:

Effective October 1989:			Current Balance
			in Fund:
International Dues Income	=	\$.64 million	\$15 million
1% Local Minimum Dues Income	=	.96 million	
\$.50 Per Member Per Month.	=	<u>3.0 million</u>	Balance:
TOTAL:		\$ 4.6 million	\$19.6 million

October 1990:			
1% International Dues Income	=	\$.64 million	
1% Local Minimum Dues Income	=	.96 million	
\$.50 Per Member Per Month	=	<u>3.0 million</u>	Balance:
TOTAL:		\$ 4.6 million	\$24.2 million

Effective October 1991 and Thereafter:			
2% International Dues Income	=	\$1.28 million	
2% Local Minimum Dues Income	=	1.92 million	
\$.50 Per Member Per Month	=	<u>3.00 million</u>	Balance:
TOTAL:		\$ 6.2 million	\$30.4 million

October 1992:			
2% International Dues Income	=	\$1.28 million	
2% Local Minimum Dues Income	=	1.92 million	
\$.50 Per Member Per Month	=	<u>3.00 million</u>	Balance:
TOTAL:		\$ 6.2 million	\$36.6 million

Calculations based on 500,000 members and annual dues income of \$160 million.

Note: The calculations do not take in account additional dues income from negotiated wage increases.

FUNDING LOSS OF INCOME

Cancel 1990 and 1992 conventions - savings: \$3 million total to International Union.

Savings to Locals for one convention based on 2,500 people:

5-day salary @ average hourly rate of \$12.75	\$1,275,000
Hotel - 5 days @ \$100/day	1,125,000
Expenses @ \$40/day	500,000
Travel - 1,250 @ \$400/ticket	500,000
1,250 @ \$200/ticket	<u>250,000</u>
	\$3,775,000

Cost to Locals:

Two Conventions: \$7,550,000

Locals' contribution to the Defense Fund

over 4 years:	\$5,760,000
Savings to Locals:	\$1,790,000

WHAT ABOUT 1989 BARGAINING?

With these mechanics in place, CWA can utilize lines of credit up to \$20 million so that some \$35 million (includes present \$15 million) would be available to support bargaining beginning with action of May 1989 Convention.

RECOMMENDATIONS - POLICY

The following three pages consist of the "B" Report changes in the Defense Fund Rules.

Bob Lilja, President
CWA Local 1104

Joanne Bell, President
CWA Local 2336

David Prather
Executive Vice President
CWA Local 3204

Virginia Wolf
Executive Vice President
CWA Local 1038

Bob Petersen
President
CWA Local 14200

PROPOSED CHANGES AND ADDITIONS IN THE DEFENSE FUND RULES

Part II - Maintenance of the Fund (Page 5)

- B. The Defense Fund was established and is maintained by a fifty-cent per capita per month allocation from CWA membership dues.

ADD

Effective October 1989, the Defense Fund financing will be increased by a one percent allocation of the International portion of dues and a one percent allocation of the Local portion of minimum dues.

Effective October 1991, the Defense Fund financing will be increased to a two percent allocation of the International portion of dues and a two percent allocation of the Local portion of minimum dues.

Part III - International Administrative Rules

B. FINANCIAL REPORTS (Page 6)

1. Matters related to the Defense Fund at both the International and Local levels are to be included in all required financial reports of the respective levels.

ADD

2. A finance report of the Defense Fund income and expenses shall be made to each CWA Convention.

C. EXECUTIVE BOARD AUTHORITY AND RESPONSIBILITY (Page 7)

2. The Executive Board may:

- d. Authorize expenditures from the CWA Defense Fund for items not connected with approved CWA strikes by a two-thirds vote of the CWA Executive Board

ADD

and a two-thirds vote of the Defense Fund Oversight Committee.

ADD (Pg. 7)

f. Report all actions relative to this Section to the Defense Fund Oversight Committee for review.

g. Cause an annual audit of the Defense Fund.

ADD NEW "D"

D. DEFENSE FUND OVERSIGHT COMMITTEE - COMPOSITION, AUTHORITY AND RESPONSIBILITY

The Committee:

1. Shall be comprised of one (1) elected representative from each District and one (1) Public Workers Sector appointed annually by the President with the Defense Fund Director as an ex-officio member.

2. Chair is to be elected by and from the Committee.

3. Shall have staggered terms of office of three (3) years.

4. Is responsible to review receipts, disbursements, educational programs, administration and investment of the CWA Defense Fund.

5. Shall make reports to each regular CWA Convention.

6. Shall meet at least once each year and at the Convention.

7. May recommend changes and improvements in the Defense Fund Rules and/or the Administrative Rules governing use of the Defense Fund as time and experience dictate the need for such changes.

8. Shall authorize expenditures from the Defense Fund items not connected with approved CWA strikes by a two-thirds vote of the Committee and a two-thirds vote of the CWA Executive Board.

CHANGE D TO E

E. CWA DEFENSE FUND DIRECTOR - AUTHORITY AND RESPONSIBILITY

CHANGE (Page 8)

e. Assist the Executive Board and the Defense Fund Oversight Committee in their responsibilities to constantly review the operation of the Defense Fund.

ADD

g. Serve as an ex-officio member of the Defense Fund Oversight Committee.

CHANGE E TO F -

AGENTS AND FIELD REPRESENTATIVES - AUTHORITY AND RESPONSIBILITY (See Page 8)

CHANGE F TO G -

AUTHORIZATIONS AND LIMITATIONS APPLYING TO SPECIFIC EXPENDITURES FROM THE DEFENSE FUND (Page 9)

CHANGE G TO H -

LOCAL DEFENSE AND STRIKE FUNDS ADVANCES (Page 9)

CHANGE H TO I -

CONTROL OF DEFENSE FUND AT INTERNATIONAL LEVEL (Page 10)

Part IV - Local Administrative Rules

B. USE OF DEFENSE FUND ADVANCES BY LOCAL

2. Authorized Membership Assistance Expenditures (Page 13)

CHANGE

- b. Members may apply for necessary Defense Fund food assistance after the first seven (7) calendar days of a strike. Locals shall not issue more than one week's food allowance to any one member in any one calendar week.

CHANGE (Pg 14)

- d. Members may apply for necessary Defense Fund assistance for shelter (rent, mortgages, lodging), utilities (electricity, gas, water), basic telephone service and fuel during the first thirty (30) calendar days of a strike to prevent actual eviction or foreclosure proceedings or utility termination. Payment from the Defense Fund may be authorized only in the event that the deferment of payments cannot be arranged and only after thirty (30) calendar days of a strike. This provision applies only to a primary residence.

CHANGE (Pg 15)

- f. Members may apply for necessary Defense Fund assistance to prevent actual repossession of automobiles, one (1) auto per member, after the first sixty (60) days of a strike. Payments from the Defense Fund may be authorized only in the event that the deferment of payments cannot be arranged.

CHANGE (Pg 15)

- h. The Defense Fund shall cover all emergency medical, surgical, optical, dental and hospital care needed during approved strikes.

CHANGE (Pg 15)

- j. Approval of the CWA Defense Fund Director, Agents, or Field Representatives will be required before non-emergency hospital or doctor bills may be paid from the Defense Fund.

ADD (Pg. 15)

- i. Strike duty shall be mandatory to qualify for any assistance from the Defense Fund consistent with rules developed by the Local.

"DEFENSE FUND COMMITTEE REPORT"

"ADDENDUM"

TO PROPOSAL "B"

1. Substitute the following paragraph for paragraph D-1 on Page 25 of the Defense Fund Committee Report. "Shall be comprised of one (1) elected representative from each District and one (1) elected public worker sector representative with the Defense Fund Director as an ex officio member."
2. "Adoption of proposal 'B' will result in the following constitutional changes."

CONSTITUTIONAL AMENDMENT 51A-89-12

BE IT RESOLVED That Article VIII (Conventions) Section 1 (Annual Conventions) of the CWA Constitution be amended to read as follows:

Section 1 - Annual Conventions

The Union shall meet in Annual Convention at a place selected by the Executive Board or the Secretary-Treasurer when authorized by the Executive Board to do so except that in 1990 and 1992, a Convention shall not be held.

CONSTITUTION AMENDMENT 51A-89-13

BE IT RESOLVED That Article XV (Elections) Section 1 (Union Officers), Section 2 (Vice Presidents), Paragraph (b) of the CWA Constitution be amended to read as follows:

Section 1 - Union Officers

The President, Executive Vice Presidents and Secretary-Treasurer of the Union shall be elected separately by secret ballot of the delegates to the Convention following nominations made from the floor of the Convention. Beginning with the election held in 1971, the term of office shall be three years or until their successors have been duly elected and qualified, except for the term of office of any Executive Vice President added by the Convention during a non-election year, such term of office shall expire at the same time as the terms of office of the other officers.

The Officers elected to fill the offices of President, Secretary-Treasurer and Executive Vice President, at the 1989 Annual Convention only, shall be elected for a term of office extending to the regular elections to be held at the 1993 Annual Convention.

Section 2 - Vice Presidents

(b) The term of office of Vice President shall be three years or until their successors have been duly elected and qualified, except that Vice Presidents elected at the 1989 Annual Convention only, shall be elected for a term of office extending to the regular elections to be held at the 1993 Annual Convention.

Mr. Chairman, that concludes the presentation of the Defense Fund Study Committee Report. The committee is prepared to respond to questions as necessary.

PRESIDENT BAHR: At Microphone No. 5, Delegate O'Neill. Would you state your name and local number please?

DELEGATE ELEANOR J. O'NEILL (Local 4209): Back quite a while ago, somebody mentioned -- and I guess I want to understand what they were saying -- that the money, when it accumulated to a certain amount, part would be sent to the Local Union and part retained by the National Union for the purpose of the regular fund, or however they termed it.

What did they mean?

PRESIDENT BAHR: I think you are referring to Report "A," and I will refer that down to Report "A."

DELEGATE JAMES ALLEN (Local 6215): The intent was to address any legal complications we may have by raising minimum dues under that proposal. The intent is to refund or fund the \$20 million dollars if we had borrowed any money or if the fund had fallen below \$20 million to raise it to \$10 million.

What the convention chose to do at the next annual convention with that one-tenth percent would be at the convention's pleasure.

PRESIDENT BAHR: The delegate is entitled to a second question.

DELEGATE O'NEILL: I did not really understand the answer to the first question. (Laughter and applause)

They said something about returning a certain amount of money to the Local and to the National Union. I do not understand.

PRESIDENT BAHR: Jim, can you do that perhaps a little clearer? Try again.

DELEGATE ALLEN: All right.

PRESIDENT BAHR: Thank you.

DELEGATE ALLEN: What we are trying to do there, the fund, the one-tenth hour has to continue when the fund reaches the \$10 million, when we re-establish it up to the \$10 million level. When the fund recovers to the \$10 million level, at that point, rather than to continue funding it with the backup, one-tenth hour, that backup one-tenth hour would then go to the Locals on the regular 60/40 split -- or as it was pointed out to me earlier, on a 59/39, because one percent of it would still be going from the Local and the National portion into the fund.

DELEGATE O'NEILL: I've got it. (Applause)

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

DELEGATE ERMA J. WISZMANN (Local 7117): I want to move the adoption of the Defense Fund Plan "A."

PRESIDENT BAHR: You have heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. The Delegate is entitled to speak five minutes on her motion.

DELEGATE WISZMANN: I support Plan "A." I have been an active officer over 30 years. I have seen many, many changes. Our members of today are not the same as they were years ago. We have a great many who live only for the day, who are not prepared for strike.

If we have a strike, obviously we need all the bargaining unit workers to support that strike. Strike pay, even though inadequate for real support, will go a long way to attract that support of a picket line.

Strike pay is greatly misunderstood as it is disbursed in other unions. This has, for many, many years, caused much disgruntlement among our own ranks, and we need to address that.

At the same time, I understand the public sector arguments of the fact that they cannot strike, so why should they pay to a fund.

Brothers and Sisters, there are other ways that their public worker investment could come back to the public workers. There is organizing, bargaining, legislative, political, arbitration, and several others.

My view of this is, of the two proposals offered, I support "A."

Now, my personal opinion is that neither plan is really adequate. We should stop being afraid of our members. (Applause) We should really be going for a dues increase sufficient to support a well funded strike fund.

Public workers should start being full union members and support the total union in all of its needs.

If we were today to vote for a special dues increase earmarked for strike pay in a special fund and with an Oversight Committee to watch it, I am sure I could go back to my Local and convince my people that it is in their best interests.

Before us, however, is Plan "A" and "B." I prefer Plan "A." I encourage you to vote for Plan "A" and let us get on with our Convention agenda. Thank you. (Applause)

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

Let me again admonish all the delegates: The record has to be kept and that young man down at the end of the table here must have your name and local number.

DELEGATE JOHN E. HOLLAND (Local 4370): Mr. Chairman, my question deals with Plan "B." In Article XI --

PRESIDENT BAHR: Well, we have a motion on the floor now that is for the adoption of Plan "A." I will, therefore, ask all the Delegates to speak to Plan "A." If Plan "A" is not adopted, then there will be a motion for Plan "B" and your question would then be in order.

DELEGATE HOLLAND: Thank you.

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

DELEGATE NEAL E. KELLEY (Local 7401): My question is this. I have public workers in my Local. Could the public workers who do not have the right to strike be excluded from the dues increase?

PRESIDENT BAHR: The dues increase applies to everyone. And in order for a dues increase to be voted on by a convention, it requires it to be uniformly applied to every member. That is a Supreme Court decision of a number of years ago.

You are entitled to a second question.

DELEGATE KELLEY: Thank you.

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

DELEGATE DELBERT McBRYDE (Local 9510): Mr. Chairman, Fellow Delegates: I rise against Defense Fund Proposal "A" that is before this convention for several reasons.

In 1979, after passing the two hours' dues for all Locals in CWA, the Delegates were told that CWA would never need another dues increase. (Applause) Yet in 1988 and again this year, we were told that one-tenth of an hour increase for the Defense Fund justifies a dues increase for the members we represent.

Then we go one step further under the Proposal "A." If the fund falls below \$2 million an additional one-tenth of an hour dues increase would be started to bring the fund back to \$10 million.

After this, the money would revert back to the Locals and the International Union. There is nothing in this proposal that states the dues would decrease but, in fact, we would have a dues increase of two-tenths per hour, over and above the now two hours dues passed by the 1977 CWA Convention.

I am not opposed to the concept of a strike fund for CWA members, but I am against a dues increase. And to be very specific, it would increase the dues to our members to two hours and six minutes; and then later to two hours and twelve minutes if the fund goes down to \$2 million.

I urge your support to vote down this proposal. Our members did not send the Delegates to this convention to increase the dues under the guise of adopting a Defense Fund. (Applause)

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

DELEGATE BILL BUELT (Local 7400): Mr. President, Fellow Delegates: I rise in support of the move to adopt Amendment "A." I have a reason for rising in support of this.

In 1983, I administered the Defense Fund for our Local. I had to sit across the table from one of my stewards who was a single parent with three children and deny her money because she had some money in savings.

It was an insult. It was an insult to me. I was hurt. She was hurt. She remained a member, remained a steward, stood by us in the strike, and has stood by us steadfastly.

I look at Proposal "A." It provides not enough money for a person to live on, but enough maybe to get by. I look at the number of single parents that we have, both male and female, and the children out there. And Defense, Proposal "B," proposes to give some food out after seven days.

How do they get down to provide or to do their strike duty? How are they supposed to pay for the gas? Who is going to pay for the babysitting?

Proposal "A" will give a little something to help them get by.

We have talked to our membership. We have asked them, we have done a lot of soul-searching on this. And our membership has come back to us and said, "If the dues increase is there, and if the money is set aside for the specific purpose of this type of a fund, then," they said, "vote for it." That is what we intend to do.

I urge the rest of the membership here, the Brothers and Sisters who are here, not to play politics with this anymore, to stand up and vote for what you feel is right for your membership and do what it is that your membership wants you to do.

Please vote for this motion. (Applause and cheers)

PRESIDENT BAHR: On mike No. 5, Delegate Lassiter.

DELEGATE BILL LASSITER (Local 3907): Under the report, Page 4, in the middle of the page, where it says that the strikers would be entitled to a flat payment of \$50 after seven days, provided they perform their strike duties, if this amount gets up to \$10 million, will this \$50 be increased at any time during then?

PRESIDENT BAHR: The committee will respond. Would a committee member give his or her name as well, please.

DELEGATE GREGORY REIMER (Local 4309): The intent of the proposal is to include an Oversight Committee. The Oversight Committee would be recommending or reporting to the Convention each year on their recommendations. If the funds grew to or got larger, it would be the intent of our committee that the oversight committee could recommend increases in payments.

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

DELEGATE LASSITER: I wish the committee would have said that then, whenever they were giving their reports.

My second question is as follows: Why does this committee want to put a cap on it of \$10 million? This has been our damn problem since back in the '50's, when we put a cap on it. Why put a cap on it for \$10 million? If we are going to have a fund, let's have a fund. (Applause)

I guess that is my second question. So, I will leave.

PRESIDENT BAHR: They will get you an answer.

DELEGATE JAMES ALLEN (Local 6215): What the intent of the cap is is that eventually that one-tenth could be restored back or taken away and given back to the member. In other words, it could be seized at some future point. It caps it not to stop the fund at \$10 million; it would still be funded at the original one-tenth of an hour, continuing on until the Convention decided differently. But the intent is to build a dynamic, large fund. We have no intention or had no intention of capping it at that level.

DELEGATE ALLEN: Does that not mean what it says? That when it goes to \$10 million, the funds will be --

PRESIDENT BAHR: Hold it a second. We are getting into debate now. That is not the purpose of the questions at Mike 5.

Is that the response of the Committee?

You have heard the response, Bill.

Microphone No. 1, Delegate Jones.

DELEGATE EDDIE W. JONES (Local 4501): I rise to make an amendment to Proposal "A". It is on page 10 of Proposal "A," Part III, Section D, it's Subsection 1, the second sentence, and it reads: "In addition, a Representative for the Public Sector will be appointed by the President in consultation with the Vice President for Public, Service, and Health Care Workers."

PRESIDENT BAHR: You heard the amendment. Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. The delegate may speak on his motion.

DELEGATE JONES: I think the amendment itself is very clear. The way it is written in Proposal ",A" and/or "B," the Public Sector Worker Representative would only be an advisory. We believe that the Public Sector should be a full partner in this Union, and we move that we have our voice on the Committee, but also a vote on the Committee.

Thank you, sir.

PRESIDENT BAHR: May I have a copy of that, please.

Are there any more wishes to address the amendment? If you do, raise your hand. Someone is going back to Microphone No. 5.

You have to call in.

Delegate Conner.

DELEGATE JAMES CONNER (Local 6508): President Bahr, I'd like to ask the Committee on Plan "A" why they decided --

PRESIDENT BAHR: Is this on the amendment?

DELEGATE CONNER: Yes.

PRESIDENT BAHR: Okay.

DELEGATE CONNER: -- why they decided not to have a position designated for the Public Workers.

PRESIDENT BAHR: Committee?

DELEGATE GREGORY A. REIMER (Local 4309): There is a position designated for the Public Workers, it's an appointed position, and it would be appointed by the President of the Union.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE CONNER: Was there any consideration to make a special position on the Committee for a person from AT&T or some other entity within CWA?

PRESIDENT BAHR: Committee?

DELEGATE REIMER: We talked about what would compose the Oversight Committee. That was one of the proposals we debated, possibly setting up an Oversight Committee that would be made up of someone from each Vice President's jurisdiction.

It was the feeling of the Committee that that would make an unwieldy Oversight Committee, so we did that, proposed that.

PRESIDENT BAHR: There is nothing further on the amendment? Let me read it to you before we vote.

It is moved to amend the Defense Fund Study Committee Proposal "A," Part III, Section D, Subsection 1, the second sentence: "In addition, a Representative for the Public Sector will be appointed by the President in consultation with the Vice President for Public, Service, and Health Care Workers."

Are you ready for the question?

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

We are back on the main motion. Microphone No. 4, Delegate Douglas.

DELEGATE JACKIE P. DOUGLAS (Local 6171): I rise as the last gentleman to this mike to oppose Plan "A". Under no circumstances do I think we should support the dues increase because, like I said before, several years ago we promised our people that once you get the two hours per member per month dues, your dues will never -- and I say will never -- be increased, and I believe that's the way it was rolled out.

If we need some additional money, I can remember back in the 1950's, maybe in 1955, 1956 or somewhere, where each member volunteered a day's pay to go into the Defense Fund. I would be more than glad to do that rather than to go back and tell my people that I stood up here and voted for something that I promised them several years ago, and I don't even remember when it was, but it was quite awhile, that I would come up here and raise your dues increase.

I'm opposed to that, and I think the majority of the members out there, regardless of what the poll says, do not want their dues increased. So I would stand to support some other plan other than "A."

Thank you. (Applause)

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

DELEGATE EDWARD CREEGAN (Local 1106): I move the question.

... The motion was duly seconded ...

PRESIDENT BAHR: A motion has been made to move the question. That has the effect of closing debate. It is not debatable. It requires a two-thirds vote.

All those in favor of the motion to close debate indicate by raising your hand. Down hands. Opposed, by like sign. The motion is carried.

What we have before us now -- and I will wait until the people at the mike take their seats so we can get a clear vote -- what we have before us is a motion to adopt Committee Report "A."

All those in favor of the motion to adopt Committee Report "A" signify by raising your hands. Down hands. Opposed, by like sign. It is defeated. (Applause and cheers)

It is now 3:15. The orders of the day call for a break at this point. At 3:45 we will pick up by recognizing a motion for the adoption of Committee Report "B."

We stand in recess until 3:45.

... Thirty minute recess ...

PRESIDENT BAHR: Will the Delegates take their seats?

Secretary-Treasurer Booe for an announcement.

... Convention announcement ...

PRESIDENT BAHR: Please move to your seats quickly. The Chair recognizes Virginia Wolf, Local 1038, to offer a motion in connection with Committee Report "B". Virginia Wolf.

DELEGATE VIRGINIA WOLF (Local 1038): Virginia Wolf, CWA Local 1038, Public Worker Representative on the Defense Fund Committee.

I would like to propose that this Convention accept the "B" Report as developed for the Defense Fund Committee.

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

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Delegate Wolf has five minutes to speak on the motion.

DELEGATE WOLF: The "B" Report, as far as we are concerned, is the only viable answer to the problem of building a defense fund for this union. It is economically feasible for the Locals. It is economically feasible for the National. And, God knows, if we don't come out of here with some kind of Defense Fund, not only will I feel I have failed, but this Convention will have failed. (Applause)

As a public worker, I cannot tell you how deeply and strongly I feel because, although I do not have the right to strike, I feel strongly that all of us, including public workers, must support one another with that right to strike; and the only way we can do that is to build a strong defense fund. (Applause)

PRESIDENT BAHR: Microphone No. 5, Delegate Stegall, Local 9509.

DELEGATE CAROL STEGALL (Local 9509): I have two questions. My first question is has the committee received a legal opinion as to the liability. of the. locals or the national union? This could be important if there is a confrontation on a picket line and we paid the striker.

PRESIDENT BAHR: Can the Committee respond to that? Would you repeat the question?

DELEGATE STEGALL: Yes. Has the Committee received a legal opinion as to the liability of the Locals or the National Union? This could be important if there is a confrontation on a picket line and we have paid the striker.

PRESIDENT BAHR: The General Counsel advises that there is no difference whether we pay or don't pay. There is absolutely no difference.

You are entitled to a second question.

DELEGATE STEGALL: What are the reporting consequences of the local and the members? Must the local issue W-2s to everybody that was paid as a striker; and are the members required to claim the payments as income on their tax returns?

PRESIDENT BAHR: Secretary-Treasurer Booe.

SECRETARY-TREASURER BOOE: Any contribution, flat or otherwise, in excess of \$600.00 to any individual would have to be reported on a 1099.

PRESIDENT BAHR: That would include payments from the existing Fund as well.

On Microphone No. 4, Delegate Chiaravalle. He's at Microphone No. 3, I'm sorry.

DELEGATE BERNIE CHIARAVALLE (Local 9404): Fellow Delegates, President Bahr, members of CWA: I rise to support this motion. I urge you to do likewise. If we do nothing else at this Convention, we must bring our minds together to establish a Fund that will help our members weather the coming storms of strikes and work stoppages and hard times to come.

The employers we deal with are very much aware of the financial binds of today's members during a work stoppage. They know that CWA has failed to establish an adequate strike fund in the past years.

They believe, those employers, that most of our members can't survive or have a hard time surviving economically if they are faced with a prolonged strike or work stoppage. As a result, those employers are happy to hold out at the bargaining table nowadays and force us into a strike situation.

Let's face it. If we are going to turn around the take-back attitudes of the past eight years, we are going to have to take on those greedy employers, and our members will need this type of strike assistance to win. (Applause)

Today, it will be a beginning. To turn the tables of take-aways, to help our members well beyond what we have been able to do in the past with our present Defense Fund. I believe that we can all survive by tightening up our belts just a little bit and divert that one and two percent.

Let's face it, that's new money, to the good of establishing the Strike Fund and helping our members to be successful on the picket line.

It's immaterial to me whether or not we do this if we continue to have annual conventions, or if we don't. I think it's very irrelevant. I think that what we have to think about right now is do we need that Strike Fund, and, if we do, let's get it started, right now. Thank you.

PRESIDENT BAHR: Microphone No. 1, Delegate Clark.

DELEGATE FRITZ CLARK (Local 1111): Mr. Chairman, I move to amend the Committee Report on Page 20 by deleting, on Line 17 to 22, the following two sentences: "CWA is one of the few unions to have a Convention every year; therefore, in order to make up the revenue lost to the Locals and the International, we are recommending the CWA Conventions in 1990 and 1992 be cancelled. This represents a savings to the International and to the locals over four years."

If I receive a second, I would like to speak on it. (Applause)

PRESIDENT BAHR: Fritz, for clarification purposes, is your intent also to have the same amendment on the Constitutional Amendment?

DELEGATE CLARK: Yes. Morty, I didn't know exactly how to deal with that. But, yes, it would be followed through.

PRESIDENT BAHR: Very good.

DELEGATE CLARK: Brother and Sister delegates, Defense Fund Proposal "B" will strengthen our union if you pass this amendment. We have some union-building to do today, and we need to get on with it. Annual Conventions are one of CWA's greatest strengths. We delegates have often expressed our desire to continue them. We know they are expensive, but we think the money spent on annual conventions is necessary.

The peer group exchange that we enjoy every year at these conventions is what makes us stronger. And I would like the top officers of our Union and everybody else to read our lips: We don't want you to cancel any of our conventions, period. (Cheers and applause)

Defense Fund Proposal "B" pledges 1 percent new money this year and 1 percent new money in 1999. We can afford this increase by a little belt-tightening, and we don't have to cancel any of our precious conventions to do it.

As far as I am concerned, there is no budget that can't be tightened one percent. We are damn poor administrators if we can't tighten our belts and carve 1 percent out of future money. (Applause)

That is not going to damage anybody's present cash flow. We are talking of getting a damr

good settlement this year from all the companies we deal with this year. That will be new money. One percent won't hurt anybody. It will take a little careful administration. We are good at that. Let's get together now and do something with this.

Don't send the message to the employers that we will be dealing with that we are not ready to put up our money when it is necessary. When the cause is just, we will do what is necessary, whether we have a Defense Fund or not.

What I am telling you is, here is the chance to get the ball rolling. We should have done this a long time ago. We have a chance to do it this afternoon. Let's do it, gang.

Thank you. (Applause)

PRESIDENT BAHR: On microphone 4, Delegate Sonnik.

DELEGATE (Alternate) BILL SONNIK (Local 2105): Brothers and Sisters, I rise against the amendment. Brother Clark is an eloquent speaker, and he has spoken on this issue at several conventions very eloquently. But the time has now come to accept a challenge.

It is said that actions speak louder than words. Brother Peterson said that very well in the introduction to the Defense Fund Report. Nothing could be more true than this issue before us now.

The actions we are asked to approve by this Plan "B" is to amend out of the plan the provision that would cancel the '90 and '92 conventions. I have heard it said this week that this is a thinly disguised attempt to sneak in biennial Conventions. Well, it is not a very thin attempt. It is very obvious.

But the time has come to try this. We can certainly afford to try it. There is no time now with the bargaining we have before us to be timid. The time is now for us to be bold, and this is a bold move.

Fifty-one years ago, our Brothers and Sisters were not timid as they charted a course for this Union that we still hold to. Let us not pussyfoot around with this issue.

I enjoy a good party as much as anybody, but I think we need to know and we need to represent our members and we need to save this money.

As Local Treasurer, I spend between \$2,000 and \$3,000 per person to come to these conventions. This is money that could be better spent at home. (Applause)

I say again, let us give it a chance and see if it works. More and more people in private conversation do seem to be in agreement with this idea. But it will take courage; it will take guts to do something rather than pay lip service.

I urge you to do what is right. Think of these people at home who we can help with this money. Let's not let those people down who gathered at our previous fifty Conventions, and yes, those fifty more to follow. Don't let them down. Adopt Plan "B" without the amendment. (Applause)

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

DELEGATE JAMES DEVINE (Local 1116): As much as anyone, I want to see the Defense Fund improved, and I want to see the establishment of an Oversight Committee. It is suggested in the "B" report that eliminating conventions is the way to save money, yet we have 30 or 40 conferences planned for the rest of the year. It would save a lot of money if we piggybacked those conferences into the first two days of convention week and then started our Convention on a Wednesday. (Applause and cheers)

When we are trying to convince other people to merge or join with CWA, our big selling point is our democracy, our annual conventions, the annual accountability and the annual opportunity to adjust our course for the future.

There are certain things that cannot be bought and they certainly cannot be sold with economic arguments. This is one of those things.

Democracy, like unionism, does not cost -- it pays. Our kind of democracy, an annual opportunity in CWA, is what elevates this union above all others.

My friends, I ask you to support this amendment and continue our democratic ways. Thank you. (Applause and cheers)

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

DELEGATE ARLINE S. HOGATE (Local 9573): Brothers and Sisters, I have listened to the two people who are for the amendment and there are a couple of things which they said which I take exception to.

Brother Fritz Clark was talking about the fact that we are all getting good contracts. Well, there are about 15,000 to 16,000 people in Southern California working for GTE today that do not feel that way. Our contract was up in the first week of March and we still do not have a contract; and it does not look like we are going to have a contract in the near future.

The wage increases they are offering us are not enough -- not enough when their profits are \$1.2 billion. Can you believe it, that they want to cut our medical benefits, and they want to give us increases which will not keep up with inflation? So that is going to be a pay cut for us, to pay for our medical benefits and take a raise that would not keep up with inflation.

When the other delegate talked about "Democracy does not cost; it pays," he was wrong. Our forefathers could tell him that. You have to work for democracy and you have to pay and you have to make sacrifices.

We, as leaders of this local union, need to make some sacrifices now and understand that when a convention costs the National \$6 million each year and we can add \$12 million in two years to our Convention Fund, we need to make that sacrifice.

Either we trust our staff to do the right thing and go through our appeal procedures when there are problems, or we say no, we have this control, at a cost of \$6 million.

Take a look at the resolutions. They are good resolutions but they could wait two years. They could wait two years. The only thing that are really here for today is the constitutional changes and this resolution, that would help us, and the voting for our officers. Those things can wait two years. But our members can't wait. The people that need to be organized cannot wait. They must have unionism, and they must have good contracts, and the union must survive, and it does cost.

We need to make a sacrifice. I urge you to defeat this amendment and vote for the Plan "B." (Applause)

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

DELEGATE RICHARD O. JOHNSON (Local 7200): I move the previous question, Mr. Chairman. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: Motion to close debate has been made. It has been seconded from the floor. It requires a two-thirds vote. It is not debatable. All those in favor of the motion to close debate indicate by raising your hand. Down hands. Opposed, by like sign. The motion is carried.

What we have before us is a motion to strike the two sentences that read as follows, on Page 20 of the "B" Report, "CWA is one of the few unions to have a convention every year; therefore, in order to make up the revenue lost to the Locals and International, we are recommending the CWA Convention for the years 1990 and 1992 be cancelled. This represents a savings for the

International and for the Locals over 4 years."

And it is the intent of the maker of the motion that it would also amend the proposed constitutional amendment that would implement it.

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

We now have the motion, as amended.

On Microphone No. 1, Delegate Whatley, Local 3971.

DELEGATE FARRELL B. WHATLEY (Local 3971): I would like to amend the motion, on Page 25 of the "B" Report, under "Add New "D", delete Item 8. If I get a second, I will speak to it.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. The delegate has five minutes to speak.

DELEGATE WHATLEY: I would like to read No. 8, which says:

"Shall authorize expenditures from the Defense Fund items not connected with approved CWA. strikes by a two-thirds vote of the Committee and a two-thirds vote of the CWA Executive Board."

I think what I have been hearing for some time is that we are going to have some funds set aside for people on strike, and that is where I think the money ought to be spent. I urge the people to support this amendment and delete Item 8, Section D, Page 25 of the "B" Report.

Thank you.

PRESIDENT BAHR: On the amendment. If I may have the privilege of the Chair and just pass some information on to you, without this enabling section in the Defense Fund Rules, CWA would not have been able to answer the call to aid the Eastern strikers. It was done under that section of the rules. It requires a two-thirds vote.

Microphone No. 4, Delegate Clark.

DELEGATE CLARK (Local 1111): Brother and Sister Delegates, I rise against this amendment. The committee addressed this problem -- in fact, both the "A" and "B" proposals dealt with this situation in terms of an Oversight Committee. And I think it is adequate to say that, as Paragraph 8 does, that if it required a two-thirds vote of both the Oversight Committee, which would be a rank and file committee, and our Executive Board, you would know that that is a very good reason to spend Defense Fund moneys for other than a specific CWA strike.

We certainly trust our officers. We might disagree occasionally, but when you have got a two-thirds vote of both our elected officers and our rank and file Oversight Committee, you would know that none of this money is going to be spent unwisely for any non-strike related activities.

There are a number of things -- the airline strikers -- there are a lot of battles that go on in the labor movement that are beyond our members on a day-to-day basis, and a careful consideration of our top executive officers and our Oversight Committee would make good judgments on this. And I think the fact that it would require a two-thirds vote by both committees was sound judgment on the part of the committee, and I would be opposed to this amendment. Thank you. (Applause)

PRESIDENT BAHR: Delegate Cheliotos.

DELEGATE ARTHUR CHELIOTES (Local 1180): I rise in opposition to this amendment, because in my local, as at many other Public Sector locals, we support the Defense Fund, and we do so willingly, because we know or we have in the past, been able to utilize Defense Fund monies to support us in our efforts to win a good contract.

The use of a strike is something that we do not have under law. In fact, for every one day a member goes out on strike, they are mandatorily fined two days' pay.

Public employers have made it very clear in New York that we are not allowed to strike. However, we have been able to use Defense Fund monies, to see if we can change our employers, and in fact, we have been able to put together a variety of public relations pieces that point out that just the year before, when the Mayor was running for office, the city budget was fine. But, the following year, when he's got to negotiate contracts, all of a sudden we are facing fiscal crises. It's not unusual, and something that you will face in dealing with your employers.

We also have the unique possibility that you don't enjoy, of voting our employers out of office. Again, the ability to use a Defense Fund to do that kind of work makes a big difference towards our members' understanding why, over the course of the last 24 years, that we have been in CWA, where we have contributed, it is estimated, over \$400,000.00 to the Defense Fund. We have gotten some money out of it. Not nearly in proportion to what we have put in, but we give it gladly, because we know that together with you we are a strong union who can stand up and fight for the rights of our members.

I urge you to defeat this amendment. Thank you. (Applause)

PRESIDENT BAHR: There is no other delegate at a mike. The amendment before us is item 8 on page 25 of Report "B," which would delete the authorization of expenditures from the Defense Fund not connected with approved CWA strikes by a two-thirds vote of the Committee, and a two-thirds vote of the CWA Executive Board.

All those in favor of the motion indicate by raising your hand. Down hands. Opposed by like sign. It is defeated. (Applause)

On the motion as amended, on Microphone No. 4, Delegate Israel.

Delegate Israel is cancelled. Microphone No. 5, Delegate Sarsfield.

DELEGATE BOB SARSFIELD (Local 9509): Morty, given your track record, what is the anticipated draw on the Fund during the four-year period, or will we become more aggressive in negotiation causing an additional or increased use of the Fund?

PRESIDENT BAHR: Bob, I don't think anyone can answer that question. There is another party who sits on the other side of the bargaining table. We don't bargain with ourselves.

Obviously a strike in a union like AT&T would be more expensive than a strike in a smaller union, and so I understand the reason for your question, but there really is no way to answer it with any definiteness. You are entitled to a second question.

DELEGATE SARSFIELD: Okay, maybe then this should have been the first question. Why stop the contribution into the Fund after four years?

PRESIDENT BAHR: I will refer that to the Committee.

DELEGATE ROBERT P. LILJA (Local 1104): It doesn't stop. It continues on. The contribution continues on at 2 percent forever. The example of four years was used to show the cost savings of the convention during that period of time. That's all.

So the funding showed four years of funding, and in that four-year period the cancellation of two conventions. It says 1991 and thereafter, if you look at page 22.

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

DELEGATE MICHAEL C. FLANAGAN (Local 9421): I move to amend the report to include that the Defense Fund be an interest bearing account, and that the interest generated be put back into the Defense Fund.

PRESIDENT BAHR: Is there a second to the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: The delegate has already been advised that this is what takes place, that it's a fiduciary responsibility for the Secretary-Treasurer to do it, but he insists that I put his motion forth anyway.

You have five minutes to speak on your motion.

DELEGATE FLANAGAN: The only reason for making this motion is so that it's in black and white in front of everybody so that we understand that the numbers before us are not as great as they really could be.

At the basic 10 percent interest on this kind of money is what we should be able to get, at least, if we are looking on the first year alone, \$2 million of interest, and this has never been shown on any of the reports handed out, so I will close with that. (Applause)

PRESIDENT BAHR: The Secretary-Treasurer advises that in every monthly report that goes out to Locals, the interest is shown on the line. But we have the motion in front of you. Does anyone care to speak on it?

The motion is to add immediately after the word "funding" at the top of the page he referred to, "that the Defense Fund be an interest bearing account, and that the interest generated be put back into the Defense Fund."

All those in favor of the amendment indicate by raising your hand. Down hands. Opposed by like sign.

We will wear belt and suspenders on this one. (Applause)

On Microphone No. 4, Delegate Cox.

DELEGATE ERIC D. COX (Local 3519): I certainly think something should be done with the Defense Fund, but I rise against the thinking in this motion.

We have done many things in the past in this Union, and we certainly see problems sitting now, and this is what we are doing with the Defense Fund.

Certainly these people need help. I've got members in my local that certainly cannot make it without assistance. People that formed this Union had to. We have learned not to have to in our work, in the daily things that we do through the various financial things that we have and our wages and salaries.

If you can pay somebody their equivalent weekly wage to strike, if you are fighting replacement workers, they are going to stay where the guaranteed income is.

This is a problem. Let's not forget that. A person that is going to strike is going to strike unless you pay equal wages, without replacement workers. Fifty, 150, 75 percent of the wages will not put somebody on the picket line that is already in trouble. They are going to stay where they can make the money. Let's not forget these things in these deliberations.

Unity and strength. The conventions have to stay. The two hours' dues -- we put money in the Union, but it does not solve problems with lost services. Can it be that we are not able to deal with the loss of jobs in this country to support this Union, to support the Defense Fund? Can it be that we are not able to do those things we are supposed to do? And certainly we are having problems.

Let's not lose sight of those things in this Defense Fund Study. Let's not lose sight of the fact that this thing is not going to put strength and unity into this Union. Replacement workers and these things were seen with Eastern, and certainly they needed help. Certainly our members need help when they are out. But we need as many people on the picket lines, when we have contracts, when we have strikes, that are going to be there because of their commitments to their job and their fellow workers.

So let's not forget these things. I believe we need to do something. I believe that we need to keep the Conventions. But I believe that our thought process -- and I am against it maybe -- in hearing it in the hospitality rooms and some things, to think that this is going to solve anything in AT&T and the strikes, to solve anything in the Bell South strike or any other strike that comes into this country today, unless we do something about the anti-union government that we work for, the anti-union company that we work for, and our anti-union employers that work side by side.

Let's not forget that. (Applause)

PRESIDENT BAHR: On mike No. 1, Delegate Owen.

DELEGATE DEBBI OWEN (Local 6508): Mr. President, and fellow Delegates: I would like to amend the Defense Fund Committee Report addendum to Proposal "B", to delete the wording on Line 2 and 3, "and one (1) elected public worker sector representative."

If I can get a second, I would like to speak on it.

... The motion was duly seconded ...

PRESIDENT BAHR: It has been moved and seconded. You may have five minutes.

DELEGATE OWEN: We just had the same type of proposal rejected under Plan "A" a few minutes ago. It appears clear to me that this is not the desire of this body.

On Page 25, Section D, Paragraph 1, under this plan, Plan "B," it still allows one public worker sector appointed annually by the President to serve on the Defense Fund Committee.

In the Districts that are predominantly made up of public sector workers, it appears to me that they would also be the elected representatives for that committee. For that reason, I would urge this body to support the amendment.

Thank you. (Applause)

PRESIDENT BAHR: Delegate Owen, can you have a copy of your motion sent up, please?

On microphone 5, Delegate Cheliotos.

DELEGATE ARTHUR CHELIOTES (Local 1180): Morty, are there any districts where public workers hold a majority?

PRESIDENT BAHR: I don't think so.

You are entitled to a second question.

DELEGATE CHELIOTES: Is there any assurance then that public workers would have a say on this?

PRESIDENT BAHR: No.

There are no other delegates seeking to speak. The amendment before us is to delete the wording on Line 2 and 3, Section D, "and one (1) elected public worker sector representative."

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

On Microphone No. 5, Delegate Nelson.

DELEGATE GERALD L. NELSON (Local 4100): My question is: If the Strike Fund is guaranteeing a \$50 per member disbursement to 500,000 members, that would amount to \$25 million a week. If our Strike Fund consists of, say, a figure like \$37 million, how would that be distributed in the second week? Would Locals be given the \$50 until the money ran out and other Locals get nothing? Or would this be distributed on a lesser percentage basis?

PRESIDENT BAHR: I refer your question to the committee.

DELEGATE BOB LILJA (Local 1104): First of all, we would not have 500,000 members on strike all at the same time. Since divestiture, the biggest bargaining unit would be AT&T, and the \$50 a week was not for '89 bargaining in the proposal. I think the AT&T bargaining unit, the max is what, about 120,000 people, not 500,000.

PRESIDENT BAHR: You are entitled to a second question.

DELEGATE NELSON: He did not answer my first question. The question is: How would the money be distributed once we have got sufficient funds to distribute it amongst the total membership? Will it be distributed on a percentage basis or will we guarantee the \$50?

DELEGATE LILJA: I cannot answer that. I think that is something for the Oversight Committee to address, because now we are dealing in "Suppose there is not enough money." If there is not enough money, obviously something else would have to be done. Whether we take the remaining amount of money and go to Vegas and parlay it, or if we take the money and give it out on a percentage basis, or just give it out until it is all gone.

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

DELEGATE ARLINE S. HOGATE (Local 9573): I do not have any fancy speech. This is something from my heart. I have not written anything down.

But we are expecting that we may strike. My members want to strike but are afraid to strike. And members in our Locals are very certain that the Defense Fund is not adequate.

There comes a time when we cannot put our heads in the sand any more and say, "Well, this is not right," or "That is not right, so we will wait until another day." The other day is here for all of us, because the employers, with their corporate greed, are not stopping. We cannot wait for another day because they are going forward today. We cannot live in the past where we promised we would not raise dues. We cannot live in the future because we do not know what that holds. But we know what today holds; and it holds less jobs, less money for us unless we do something to protect ourselves.

I am reminded of the time when Charles DeGaulle got the atomic bomb and, of course, the Americans and the English were very upset that he got an atomic bomb. And what he said was, "If you and Russia go to war, it won't be over the United States or over England. It will be right here over France because we are in between, and a little bomb is a deterrent, and maybe you will have your war someplace else."

We need a deterrent. Right now, all we have got is a bullet. We need some bombs. The United Steelworkers have \$100 million in their Defense Fund. We need to catch up, folks. We need to be able to make war. We need to be able to defend ourselves.

For the 15,000 people in GTE in Southern California, I am asking you to support Plan B and give us some kind of future now. (Applause)

PRESIDENT BAHR: Microphone No. 4, Delegate Akagi.

DELEGATE PAUL AKAGI (Local 9415): It is not going to provide any meaningful help at all, which means that this action is nothing but a gesture itself. It is not going to help strengthen the picket lines. It cannot be handled administratively by any Local that I know of. It will just create a nightmare. Thank you. (Applause)

PRESIDENT BAHR: On Mike No. 1, Delegate Devine.

DELEGATE JAMES DEVINE (Local 1116): Mr. President, I move the question. (Applause and cheers)

PRESIDENT BAHR: The motion has been made to move the question. It has the effect of closing debate. It requires a two-thirds majority vote and is not debatable.

All those in favor of the motion to close debate indicate by raising your hand. Down hands.

Opposed by a like sign. The debate is closed.

The motion before you is Committee Report "B" as amended. All those in favor of the Committee Report as amended indicate by raising your hands. Down hands. Opposed by a like sign. It is adopted. (Applause and cheers)

Let me make one comment in response to Delegate Hogate. We intend to do everything humanly possible to reach a satisfactory agreement with GTE of California. Should a strike be necessary, I can assure you there will not be a single member who will have as an excuse the reason for going back to work that he or she could not put food on the table, pay the rent or the utilities, or take care of the children.

So let's put that to bed right now. (Applause and cheers)

On behalf of this entire Convention, I would like you to join me in thanking the Defense Fund Committee for doing a job that oftentimes they wondered why they volunteered to be there. But, I think the action you have taken will be looked at some years hence as having been most positive.

So, join me in thanking them for a job well done.

... The Delegates arose, whistled, cheered, and there was prolonged applause ...

PRESIDENT BAHR: Before we get into the election process, I want to remind all Delegates to take the papers along with you, and your belongings, when you leave here today, and do not forget the Union Builders' Rally tonight, for members only, in the Pacific Sierra Room, at the L.A. Hilton. The doors will open at 7:00, and the meeting will begin at 8:00.

We are now going to proceed with the election procedure, and for that purpose I again call on Secretary Treasurer Booe.

... Secretary-Treasurer Booe assumed the Chair ...

SECRETARY-TREASURER BOOE: Now I would like to introduce you to Mr. David Haedicke, who is a partner of the auditing and accounting firm of Arthur Young International, who will review the procedures for the election of officers with you. Mr. Haedicke.

MR. DAVID HAEDICKE (Arthur Young International, Auditing and Accounting Firm): Thank you, Secretary-Treasurer Booe.

ELECTION PROCEDURES

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 elections will be conducted in accordance with the following procedures:

First, International Officers and Unit Vice Presidents of the Union shall be elected by secret ballot of the delegates to the convention on Tuesday between the hours of 8:00 a.m. and 10:00 a.m. Nominations will be conducted during the convention session today. The term of each office shall be for three years or until their successors have been duly elected and qualified.

The District Vice Presidents shall be elected by secret ballot on Tuesday between the hours of 8:00 a.m. and 10:00 a.m. Nominations will take place thirty minutes after the Convention recess today at separate meetings of the delegates with their respective districts. The term of each office shall be for three years or until their successors have been duly elected and qualified.

The sequence of nominations are as follows:

First, International Officers;

Next, Communications and Technologies Vice President;

Telecommunications Vice President;

Public Workers Vice President and, thirty minutes after recess of Convention today, District Vice Presidents.

The nominations for the four International Officers and three Unit Vice Presidents shall be conducted here in the Convention Hall. The nominations for the eight District Vice Presidents will be conducted thirty minutes after the Convention recess today, in the District meeting rooms as assigned.

The rules affecting eligibility of nominees and voters state that:

First, only those members of the union in good standing who, at the commencement of their term of office, have not reached their 70th birthday, and 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.

The rules with respect to nominations are as follows:

Nominations shall be made from the floor for the four International Officers and the three Unit Vice Presidents.

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

Where there is only one nominee for an office, a motion from the floor instructing the Secretary-Treasurer to cast a unanimous ballot may be made and passed.

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/her vote.

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 Credentials Registration area for that purpose.

Voting will take place in the Convention Center in the meeting rooms listed in the schedule of events.

Delegates must identify themselves to the teller at the voting booth. A delegate's convention badge shall serve as sole verification of his/her identity for the purpose of determining his/her 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, he/she shall be considered as having voted. The teller will inform the delegates of their duly accredited votes by writing the number of accredited votes on the face of the ballot.

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

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;

Write only the name of the nominee of his/her choice on the ballot;

Fold the ballot once; and

Hand the folded ballot to the teller at the other side of the voting booth.

The teller will initial the outside of the ballot, and will return it to the voting delegate. 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, he/she 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 illegal.

Delegates are reminded that the polls will close promptly at 10:00 a.m.

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

One observer 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.

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 be registered with the Chair of the Credentials Committee. Only individuals presenting evidence of their registration with the Credentials Committee will be allowed into the areas designated for observers.

After all eligible delegates have had an opportunity to vote, the ballots will be counted, and the results of the election will be announced by the Chair.

The nominee in any election receiving a majority of the votes cast shall be declared elected.

If no one nominee receives a majority on the first ballot, a run-off 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 run-off 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 run-off elections will be announced from the podium at Convention.

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.

SECRETARY-TREASURER BOOE: It has been brought to the attention of the Chair that apparently a mistake was made in the scripting, and that our Constitution no longer has a barrier that a person cannot run after they have reached their seventy-fourth birthday. Members in good standing of the Union are eligible to hold office in CWA.

Thank you Mr. Haedicke.

During the course of the procedure from now on, reminders will be given to you from time to time concerning some of the detail that have been presented to you by the supervisor of the elections. I trust that all of you recognize and realize that all contested elections will be conducted in the rooms listed in the schedule of events for those districts or national units.

At this time the nominations for the office of President are open. For that purpose, the Chair recognizes Gerry Azus at the "Privilege" microphone. Gerry is the president of Local 1172, and she is recognized for the purpose of making a nomination.

DELEGATE GERRY AZUS (Local 1172): Brothers and Sisters, on July 16, 1985 we elected the former president of my local to serve as president of our great Union. It was the second time in our history that CWA had changed leaders. We were struggling through uncertain times. CWA, like many other Unions in America at that time, faced unclear directions and an unknown future. Our new President stepped to the front ranks of our Union, with decisive leadership, with a clear vision of where we should be going, and why. He calls upon us to be Union, to be family, to be proud.

Under his leadership we are growing in numbers and influence, despite the impact on our Unions by the winds of change. Under his leadership we are opening the doors of participation in our Union, with a flood of enthusiasm, energy and commitment by all of our members. Under his leadership, we are learning that solidarity is more than just a cause in Poland. It is a spirit that is alive and well in CWA. It is a spirit that we can all feel in the halls of this great Convention. Under his leadership our demands to our government and our employers are being heard loud and clear across America. Jobs with Justice.

Brothers and Sisters, our Union still faces unmet challenges. There is much unfinished business to complete. The struggle for rights for all Americans remains to be won. We are privileged to be led into the future with confidence and high expectations by a president who has earned our respect and admiration.

So, I proudly stand to nominate for the President of the Communications Workers of America, a member of my local, one of America's great trade union leaders, our leader, Morton Bahr. (Applause)

SECRETARY-TREASURER BOOE: There has been a nomination placed for Morton Bahr for President. To second the nomination, the Chair recognizes Marie Malliet, President, Local 9410, at the "Privilege" Microphone.

DELEGATE MARIE MALLIET (Local 9410): Sisters and Brothers, I stand before you to second the nomination of Morton Bahr for President of the Communications Workers of America.

In 1985 President Bahr, in taking the oath of office, pledged to us a presidency of vision and one of strength and courage. It was Morty's vision that created for the entire labor movement "Jobs With Justice," instilling in all of us a sense of responsibility and family, as we assist each other daily in our common struggles for dignity and economic justice.

Morton Bahr also brought to his president strength and courage, the type of strength and courage that is needed to mobilize the membership, to change our thinking, to raise our expectations, insisting we speak in terms of our rights and entitlements, not in terms of privileges. And, most importantly, to demand that every single member and our families, including our children, become active participants in our Union, not spectators, but participants.

Finally, President Bahr possesses that rare leadership quality, the type that challenges us every day to be better than we ever thought we could be.

I ask you, Sisters and Brothers, to take a stand and reelect Morton Bahr as President of the Communications Workers of America. Thank you. (Applause)

SECRETARY-TREASURER BOOE: Are there any further nominations? Are there any further nominations? Are there any further nominations?

The Chair sees no one approaching any of the microphones for the purpose of making further nominations, and will therefore accept a motion instructing the Secretary- Treasurer to cast a unanimous ballot for Morton Bahr for President of the CWA.

... The Delegates arose, applauded and cheered ...

SECRETARY-TREASURER BOOE: All those in favor indicate by standing. (Laughter)

I hereby declare a unanimous ballot has been cast for the election of Morton Bahr as President of the CWA. (Applause and cheers)

To clarify something, during the nominations we were getting questions about Plan "B," and that part is over. One of the questions was what was the length of the term of office. One of the amendments to Plan "B" eliminated the constitutional changes, and so the term of office we are talking about is three years. However, part of the addendum to Plan "B" was an effective part of the adoption of Plan "B," as amended.

I hope that clarifies it for you.

Now I turn the Chair back to President Bahr.

... President Bahr resumed the Chair ...

PRESIDENT BAHR: I certainly would like to thank Gerry and Marie for those very kind words. And, above all, I want to thank each and every one of you for the confidence that you have just expressed in me. I can assure you that for the next three years we will be working together day in and day out for the one objective, and that is to make a difference, to make a difference so that those who come after us will say that we left them a place that was a little better than how we found it. And if this could be our mutual objective, we will succeed.

Thank you. (Applause)

The next order of business is the election of an Executive Vice President. For the purpose of placing an individual nomination, the Chair recognizes Claude Cummins, Local 6222 Vice President, at Microphone No. 2.

DELEGATE CLAUDE CUMMINS (Local 6222): Thank you, Mr. President.

Officers, fellow Delegates and guests --

PRESIDENT BAHR: Would you again state your name, please?

DELEGATE CUMMINS: I am Claude Cummins, Local 6222. Officers, fellow Delegates and guests to this 51st CWA Convention, I rise this afternoon to nominate a friend and fellow union Urother that I have known for over sixteen years. During my early years of involvement in CWA, he was a strong and effective union leader. Under his guidance the membership of Local 6222 in Houston, Texas, grew to nearly ten thousand dues paying members. His loyalty and dedication to CWA and the Labor Movement as a whole in Houston Texas goes unquestioned.

Since his election to the office of Executive Vice President, he has maintained those qualities and worked hard to keep this Union strong. While president of Local 6222 he worked hard to ensure that all members were treated fairly regardless of race, creed, or color, and he has continued to address these issues while serving in the capacity of Executive Vice President of CWA.

Certainly we all can appreciate a man who is not afraid to take a stand for the rights of others in the Labor Movement. He has been an inspiration to me as well as others who are working towards the continued success of CWA. All of his responsibilities and accomplishments are too numerous to list, but, just to name a few, he has over forty years as a Union member; served at various steward levels; Vice President and President of Local 6222; Executive Vice President for over eight years; he is presently responsible for training and education within CWA, minority concerns, interfacing with the AFL-CIO. He is responsible for the health and welfare trust. The list goes on and on, and each area has improved tremendously under his guidance.

At this time I would like to nominate my good friend, our present Executive Vice President, the little man from the big State of Texas, M.E. Nichols, to the office of Executive Vice President of CWA. (Applause)

PRESIDENT BAHR: The name of M.E. Nichols for Executive Vice President has been placed in nomination. To second that nomination, the Chair recognizes Karen Hicks, President of Local 14022 at the Privilege Mike.

DELEGATE KAREN HICKS (Local 14022): It is a real pleasure to second the nomination of M.E. Nichols for Executive Vice President of our Union. I have not known Nick as long as many of you, but we recognize quality in Canada, and the program that he is responsible for reflects the highest quality: quality education, occupational health and safety, and his other programs.

Most of all, Nick is a truly caring individual. It is a real pleasure for me to second the nomination of M.E. Nichols, Nick, for Executive Vice President of the Communications Workers of America. Thank you. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination of M.E. Nichols, the Chair recognizes Fritz Clark, President of Local 1111.

DELEGATE FRITZ CLARK (Local 1111): In 1980, we elected a short, sharp Texan named M.E. "Nick" Nichols to be our special rank-and-file representative on our Executive Committee, and he has served us well in that capacity.

Soon after his election, he made the CWA Stewards Training Program the best in the Labor Movement. He is now working to improve it even more.

CWA's OSHA program, including our information on toxic substances, is under his leadership. The new leadership speakers kit, to help us tell Labor's story better in our schoolrooms, was done under Nick's leadership also.

So without any further ado or a single kazoo this year, I proudly second the nomination of M.E. "Nick" Nichols for Executive Vice President of CWA. (Applause)

PRESIDENT BAHR: Are there any further nominations?

Are there any further nominations?

Seeing no delegate approaching a microphone, the Chair will, therefore, accept a motion instructing the Secretary Treasurer to cast a unanimous ballot for M.E. Nichols as Executive Vice President of CWA. (Applause and cheers)

... The delegates arose and applauded ...

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

PRESIDENT BAHR: All those in favor of the unanimous ballot indicate by standing.

... The delegates arose and applauded ...

PRESIDENT BAHR: Brothers and Sisters, M.E. Nichols.

EXECUTIVE VICE PRESIDENT M.E. NICHOLS: I am standing up. (Laughter)

In 1986 when I was elected unopposed, I said something that I must repeat today. The only honor that is greater than being elected an officer of CWA is to be elected unopposed.

I am going to thank Claude Cummins of my home local in Houston, Karen Hicks, the Chair of our Canadian Congress, and my old friend Fritz Clark, for all of those nice words.

Upon completion of this term, I will have been elected to full-time service in the Union for 29 consecutive years. I thank the good people of Houston for many of those years, and you and past convention delegates for giving me the very best years of my life.

I look forward to working with you, with my colleagues on the Executive Committee, and my colleagues on the Executive Board. Again, thank you very, very much. (Applause)

PRESIDENT BAHR: The next order of business is the election of another Executive Vice

President of CWA. For the purpose of placing a name in nomination, the Chair recognizes Al Beck, President of Local 4302, at microphone 2.

DELEGATE AL BECK (Local 4302): It is an honor to stand before you today to speak in favor of one of CWA's leadership team for the '90s.

This is someone I have known and worked with for nearly 20 years, a member of Local 4302 for 34 years, a person who believed in the Labor Movement because she had come from a strong Union family and so she became active in CWA from the time she sat down and put on her first headset as an operator. She came through the ranks, serving in almost every capacity from Steward to Executive Vice President.

We are all aware that our nation and our Union face enormous challenges in the '90s and to meet them we need strong and visionary leadership. Challenges like maintaining a decent standard of living for American workers, preserving the values of home and family and a quality of life for our children when mothers and fathers must both work just to stay ahead. Challenges on the job like electronic sweatshops, safe work places for people who sit in front of a video display terminal or challenges like jobs lost to low-wage foreign competition.

Well, Brothers and Sisters, I am here to tell you that we have someone on our leadership team who has met those challenges in the halls of Congress, not with promises but with a record of accomplishments.

Whether it was the minimum wage bill, child care, employee protection, social security, health care or the monitoring bill, whatever the Trade Union issue, Congress listened, even when the guy at the other end of Pennsylvania Avenue couldn't hear over the noise of his helicopter.

CWA is making its case and making it persuasively. For the first time in our history, CWA is actually drafting our own bills and getting them introduced in Congress.

I'm standing here, not only as an act of loyalty to a member of my Local whom we're all proud of, but more importantly, as an act of faith in the future of CWA, when we have this kind of leadership.

Brothers and Sisters, I stand before you because I am proud to nominate for a second term as Executive Vice President of the Communications Workers of America, Barbara Easterling. (Applause)

PRESIDENT BAHR: Barbara J. Easterling has been placed in nomination for Executive Vice President. And to second that nomination, the Chair recognizes Jessie Wilson, President of 9415.

DELEGATE JESSIE WILSON (Local 9415): Last year the Labor Department published a report called Workforce 2000. It predicted that during the 1990's, as never before in U.S. history, the overwhelming majority of growth in the labor force, new workers, will be women and members of minorities.

The key to America's future will depend on our ability to recruit and develop these people giving them a sense they are valued. And since they are the future of American labor, they are also the key to CWA's future.

Eight years ago, when Barbara went to Headquarters as Assistant to the President, she took on the assignment of revitalizing CWA's minority leadership institute.

As I look out on this audience, I see many people who are here today because they benefitted from participating in that institute.

What Barbara made of the minority leadership institute during those four years and her continuing commitment to keeping it alive and improving it are proof, for me, of the kind of foresight and the strength of commitment she has for the future of our Union and for all of our members.

That's why I am proud to second the nomination of Barbara Easterling for Executive Vice President. (Applause)

PRESIDENT BAHR: For the purpose of another seconding of the nomination, the Chair recognizes Marie Scheuermann, Secretary-Treasurer of Local 1009.

DELEGATE MARIE SCHEUERMANN (Local 1009): Thank you, Morty.

Brothers and Sisters, I have been a member of CWA for the past 46 years. Even though I have retired from the company, I have not retired from my Union.

I am an active dues-paying member of CWA Local 1009, and hold the elected position of Secretary-Treasurer.

It is my pleasure to second the nomination of Barbara Easterling for Executive Vice President.

Four years ago President Bahr gave Barbara the assignment for retired members' activities. She took a largely unorganized, under-utilized group of retirees and built it into the CWA Retired Members' Council -- some 10,000 strong and growing.

This is the type of leadership we need in CWA, and the type of results we expect from our elected leaders.

I urge that you support Barbara Easterling for the position of Executive Vice President. Thank you. (Applause)

PRESIDENT BAHR: Are there any further nominations for this office?

Seeing no delegate approaching a mike, the Chair will entertain a motion for the Secretary-Treasurer to cast the unanimous ballot for the election of Barbara J. Easterling as Executive Vice President of CWA. (Applause)

All those in favor of the motion please indicate by rising.

... The delegation arose and applauded at length ...

EXECUTIVE VICE PRESIDENT BARBARA J. EASTERLING: What a very awesome moment, and I thank Al Beck, Jessie, Marie, and I ask that you will please indulge me as I introduce to you a very special person who has travelled from Akron, Ohio, to share this moment with me. From my family, my brother, Jim Kolton. (Applause)

I am blessed indeed. First, with your support and encouragement over the past four years, and with your unanimous vote here today.

I am blessed to be on the Executive Committee team, and the Executive Board, headed up by a great President that I call "Friend."

And I want you to know that my fellow Board members defend my activities in the Halls of Congress, as well as with the employers that we represent.

I am blessed with a very hardworking staff that believes that CWA must be Number One in the legislatures across the country, and in the political arenas, in COPE dollars and in the growth and development of Retirees Council.

I thank God for all these blessings, and for allowing me the opportunity to serve you for the next three years.

Thank you.

... The delegates applauded at length ...

PRESIDENT BAHR: The next order of business is the election of Secretary-Treasurer of our union. For the purpose of placing a name in nomination, the Chair recognizes Terry Daly, the

Treasurer of Local 1101.

DELEGATE TERRY R. DALY (Local 1101): Mr. President, Brother and Sister Delegates, I stand before you now honored to nominate for the Office of Secretary-Treasurer of this great Union a man with unusual qualities and talent. He is a man I consider to have the highest degree of integrity, dedication and skill for this demanding job.

He is more than just the incumbent. He is a man of tireless effort; a Veteran of World War II. He came to us in 1945, and his service to the Union was interrupted briefly by his service to our country in Korea.

Since his return, he has been elected on virtually every level of the Union: Job Steward, Local Vice President, Local President, District Vice President, Executive Vice President, and in 1985, he was elected Secretary-Treasurer by this Convention.

I have had the pleasure of working closely with him in my capacity as Treasurer of Local 1101 and as fellow Trustees on the CWA Savings and Retirement Trust. We worked long and hard on the Defense Fund project together.

But the job of Secretary-Treasurer is not just managing the financial affairs of our Union. It's being involved. Involved in issues that affect our lives, our lifestyle and our great nation.

It's caring, caring for people, all people, however great or small they may be.

He has chaired CWA's Political Action Committee since 1980. He spearheaded CWA's lobbying efforts to obtain workers protection for pregnancy disability. And he was in the forefront of the fight for pension affordability rights for our Brothers and Sisters affected by divestiture of AT&T.

He's a member of the Democratic National Committee and the AFL-CIO COPE Committee.

He's worked tirelessly for the United Way and a number of other worthwhile charities. He's a bundle of energy, and it is my pleasure to offer his name for nomination.

Mr. President, I nominate James B. Booe for the Office of Secretary-Treasurer of CWA. Thank you. (Applause)

PRESIDENT BAHR: The name of Jim Booe has been placed in nomination for the Office of Secretary-Treasurer, and to second that nomination the Chair recognizes Gloria Parra, the President of Local 6143.

DELEGATE GLORIA PARRA (Local 6143): Thank you, Brothers and Sisters. I am privileged to be given the opportunity of making a contribution to my Union, by seconding the nomination of Jim Booe for Secretary-Treasurer.

Most of the reasons for re-electing Brother Booe have been given and told to you by my colleague, Terry Daly. I would simply say, we need Jim Booe, because of the troubled times ahead. The potential for a strike this year is great, and we have to think about the welfare of the members we represent and consider the best person for the job, so that when and if that awful moment should arrive, that the telecommunication companies will try to take away our standard of living and force us out on strike, then we would need the cool hand of Jim Booe at the head of the finance.

I pray that you all join me as I second the nomination of Jim Booe for Secretary-Treasurer. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination, the Chair recognizes Ron Azlin, President of Local 9586.

DELEGATE RON AZLIN (Local 9586): As the President of Jim's home Local, I am proud to rise to second the nomination of James B. Booe for Secretary-Treasurer of our great Union.

Jim has served the Union as a steward, Local President, District 9 Vice President, EVP, Secretary-Treasurer, and in each entity has repaid the trust and faith of the members of CWA with hard work, dedication and honor. He has never let us down in his dedication to making the Union better and more responsive to its members.

I urge that you support James B. Booe for Secretary- Treasurer and permit him and his colleagues to continue to build CWA for the betterment of all of our members.

Thank you. (Applause)

PRESIDENT BAHR: Are there any further nominations?

Seeing no delegate approaching a microphone, the Chair will entertain a motion directing the Chair to cast the unanimous ballot for the election of James Booe as Secretary-Treasurer of our Union.

All those in favor of that motion please stand. (Applause)

The Chair declares the unanimous ballot has been cast.

... The delegation arose and applauded ...

SECRETARY-TREASURER BOOE: I will try not to be emotional. Thank you all very, very much. But particularly to Terry and Gloria and Ron. As usual, there are three more people I owe a lot more to. Or, at least as much to. And I would like to recognize them today.

Somewhere back in the -- Morty says get a towel out.

Somewhere, back off on the right, I have a sister that's here. Betty. There she is. (Applause)

And one of our six kids is here with us, Carol, and her husband Jim. (Applause)

And the one that really keeps me going that a lot of you know, my wife Judi. (Applause)

When I was elected to serve as your Secretary-Treasurer at the 1985 Convention, I realized part of what I was getting into and so I didn't promise a lot of things, but I promised you that I would try my best to serve with integrity and dedication, and to be fair and firm and to work as hard as I knew how to achieve the objectives of this Union.

I think we have made progress along those lines, and today I want to reaffirm that promise, and want you to know that I am deeply honored to serve with Morty Bahr and Barbara and Nick and the members of our Executive Board, and I am deeply honored to be able to continue to serve you.

Thank you.

... The delegation applauded at length ...

PRESIDENT BAHR: The next order of business is the election of Communications and Technologies Vice President.

For the purpose of placing a name in nomination, the Chair recognizes John Ryan, President of Local 4309.

DELEGATE JOHN RYAN (Local 4309): Sisters and Brothers, I rise to nominate Jim Irvine for CWA Vice President of Communications and Technologies. Effective today, Jim has become a member of Local 4309, for members of Jim's old Local, 4350, voted to merge into Local 4309 this past March.

Needless to say, we are pleased and proud to count Jim as one of our members. Jim was very helpful in consummating this first merger of an all-AT&T Long-Lines local into a Bell local. Jim deserves to be re-elected as representative for Communications and Technologies. He has

served as an elected officer for 20 years, representing AT&T members. As a former local President for 12 years, he understands the job pressures brought about by new technology and a new, unfeeling, bottom-line oriented management at AT&T.

As CWA's negotiating representative with AT&T, Jim has battled company fat cats and has worked hard for our members.

Fellow Delegates, I support Jim Irvine for Vice President of Communications and Technologies, and, in unity, I ask you to do the same. Thank you. (Applause)

PRESIDENT BAHR: The name of Jim Irvine has been placed in nomination. For the purpose of seconding the nomination, the Chair recognizes Ron Ryan, Chief Steward, Local 4350, at microphone No. 2.

DELEGATE RON RYAN (Local 4350): Brothers and sisters, I am seconding this nomination of Jim Irvine for Vice President on behalf of his home Local 4350's President, Art Runyon and the Executive Board, who voted unanimously in favor of Jim. It is time that we show that we stand together united as one CWA family and proud of it, as Jim is.

I urge you to unanimously elect Jim Irvine for Vice President. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination, the Chair recognizes Blondell Stewart-Ware, President of Local 2300.

DELEGATE BLONDELL STEWART-WARE (Local 2300): Thank you, Mr. President. Sisters and brothers, I proudly stand before you to second the nomination of James Irvine for Vice President of Communications and Technologies. Jim has been and continues to be a Trade Unionist in the traditional sense for more than 30 years.

His leadership still is aggressive, progressive, and innovative -- exactly what we need more of in the Labor Movement.

In 1986, I had the distinct honor and opportunity to serve on the ATTCOM Bargaining Committee under Jim's leadership. It was not an easy task, as you all know. Yet, I had a chance to see a real pro in action.

Sisters and Brothers, let's put the "movement" back into the Labor Movement. I urge you to re-elect James E. Irvine Vice President of Communications and Technologies.

Thank you. (Applause)

PRESIDENT BAHR: Any further nominations?

Any further nominations?

Seeing no delegate approaching the microphones, the Chair will entertain a motion to instruct the Secretary-Treasurer to cast a unanimous ballot for the election of James E. Irvine.

... The motion was duly seconded ...

PRESIDENT BAHR: It is seconded. Please indicate your support of the motion by rising.

... The delegates arose and applauded ...

PRESIDENT BAHR: The Chair declares a unanimous ballot has been cast for James Irvine. (Applause)

EXECUTIVE VICE PRESIDENT JAMES IRVINE: Thank you. Thank you, Delegates. Thank you all of CWA Staff and Executive Board members, who have cooperated in trying to deal with this mismanagement, with the largest employer where we have members. I am humbled by the opportunity to serve again.

We have difficult bargaining immediately before us. But your unanimous support, your voice

of unity, sends a loud, clear message to the bargaining table. I pledge to you that your resolve will be forcefully articulated across the bargaining table to the management bargainers.

Thank you very much. (Applause)

PRESIDENT BAHR: The next order of business is the election of Telecommunications Vice President of CWA. For the purpose of placing a name in nomination, the Chair recognizes Philip Coldiron, Vice President of Local 3371, at microphone 2.

DELEGATE PHILIP COLDIRON (Local 3371): Fellow Delegates, it is an honor to be able to nominate a man from my local for the office of Telecommunications Vice President, a man that I have personally known and worked under his leadership.

I know him as a hard-working, determined, responsible and understanding candidate. But most of all, I know him as a friend who, through very trying times, was always available. He is well known by the different operating companies of the independent systems. His office has been very helpful to resolve problems. He became the first Telecommunications President and there is no doubt that he will be able to provide the necessary leadership needed for our membership, our officers and stewards that he was elected to serve.

I know he will continue to do whatever is necessary to continue to move forward in this fast-moving world of communications, to ensure the best interests of those he represents.

With a great deal of pride, I nominate John T. Browning, my Brother, for the office of Telecommunications Vice President. Thank you. (Applause)

PRESIDENT BAHR: The name of John T. Browning has been placed in nomination, and for the purpose of seconding the nomination the Chair recognizes Jerry Garrison, President of Local 7470 at mike 2.

DELEGATE J.R. GARRISON (Local 7470): Brothers and Sisters, I stand here before you today to second the nomination for Vice President of Telecommunications of John T. Browning. I was here in 1980 when John was a delegate, and he was elected as the Independent Telephone Director. I had the pleasure of helping that year, and in the subsequent years to follow on the campaigns I was able to.

John has come to Lincoln, Nebraska, and talked with our unit there. He was a participant in activities in our local. He knows where Lincoln, Nebraska is, even though we are a large independent and have nothing to do with any of the systems. Members appreciate that kind of dedication.

As a President of the local, every time I have called on John for information or help and assistance in any way, John has been there. He has been able to help my local in many ways, pulling us together.

It is a great pleasure today to stand before you and second the nomination of John T. Browning for Vice President of Telecommunications. (Applause) Thank you. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination, the Chair recognizes Liz Jensen, Secretary of Local 9576.

DELEGATE ELIZABETH JENSEN (Local 9576): I rise to second the nomination of a man who is capable, experienced and knowledgeable, a person who truly cares about the members he represents.

He has taken his time to visit the members in our state at the job site from the Yucca Valley and Palm Desert in Eastern California to Camarillo and Santa Barbara on California's western shore, locations never before visited by a National officer.

Our members deserve the best: someone who cares. Please join with us and re-elect John T. Browning Vice President of Telecommunications. (Applause)

PRESIDENT BAHR: For the purpose of placing a name in nomination before this body, the Chair recognizes Richard Kneupper, President of Local 6171. Richard.

DELEGATE RICHARD KNEUPPER (Local 6171): Thank you, President Bahr. Brothers and Sisters, today I have the distinguished honor to nominate one of the finest individuals in CWA that I have had the pleasure to work with; a man who has served the membership of this union for over 25 years and has held just about every position from Steward to Assistant to the Vice President of District 6; a man who is respected by the companies we have contracts with, and one whose collective bargaining skills have proven to be of the highest caliber.

He is a man who has given us strong leadership in the past when times were hard, and one who will surely give us strong leadership in the future.

He is a dynamic speaker, a member of Local 6171. I hereby nominate for the office of Vice President of Telecommunications and urge your support for T.O. Moses. (Applause and cheers)

PRESIDENT BAHR: The name of T.O. Moses has been placed in nomination, and for the purpose of seconding the nomination the Chair recognizes John Strickland, President of Local 9588, at Microphone No. 2. John. (Applause)

DELEGATE JOHN STRICKLAND (Local 9588): Brothers and Sisters, today I have the unique and privileged opportunity to second the nomination of T.O. Moses for the office of Vice President Telecommunications. T.O. Moses brings to the office a variety, a versatility, and a strong background in collective bargaining, legislative action and the ability to work with and understand the various problems confronting all the bargaining units within CWA.

T.O.'s experience involves bargaining full contracts with GTE, Centel, Harrisonville Telephone Company, Southwestern Bell, Southwestern Bell Publications, Mid-Texas Telephone, and Wise County Telephone.

The Vice President of Telecommunications must know how legislation can impact the telecommunications industry. T.O. Moses has the background and experience in the legislative arena to protect and enhance our interests before the state legislatures and the Congress.

We need a Vice President who understands, who will work with and act to resolve our problems in all units. T.O. Moses is that man.

I urge you to support and to make a positive statement about our future. Vote for T.O. Moses. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination, the Chair recognizes Fred Stella, President of Local 1109.

DELEGATE FRED STELLA (Local 1109): Delegates, the next Vice President of Telecommunications must be a leader with great vision, a leader experienced in contract negotiations, and be someone willing to share these qualities with those of us who have chosen to represent and organize members in the independent telephone industry.

Therefore, Delegates, I am honored to second the nomination for the position of Telecommunications Vice President a person who excels in experience, a person with a vision of the future, and one who will work with all of us, T.O. Moses. Thank you. (Applause)

PRESIDENT BAHR: Are there any other nominations?

Seeing no Delegate approach a microphone, I will entertain a motion to close nominations. Do hear such a motion?

... The motion was duly made and seconded ...

PRESIDENT BAHR: All those in favor of closing nominations indicate by raising your hand. Down hands. Opposed by a like sign. Nominations have been closed.

We have nominated two members: John T. Browning and T. O.Moses.

The next order of business is the nomination of Public Workers Vice President. For the purpose of placing a name in nomination, the Chair recognizes Arthur Cheliot, President of Local 1180. Arthur.

DELEGATE ARTHUR CHELIOTES (Local 1180): I am proud and privileged to place the name of Connie Bryant in nomination for the office of Public Health Service Workers of the Communications Workers of America.

Connie has shown that through persistence and a commitment to justice for workers, you can make a difference. Over 25 years ago she began her career as a public worker, and moved up the ranks through the civil service merit system from the rank of Traffic Enforcement Agent on the streets of New York to the position of Captain. And in that time, she fought for her members. She fought for justice on the job to bring both Local 1181 and 1182 into the CWA.

Because of her persistence, she did not stop there. She became a steward, chief steward, grievance representative, vice president, and Local president of 1181.

Connie's persistence and commitment continued. In 1980 and '81, she served on the Appeals Committee of the convention, and was nominated to serve and did serve on the Committee of the Future, appointed to that office by Glenn E. Watts, our President Emeritus.

In 1983, Connie was elected the first Public Worker Director of the communications Workers of America. And again in 1986 the first Vice President for Public Workers of the Communications Workers of America.

But Connie has never forgotten where she came from. For the last ten years she has worked as an instructor and coordinator for the Union Center for Labor Education and Advancement, training women at summer institutes.

She has shown, through her activities in CBTU, APRI, and the National Council of Negro Women, that she remembers her roots and the importance of bringing others up with her.

I urge all of you to join me in supporting Connie Bryant for the Public Workers election, to see her re-elected so she can continue her fine work.

Thank you very much. (Applause)

PRESIDENT BAHR: The name of Connie Bryant has been placed in nomination.

For the purpose of seconding the nomination, the Chair recognizes Erma Wiszmann, President of Local 7117.

DELEGATE ERMA WISZMANN (Local 7117): I second the nomination of Connie Bryant for the office of Vice President, Public Workers.

To sum up for you what I see in Connie: Service. I have known Connie for some time, and I would tell you that when she was first elected to office, I had supported her opponent. Now, I believe that once an election is over, we have to go about the necessary business of servicing the members.

And Connie believes that also. She offers service very well. Following that election, she has delivered service. I am President of the CWA Council in the State of Iowa.

The Public Sector is our second largest group of workers in Iowa. My local holds contracts with three public worker units. At any time I call on Connie for service, whatever my capacity at the time, Connie delivers.

So I see Connie as synonymous with service, and I offer her my second. Thank you. (Applause)

PRESIDENT BAHR: For the purpose of seconding the nomination, the Chair recognizes Jim

Ervin, President of Local 4501.

DELEGATE JAMES ERVIN (Local 4501): Thank you, Mr. President.

My fellow Delegates, Sisters and Brothers: It is an honor and with great pride that I rise to second the nomination of Connie Bryant as the Vice President of Public Service and Health Care Workers.

Connie is a concerned person, a dedicated person, who has proven herself as a thoughtful, forceful, willing and able national leader, not only for the Public Workers but for all of CWA. In the uniqueness of this position, Connie has demonstrated a mature, strong and steady performance that must be continued.

I urge all of my fellow Public Workers to join me in supporting and voting for Connie Bryant. Thank you. (Applause)

PRESIDENT BAHR: For the purpose of placing a nomination before this body, the Chair recognizes Caroline Wade, Executive Vice President, Local 1040.

DELEGATE CAROLYN WADE (Local 1040): Mr. President and my fellow Delegates: It gives me pleasure to place the name of Brooks Sunkett into nomination for Vice President of Public Health Care and Service Workers.

Brooks is a leader of proven ability and broad experience. He comes superbly equipped with the leadership qualities CWA must take into our future in order to keep our union effective, responsive, efficient, viable and proficient in representing our members.

Brooks' whole career has been in the Public Sector of government. His work experience has given him first-hand knowledge of the issues and problems facing Public Health Care Workers. He is committed to organizing both internal and external.

As one of the original organizers of 34,000 Public Workers Bargaining Council, Brooks believed we could not reach our goals and realize our union's potential when so many of our Public Workers groups have less than 50 percent membership. Our strength and our power is in our unity, so we must unionize the un-unionized and organize the unorganized.

Political and legislative actions have a direct impact on the job held by Public Health Care and Service Workers. Brooks has worked with many coalitions, community groups, and other labor organizations in addressing issues that affect all workers. He has fought for a fairer income tax in New Jersey, Public Employees Occupational Health and Safety laws, divestiture of public pension funds in South Africa, fair and affordable housing for the poor and many other issues.

Brooks has tremendous foresight and visions for Public Healthcare and Service Workers. He inspires the very best from everyone associated with him, and his dedication is contagious.

It became my honor, my esteem pleasure, my duty, to place into nomination the name of Brooks Sunkett for Vice President of Public, Healthcare and Service Workers for the greatest Union in history, the Communications Workers of America. (Applause)

PRESIDENT BAHR: The name of Brooks Sunkett has been placed in nomination, and for the purpose of seconding the nomination, the Chair recognizes Ann Lawless, President of Local 1069.

DELEGATE ANN LAWLESS (Local 1069): Thank you, President Bahr. I am representing the employees of the Morris County Board of Social Services and the Morris County Park Commission. I rise to second the nomination of Brooks Sunkett.

Brooks has the necessary experience and progressive outlook which will enable him to represent all of us, whether we be state, county, municipal, or healthcare workers.

I am certain that Brooks will actively seek our input and ideas; he will be ready and able to assist us when needed.

Brothers and Sisters, for these reasons and others, it is with great pride that I second the nomination of Brooks Sunkett, one of our own public workers, for the position of Vice President, Public Workers. Thank you. (Applause)

PRESIDENT BAHR: For the purpose of placing a name in nomination, the Chair recognizes Vikki Marshall, Secretary of Local 1037.

DELEGATE VIKKI U. MARSHALL (Local 1037): Brothers and Sisters, I rise to place the name of Joanne Bell in nomination as Vice President of Public Service and Health Care Workers.

I am a public worker and Local Officer representing more than 4,000 public workers in the State of New Jersey.

I am proud to nominate a person who knows and understands the problems and needs of public workers and who will work and work and keep working to make the necessary changes to help us improve our conditions on the job, and she will be there with us to make us a more vital force in CWA.

Public, Health Care and Service Workers need to be brought together as a group to develop our own agenda and to set our own goals.

We need someone who will keep our needs in front of the Executive Board and in front of this Union.

Joanne is a strong voice -- a strong voice that will be responsive to our public workers regardless of the size of their local, someone who will be there to support, assist and work in our best interests.

Important also is that all CWA members must work together if any of us are truly to achieve our own goals. This means having someone who knows and understands Public Workers as well as all other sectors of this Union.

My candidate is Joanne Bell. She has been involved in this Union at every level, a true Union leader with a strong voice.

She is the person, the only person who possesses the knowledge and skill we must have to make a difference for Public Workers in CWA.

Brothers and Sisters, I place the name of Joanne Bell in nomination for Vice President, Public Workers and Health Care Workers, and I ask for your support and your vote.

Thank you. (Applause and cheers)

PRESIDENT BAHR: The name of Joanne Bell has been placed in nomination.

For the purpose of seconding the nomination, the Chair recognizes Carolyn Hulbert, President of Local 6382.

DELEGATE CAROLYN A. HULBERT (Local 6382): Brothers and Sisters, I rise to second the nomination of Joanne Bell because she is active, energetic and a hard working candidate that I know will do the best possible job for Public Workers.

I represent nearly 400 Missouri State Workers. What is important to us is that we elect the best candidate, someone who will work tirelessly for Public, Health Care and Service Workers.

I want someone who possesses experience in all facets of representing Union workers. Joanne has been an organizer of new workers, a negotiator of good contracts, and an educator of steward and members in the workplace.

She has worked hard for legislation in state and city bodies for the betterment of public workers and all workers.

She is the kind of innovative, intelligent and intuitive leader who will advance our causes.

As a trade unionist with more than two decades of active participation in the Labor Movement; she has the drive to put this labor experience to work for you.

Sisters and Brothers, I ask for your vote for a dynamic lady, a unionist heart, body and soul. Vote Joanne Bell. (Applause and cheers)

PRESIDENT BAHR: For the purpose of seconding the nomination, the Chair recognizes James Pappas, Vice President, Local 2336, at Mike 2.

DELEGATE JAMES G. PAPPAS (Local 2336): Brothers and Sisters, I have the honor of seconding the nomination of Joanne Bell for Vice President of the Public Workers.

I have known and have worked side by side with Joanne for ten years, and I know that she has the best best qualities of a union leader. She is hardworking, dedicated, and her world is as solid as gold.

She has principles, and she has the courage to defend them.

Joanne has the qualifications and the abilities to provide leadership for the Public sector, and she will be a strong spokesperson, who will keep the Public Workers issues at the forefront of our Union.

She is the most qualified candidate, with the experience and the background to work with the others on our Executive Board on the issues that are important to the Public sector and to the other sectors of our Union.

I ask for your support and your vote for Joanne Bell. She has earned our respect and our confidence, the old-fashioned way -- she has worked for it. (Applause)

PRESIDENT BAHR: Are there any further nominations? If not, the Chair entertains a motion to close nominations. Do I hear such a motion?

... Cries of "So move" and "Second" ...

PRESIDENT BAHR: Moved, and seconded from the floor.

All those in favor of the motion to close nominations, please raise your hands. Down hands. Opposed, by like sign. Nominations are closed.

We have in nomination three members: Connie Bryant, Brooks Sunkett and Joanne Bell.

In accordance with the instructions that were given earlier, all contested elections will be conducted in the rooms listed in the schedule of events for those districts or national units. And the polls will open tomorrow morning from eight a.m. to ten a.m.. And the delegates are urged to go to the polling booths as early as possible.

It would be greatly appreciated.

The Chair now recognizes the Secretary-Treasurer.

SECRETARY-TREASURER BOOE: I have a lot of announcements, but I have some lost and found items first.

... Convention announcements ...

SECRETARY-TREASURER BOOE: Pay close attention to this announcement. The buses have encountered a problem with the authorities, and they are no longer allowed to pick up in front of this building. So, you will have to go out to the buses, to the location on 11th Street, which is outside, and it is the entrance to your right, my left. So, when you go to the buses this evening, and in the future this week, it will be the buses out to your right, my left.

A reminder that the polling will take place tomorrow morning from eight a.m. to ten a.m. in the meeting rooms that are listed in the Schedule of Events. For those contested elections, there will

be a meeting for all authorized election observers tomorrow morning at 7:45 a.m. in Room 212A. That is authorized election observers, tomorrow morning at 7:45 a.m., Room 212A of the Convention Center.

The CWA Retired Members Council raised \$1500 at their dance last night, and they thank all of you for supporting them and hope you had a good time. (Applause)

From the report I got from the hotel, I think everybody had a good time.

We have questions that have come up during the day about where can delegates receive more of the "Stop Lorenzo" buttons. I have talked with Vice President Ibsen, and he assures me that the Host Committee is working on securing these, and before the end of the week we are hopeful to be able to have those so that everyone can wear one on their way home. (Applause)

Another notice, that the State of California is considering the passage of the McBride Principles in the law. The Secretary of State for the North of Ireland, Tom King, will be speaking in Los Angeles on Wednesday, against the McBride Principles, and there will be a rally at Figueroa and Third Street on Wednesday from 11:30 a.m. until noon.

This announcement, you will be surprised, came from Jim Devine.

Local 13550 has raffle tickets for sale at the San Francisco and Brooklyn table in Hall B. The cost is three dollars each. First prize will be a 1989 Chevrolet. Second prize will be \$1500. All the proceeds will benefit the 8th Annual National Operators' Conference, which will be held in Pittsburgh in October of this year.

Local 9400 announces a 50-50 raffle winner, and that person with this ticket should see the 9400 COPE table. The winning ticket number was 471068. That is 471068.

There will be a rally Tuesday, May 2, 1989, from eleven a.m. until noon, at the International Tower at 888 South Figueroa. That is a Rally for Justice for Janitors.

A video documentary, entitled "On the Merits," that was narrated by Ed Asner, and I believe was done for Local 1180, will be played at 9:00 a.m. to 12:30, every half hour, in Room 217A. Maybe Art can help. Is that all week?

He says that will be for tomorrow morning only.

A couple of reminders.

... Convention announcements ...

PRESIDENT BAHR: The Telephone Platform Observers for tomorrow will be Carolyn Wade, Vice President, Local 1040; and Lavonne McGinnis, President, Local 6301. They should be at the platform at 12:15 p.m.

I would like to thank today's Escort Committee for Reverend Murray. They were:

... As each member of the committee was introduced, as follows, the delegation responded with a single clap of recognition: ...

Sarah Smith, Vice President-ATT, Local 3108.
Marty Henderson, Secretary-Treasurer, Local 3706.
Jennie Keef, Executive Vice President, Local 6402.
Claude Cummins, Vice President, Local 6222.
William Tribble, Vice President, Local 13101.
Mark Barlow, President, Local 13570.

The Invocation tomorrow will be given by Rabbi Jonathan A. Miller, of the Stephen S. Wise Synagogue. His Escort Committee will be:

... As each member of the committee was introduced, as follows, the delegation responded with a single clap of recognition: ...

Earl Frampton, President, Local 1115.
Melissa Morin, President, Local 1400.
Gary Hatfield, President, Local 2002.
Shelton Wine, President, Local 2203.
Susan Baxter Fleming, President, Local 4818.
Loretta Platter, President, Local 4213.

PRESIDENT BAHR: The Escort Committee should report to Doug Stearman, Platform Sergeant-at-Arms, backstage at 12:15 p.m..

I would like to thank the telephone platform observers for today.

It is now five minutes to six. The district meetings will begin at 6:25 in the assigned rooms, for the purpose of the nominations for District Vice Presidents.

The Convention is recessed until twelve thirty p.m. tomorrow morning.

... The Convention recessed at five fifty-five p.m. ...

TUESDAY SESSION

May 2, 1989

The Convention reconvened at twelve-thirty o'clock, p.m., International President Morton Bahr presiding.

PRESIDENT BAHR: The Delegates will take their seats, please.

The Convention will be in order.

It is our custom to begin each session with an opening prayer. For that purpose, it is my pleasure to introduce Rabbi Jonathan A. Miller of the Stephen S. Wise Synagogue. Will the delegates please rise.

RABBI JONATHAN A. MILLER: In the synagogues in America, we will be reading on this Sabbath, on this Saturday, from the portion Kedoshin, from the Book of Leviticus. In that portion, we are commanded to be holy. We are commanded to imitate God. We are commanded to search for holiness, to be Godlike, because God Himself is holy.

Then there is a list of all the commandments of things that we should do, ways that we should act ethically in the course of our lives: to provide for the poor, to seek out justice, to be involved in our community. And ultimately, if we do these things, we are told that we will be able to love our neighbor as ourselves.

Two of the commandments I find to be most intriguing. One says, "Do not place a stumbling block before the blind." And the other one says, "Do not curse the deaf."

If you pause to think for a moment, how would a deaf person know whether he is being cursed? Or how would a blind person know whether or not he has been tripping over a stumbling block that someone else has placed? Why are we told not to do these things?

Certainly, the people, the deaf and the blind, are not affected by our behaviors. But we are told not to put a stumbling block before the blind, and we are told not to curse the deaf, because it is important for us as individuals to go through life and to believe, to believe that we live in a world where people do not put down stumbling blocks; to go through life and believe that we live in a world where people do not take advantage of deaf people.

Assembled here are Communications Workers throughout the United States of America. We have it within our power, within the technology, within our everyday lives, to be able to open the eyes of the blind, and to be able to create a world where knowledge and truth can be found. The work that we do is God's work. Let us, in the course of our endeavors, strive to imitate God, to be

Godlike, to search out holiness for the Lord, for the God of all and Lord of all of us is holy.
Amen.

PRESIDENT BAHR: Thank you very much, Rabbi Miller. On behalf of the Convention, I would like to thank the Escort Committee for Rabbi Miller.

As you may know, the elections in the following districts were uncontested. They were Districts 1, 2, 3, 4, 6, 9 and 13.

I have now the preliminary notice of election results in the three contested elections:

For District Vice President of District 7, the Public Workers Vice President, and Telecommunications Vice President.

For the Vice President of District 7: Number of votes cast were 49,134. Necessary for election, 24,568.

The results were as follows:

Walt Maulis 35,354. (Applause)

Craig Roberts 10,878.

Maryann Stull 2,915.

Walter Maulis stands elected. (Applause)

For Public Workers Vice President. Number of votes cast 54,940. Necessary for election 27,471.

The results are as follows:

Joanne Bell 14,157.

Connie Bryant 16,459.

Brooks Sunkett 24,324.

And there will be a runoff between Connie Bryant and Brooks Sunkett. (Applause) As quickly as the accounting firm tells us the polls have been reset, I will be making that announcement from the podium and giving instructions to those eligible to vote in this runoff.

Telecommunications Vice President. Number of votes cast 46,580. Necessary for election 23,291.

The results were as follows:

John Browning, 14,362.

T.O. Moses, 32,218.

T.O. Moses stands elected. (Applause and cheers)

And these results are certified by Arthur Young & Company, by David Haedicke.

It is indeed a pleasure for me to introduce as our first speaker this morning a good friend and a great trade unionist.

Including his leaves of absence for Federal and State Governmental service, John Henning has associated with the California Labor Federation for 40 years. During those years, he has accumulated a unique record of union and public service.

Jack was the Director of California's Department of Industrial Relations. He has served as a U.S. Under Secretary of Labor. He was the U.S. Ambassador to New Zealand. He is a regent of the University of California.

His example as one of America's outstanding citizens was cited in 1986 when he was awarded the Statue of Liberty Ellis Island Medal of Honor. In 1987, Americans By Choice presented him with the honored American Award.

Jack was elected Executive Secretary-Treasurer of the California Labor Federation in 1970, but it is almost hard to remember a time when he wasn't the top Officer of the State AFL-CIO. He has become one of Organized Labor's most effective spokespersons in the entire country, and I am pleased to introduce to you Mr. Henning of California, the Executive Secretary-Treasurer of the California Labor Federation.

Johh Henning. (Applause)

JOHN HENNING (Executive Secretary-Treasurer, California AFL-CIO): Thank you, Morty, Brothers and Sisters. It is an honor to be here. First, to be with your great President, but also to be with those who in the past have served on the Executive Council of our organization, Jim Booe, Dina Beaumont, with Harry Ibsen, who is now on the Council, and with Jim Gordon, who heads your legislative activities in California.

Just a word on the situation in California. This is very much an AFL-CIO state. With the return of the Teamsters, who have approximately 250,000 members in California, of the return in effect of the ILWU, which began as a break-off from the ILA in 1938, we are now over the two million mark in terms of AFL-CIO membership in this state.

It's been our pleasure always to work closely with you in times of crises and challenge to our organization. And, it's our understanding that the situation in Southern California could erupt in such a manner that we would be honored again to be of all practical assistance to our people in conflict with management.

I would speak to you just on two points in this greeting, if I may, with your permission. First, on the political situation here in California.

We have the largest Congressional delegation in the House of Representatives -- 45 members. And it is the most liberal delegation of any state in the Union. But next year, we face the reapportionment crisis, as you do in all the several states. We have here Democratic Party control of both Houses, Assembly and Senate.

We have also, unfortunately, a Republican Governor. The reapportionment struggle is critical to the future of the Labor Movement over the next ten years in this state. So we are planning to mobilize all our resources to assure that we retain our majority in the State Legislature and also to win the Gubernatorial election of next year.

But it is also our duty to remind the Democratic Party that it cannot hold control in this or any other state unless we share in the decision-making, unless we share in the policy formation of that party in meaningful ways. Too often, we are courted but not considered.

There is one other problem I would speak to that is peculiar to California and the other border states and it affects your organization. There are, at the present time, 300,000 Mexican workers exploited by Mexican capital operating in American-owned plants below the borders of California, Arizona, New Mexico and Texas.

They are doing the work that was once the work of this organization, of the CWA, in Matamoros, below the border in Texas. There are 80,000 jobs in Baja, California, below our border. The exploitation of the Mexican poor and the deprivation of the American working people who have lost their sources of income is, you know, by realistic example, what they are doing to you.

In Singapore, AT&T moved its manufacturing operation from Louisville, Kentucky, wholesale. I happened to meet with the Labor leadership in Singapore two years ago. The Trade Union Movement there is a member of the International Confederation of Trade Unions, but they live under the beneficent dictatorship, if that can be, of Lee Kuan Yew -- no strikes, controlled labor force, controlled wages, controlled hours. You cannot compete with that.

So we must all give attention to the realization that labor is national and capital is international. And they can move their money and they can move your jobs anywhere in the

world if they choose to. They have decimated the once great maritime unions of this state. The maritime unions, the unlicensed personnel, the sailors, the marine firemen, the marine cooks and stewards, are down to shell unions in terms of membership, while under the American flag in Panama and Nigeria, Liberia, there are foreign flagships owned by American capital, taking the jobs that once prevailed on this Pacific Coast.

You have a lot of work before you. You have to stop that movement overseas. You have to keep American capital from going overseas, producing at low wages and selling on the consumer market of this nation. It has meant the falling of our percentage of unionized workers in America to the lowest since the days of Franklin Roosevelt, and the resurgence of American unionism in this country.

One last word on all of this. You cannot get anywhere with conservatives. Conservatives never had anything to offer the American Labor Movement but division of forces, the corruption of the spirit. Our only hope is with liberals. But they have to be liberals who are not simply living in the academic concept of what working life is. They have to be with you. They have to stop the flow of jobs out of this country. And here on the domestic issues, they can't stand wooden and silent in the face of the attacks by the prevailing conservative powers of this country.

We need you, and you need all of the American Labor Movement behind you if you would survive and advance. With the leadership you have, you have an understanding of the reality.

God bless you, and best wishes for the future. Thank you. (Applause)

PRESIDENT BAHR: Jack Henning, thank you. As usual, you are saying things the way they are. We appreciate your taking the time to come and share that with us.

Would the Finance Committee come to the platform.

While the Finance Committee is coming up here, I would like to introduce the foreign guests who are with us this week.

Keith Archer, President of the Bahamas Communications & Public Officers Union.
(Applause)

Fred Pomeroy, President of the Communications & Electric Workers of Canada. (Applause)

Tony Clarke, Deputy General Secretary of the Postal, Telegraph & Telephone International.
(Applause)

Nissan Harpaz, Secretary-General of the Jerusalem Labor Council. (Applause)

Brother Ohnishi, Senior Chief International Affairs, Japan Telecommunications Workers' Union. (Applause)

Klaus Pleines, Executive Board Member of the Deutsche Postgewerkschaft (DPG). Germany.
(Applause)

Erich Hess, President, District Administration of Franken & Executive Board Member of the German Union. (Applause)

Hans-Juergen Schwartz, President, District Administration of Dortmund & Executive Board Member, DPG. (Applause)

Christel Zobeley, Department Head, Women's Activities, DPG. (Applause)

Johannes Wolf, Department Head - Officials, Shop Stewards & Employees, DPG.
(Applause)

Koji Hirose, Sanyo Electric Workers' Union of Japan. (Applause)

Eli Cohen-Kagan, Counselor of Labor Affairs, Embassy of Israel. (Applause)

And Heinz Matthiesen, Labor Counselor, Embassy of the Federal Republic of Germany.
(Applause)

For those who are eligible to vote in the Public Workers Run-off, the polls are now open for Vice President of Public Workers. The polling will take place in Room 216A and B. You do not have to all go out at one time. I will announce enough time before the polls are closing to make sure everybody has an opportunity. So you may want to arrange among your own locals how you go, with a few of you going at a time. Room 216A and B.

At Microphone No. 1, Delegate Niemeyer, Local 6333.

BDELEGATE LAWRENCE NIEMEYER (Local 6333): Mr. Chairman, I would like to move at this time, in the interest of expediting these convention proceedings, that the Finance Committee refrain from reading the report in its entirety and go directly to the motion to accept. If I get a second, I would like to speak on the motion. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been seconded. The delegate may speak five minutes.

DELEGATE NIEMEYER: Mr. President, we have all had the opportunity to review the subject matter because of the previous mailout of this committee's report, and I believe that the Delegates have the information needed to make their decisions. I urge all delegates to support this motion.

PRESIDENT BAHR: If there are no other delegates at the mike, the motion before you is to have the Convention dispense with the reading of the text, which it already has, and go right to moving its adoption.

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

... The Finance Committee Report was submitted to the reporters for inclusion into the proceedings as follows:

March 17, 1989

Dear Colleagues:

The Finance Committee met in Washington, D.C., March 13th through March 17, 1989, to review and recommend the 1989-1990 budget. The Strategic Planning and Budget Review Committee Report adopted by the Executive Board was reviewed, along with all other supporting documentation.

All of the financial books, records, and reports of the Union were made available to the Committee. A member of the Independent Certified Public Accountants, KPMG Peat Marwick Main & Co. reviewed with the Committee the auditing functions they performed for CWA. The Auditors' examinations are made in accordance with generally accepted accounting standards as they consider necessary. In their opinion, their statement presents fairly the financial position of the Union.

Although we continue to experience some membership losses because of technological advances, attrition, and reorganization, some bargaining units have higher levels of membership and some gains have resulted from organizing.

Also, three bargaining units which are currently paying partial dues because of affiliation agreements will start paying full dues during the budget year. While this is good news, we must remind you that although our numbers are stabilizing, the increase in the average hourly earnings of our members continues to be minimal. This is attributed to two main factors

* Bonus payments

* Loss of higher payers

Based on these circumstances and our own evaluation of the requirements of the Union, we have developed this budget.

Our report and recommended budget are included, and we urge your support and approval.

In unity,

Betty Diamond, Chair (Local 3122)
Hakim K. Abdullah (Local 1200)
David Locke (Local 6395)
Dawn Schnickels (Local 7200)
James B. Booe (CWA Secretary-Treasurer)

**REPORT OF THE
FINANCE COMMITTEE
to the 51st ANNUAL CONVENTION
COMMUNICATIONS WORKERS OF AMERICA**

GENERAL FUND

As of October 31, 1988, the first 10 months of the 1988 Fiscal Year, Income had exceeded Expenses by \$318,677. A more up-to-date financial report will be prepared and distributed to all Delegates at the Convention.

OTHER FUNDS

The General Fund provides for the ongoing operations of the Union and, in addition, other designated funds are set aside for special purposes. Those funds and their balances as of October 31, 1988, the latest figures available, are as follows:

(1) Building Fund -----	\$82,111
(2) Operating Reserve Fund -----	4,594,958
(3) District Organizing Alloc. Fund -----	578,224
(4) Citizenship Fund -----	(23,546)
(5) Defense Fund -----	16,181,885
(6) Cont. Rpt. & Ratification Fund -----	494,772
(7) Information Mgmt. Systems Fund -----	382,655
(8) Pension Fund - Reported on annually by the Auditors, will be reported at the time of the Convention. As of March 31, 1988, the Fund balance was -----	113,358,656
(9) Plant Fund (Fixed Assets Account) -----	14,895,748
(10) Automobile Fund -----	917,235
(11) 3rd & E Streets Building Fund -----	261,626

BUDGET EXPERIENCE

GENERAL FUND

Budget and Income experience related to Expenses over the past several years is demonstrated by the following:

(1) 1986-87 Budget Year (see detail Attachment No. 3)	
Budget -----	\$57,975,939
Income -----	60,782,508

	Expenses -----	57,015,023
	Budget exceeded Expenses -----	960,916
	Income exceeded Expenses -----	3,767,485
(2)	1987-88 Budget Year (see detail Attachment No. 3)	
	Budget -----	57,639,230
	Income-----	55,199,781
	Expenses -----	59,203,358
	Expenses exceeded Budget -----	1,564,128
	Expenses exceeded Income-----	4,003,577
(3)	1988-89 Budget Year (see detail Attachment No. 3) (8 months actual and 4 month projected.)	
	Budget -----	60,883,877
	Income-----	60,497,655
	Expenses -----	60,484,893
	Budget exceeded Expenses -----	398,984
	Income exceeded Expenses -----	12,762
(4)	1989-90 Proposed Budget (see detail Exhibit A)	
	Budget -----	64,522,104
	Anticipated Income less	
	Affiliation Dues -----	64,522,104

AUDITORS' REPORT

The Independent Certified Public Accounting firm of KPMG Peat Marwick Main & Co. currently performs an annual audit of the Union's financial records. It should be noted that the Union's budget year runs from July 1 to June 30; the Union's fiscal year, upon which the audit report is issued, runs from January 1 through December 31.

The Committee met with a representative of KPMG Peat Marwick Main & Co. and questioned her regarding the firm's examination of CWA's financial records. We are satisfied that their examination was made in conformity with generally accepted auditing standards and that the audit report presents fairly the financial position of the Union.

GENERAL COMMENTS ON ACCOUNTS

This Finance Committee will, as have previous Committees, comment on numerous accounts in the proposed budget. This is done for the purpose of highlighting specific items to the Local Presidents and Convention Delegates.

This year, the Committee agreed as a rule to embrace the Strategic Planning and Budget Review Committee Report, as adopted by the Executive Board at their Meeting on February 17-18, 1989.

CITIZENSHIP FUND

CWA has always shown itself in a leadership role as a 'Community-minded' Union. We must continue to respond to civic affairs, programs and activities dedicated to the welfare of all citizens. The Committee recommends that we fund this item at the \$50,000 as requested.

THE COMMITTEE RECOMMENDS \$50,000

ORGANIZING

If CWA is going to continue to grow and remain a strong, effective Union, we must allocate sufficient funds to our internal and external organizing.

The International has recognized that organizing is and must be a top priority. Considering the fact that we are now in a major bargaining year, we must work to maintain our current membership. In addition we must try to increase our overall numbers to help insure that we remain an effective and financially healthy Union.

Therefore, the Committee recommends that the \$2,100,000 requested be approved.

THE COMMITTEE RECOMMENDS \$2,100,000

LEGAL

The Committee spent considerable time reviewing the administrative practices of our Legal Department, and the expenses resulting from the Department's activity. Our discussions included a meeting with CWA Counsel Pat Scanlon and a briefing by President Bahr. We were informed that over 75% of our Legal budget is spent directly on, or costs associated with, arbitration.

The Committee recognizes that attempts are being made to reduce our arbitration costs. However, we feel that efforts to resolve the problem need to be given a higher priority. Therefore, to help control the costs of legal services, the Committee recommends the following action:

- * That all of us intensify our efforts to resolve grievances prior to the arbitration process.
- * That those who are responsible for reviewing cases for arbitration continue to use prudent judgement to ensure that only meritorious cases in which we have a realistic opportunity to win are approved to be heard.
- * That those responsible for collective bargaining continue efforts to have expedited arbitration and/or mediation clauses included in all contracts.
- * That the ability to handle arbitration and/or mediation cases be a major consideration when hiring and assigning Staff.
- * That the CWA Education Department in cooperation with the District Vice Presidents develop and administer a comprehensive program to educate present and future Staff to adequately handle arbitration and/or mediation cases. This should allow Staff to handle more cases which are currently assigned to our Counsel.

THE COMMITTEE RECOMMENDS \$3,500,000

CONVENTION

The average cost of each convention over the past five years has been approximately \$987,000. The Committee believes that financial restraint is presently being exercised in order to hold down costs.

The Committee recommends that in order to continue to remain within striking distance of the last five years' average, those responsible for convention planning should continue their efforts to control and limit our Convention expenses. Also, other methods should continue to be explored in areas where costs may be further reduced.

THE COMMITTEE RECOMMENDS \$1,000,000

CWA NEWS

CWA needs to continue to communicate to all of its members. The only tool which allows the International to make contact with all members on a regular basis is the CWA News. This method of communication lets the members know what is going on within the International and throughout the country. The Committee feels that keeping these lines open justifies the \$1,400,000 recommended for this area.

THE COMMITTEE RECOMMENDS \$1,400,000

PENSION FUND

Each year the condition of our Pension Fund is actuarially reviewed to determine that it is properly funded. A percentage is established which is applied to our full-time payroll to derive the amount needed to be allocated to the Fund.

Because of our current financial situation, we are limiting our funding to approximately 15.5% of payroll which is the amount recommended by the actuary.

THE COMMITTEE RECOMMENDS \$3,540,000

INSURANCE AND HOSPITALIZATION

Included in this account are general insurance policies of the Union, such as liability, automobile, group hospitalization, workers' compensation, casualty, fire, theft, etc.

This year we again are experiencing a significant increase in our group hospitalization/major medical insurance costs. Our current recommended budget amount for this item is approximately \$2.8 million more than that requested at the 1986 Convention.

The requested budgeted amount is based on actual premiums for all known policy renewals and a small allocation based on anticipated increases.

This particular account represents the single largest budget item in the total General Budget; the largest budget increase in this area. We must be assured that the Union gives cost containment for insurance and hospitalization as high a priority as possible. In addition, we recommend that the Union continues monitoring and studying all alternative measures to help control the cost of this item. In those areas where the Union has employee contracts, we would recommend that cost containment committees be established with the appropriate union officials of each union representing our employees for the purpose of determining any and all relief that may be available on this budget item.

THE COMMITTEE RECOMMENDS \$6,680,000

CONTINGENCY

The purpose of this item is to take care of unexpected costs and expense amounts 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 in any administrative units.

In addition, expenses such as Staff retirement gifts, UTW arbitration, tuition reimbursements, salary increases, etc. are charged to this item.

The Committee 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 realizes that more funds are needed in this account. There were, however, limited funds available to be allocated for unknown expenses that arise.

THE COMMITTEE RECOMMENDS \$948,938

PUBLICITY & PUBLIC RELATIONS

The Committee is well aware that budget year 1989-1990 will contain major bargaining

unit negotiations. With the political realities of a Republican White House, and a neutral, at best, public attitude toward organized labor, our public image must be positive and upbeat.

THE COMMITTEE RECOMMENDS \$685,000

EDUCATION

The importance of education has never been greater. We must educate and re-educate our staff and Local leaders to respond to the needs of our members.

We strongly recommend that staff training in the areas of mediation and expedited arbitration provisions in all contracts be a high priority, with the objective to shift some of the cases currently handled by our legal department to qualified staff.

THE COMMITTEE RECOMMENDS \$368,000

STAFF MOVES

In an attempt to reduce overall cost in this area, the Union is consolidating offices and moving staff to better utilize our resources to represent our membership. Although in some cases the Union saves the cost of adding staff, this increases the expenses charged to this account.

The Committee embraces the motion adopted by the Executive Board on this subject, at the Executive Board meeting held in Orlando, Florida, on January 11, 1989, concerning the controlling of costs associated with relocating CWA staff. If this motion is in direct conflict with present contract language with represented employees, we suggest that the Union discuss this motion and their position in depth with the appropriate Union representatives.

THE COMMITTEE RECOMMENDS \$300,000

AUTOMOBILE FUND

The purpose of this Fund is to provide the operation and purchase of fleet automobiles.

It is anticipated that during the 1989-90 budget year we will need to replace 37 units at an estimated cost of \$441,000. However, we could realize substantial savings if the current provisions regarding the assignment of CWA vehicles were adhered to.

Last year's Committee asked that this issue be studied. Since it has not been resolved, we again strongly urge the President and Secretary-Treasurer to start taking whatever steps are necessary to ensure that CWA vehicles are used in an efficient manner, consistent with any applicable collective bargaining provisions.

THE COMMITTEE RECOMMENDS \$665,000G

INFORMATION MANAGEMENT SYSTEMS

It should be noted, last year we budgeted this item at a higher level which allowed us to complete the necessary new technological computerization. This allows us to produce more accurate dues, accounting, and other associated records. The new record keeping system for dues allocation has been completed and \$200,000 have been allocated to retire the deficit balance of the account.

The mainframe computer conversion has been completed, and the goal of having a microcomputer and FAX machine in every District and staff office has almost been met.

Technological changes are rapid and we will need to continue to make investments to maintain and enhance our equipment. With this in mind,

THE COMMITTEE RECOMMENDS \$1,710,285.

SALARIES - ELECTED OFFICIALS

A part of this Committee's responsibility is to recommend any salary changes we feel are proper for our elected officials' salaries. While we do not believe it is necessary that our officers receive exactly what is being paid to officers in other unions, it is our belief that the current salaries of our elected officers should be increased. Consequently it is our recommendation that the officers' salary adjustments be consistent with the percentage increases received by the majority of our members during 1989. It is further recommended this increase be retroactive to July 1, 1989.

DEFENSE FUND

The Defense Fund started the 1988 fiscal year with a balance of \$13,176,970. As of December 31, 1988, our unaudited figures indicate revenues of \$3,180,046 and expenditures of \$876,373, resulting in a Fund balance of \$15,480,643 at the close of the period. Included in the Defense Fund Assets on December 31, 1988 is \$1,982,694 loaned to the General Fund to offset investments in Fixed Assets (buildings and real estate). These loans are being retired by monthly payments from the General Fund.

As you recall, the 1988 Convention again established a Defense Fund Committee to study ways of improving the allocation and funding of the Defense Fund. The Committee is directed to report to the 1989 Convention any recommendations they feel are appropriate.

It is our understanding that the Defense Fund Committee Report will contain two separate recommendations. Both of these recommendations will include at least one item that will, if chosen and accepted, affect the current budget proposals.

In each recommendation, the Defense Fund Committee calls for a one percent allocation from both the National and Locals' share of the dues income during the first year of its operation.

We would be remiss in our duties if we did not state that the International Union has been operating under budget constraints for many years. In particular, the last budget reflected that the International Union was requested to stay within the overall budgeted amount, and they did just that.

As stated, the recommendations made by either Defense Fund Committee Report request that the budget be reduced by one percent, and this amount, approximately \$645,000, be applied to the 'new' Defense Fund. The Defense Fund Committee did not take the 'responsibility' to choose which Fund or budget item to reduce.

The Finance Committees, on several occasions, have recommended that the Union take steps to attempt to reduce the cost of operating our organization. If we were requested to reduce the budget by \$645,000 the first year, we ask the delegates where do they want to reduce the services now being supplied by the present budget. The delegates must understand that the budget can only be reduced in certain areas, as most budget items are fixed. In those areas that are not considered 'fixed items', would you consider the following:

- * Reduce the amount of money allocated for legal representing our members?
- * Reduce by layoffs the amount of field staff representatives and assigned clerical now utilized to support the Local unions and their membership?
- * Reduce or eliminate the allocation used to produce the CWA News - the one, best single connection we presently have between the National Union and its grass roots membership?
- * Reduce or eliminate the allocation provided for our Information Management Systems Fund, when we are attempting to produce a more efficient and expeditious allocation of Local payments of Union dues?

The Committee thinks not. We have challenged the Union to embrace our recommendations

to enable them to live within the budget as recommended. It is our opinion that, with the Union adhering to the present budget and implementing our recommended suggestions, they will not only live within the budget, but will be able to realize a minimal cost reduction.

If the delegates choose to accept 'either' recommendation made by the Defense Fund Committee, the Finance Committee has no choice but to refer the actual reductions to the Union itself, understanding that the cuts or reductions in funds may come from the previously listed categories.

We, as a Committee, have chosen not to make any recommendations concerning the Defense Fund Committee's proposals. However we ask you to carefully consider what impact a one or two percent reduction in Local union dues would have on the operation of your Local, or how your membership will respond to an increase in union dues.

We request that the delegates consider all the facts presented on this issue. If we are called upon to react to the acceptance of either recommendation, we shall fulfill our obligations.

FINANCIAL STATE OF THE UNION

Once again this year, we are projecting membership levels that will not decline during the budget year. As a result, our projected income for 1989-90 is slightly higher than we experienced last year.

That would normally be good news. But, we are also experiencing continued increases in the cost of operations that are beyond our ability to control. Examples are a recent 20% increase in the cost of hospital, medical coverage for our employees and the 19% increase in automobile insurance for our CWA vehicles.

The budget that is presented here is a tight one that will only be balanced if:

- (1) All administrative units continue to operate at or below authorized budget levels;
- (2) We continue to explore all reasonable ways to reduce costs of operations at all levels.

The Committee has directed the Secretary-Treasurer to continue to closely monitor the performance of all units in order to live within the budget restraints, and expects that every Administrative Unit will operate within their budget allocation during the 1989-90 budget year.

THE FUTURE

Budgetary restraints and constant efforts to find new and better and more economical ways of doing our work have become an absolute necessity at all levels of the Union.

The stark reality is that if we do not substantially increase paid dues units, we will face more drastic and difficult cutbacks in future budgets.

We are not suggesting a dues increase at this time, but a dues increase or some other effective method to increase income to the Union is imminent if we do not substantially increase our dues paying membership soon.

Over the past four years, we have been searching out all possible ways to reduce costs without severely reducing services to our members. All of this has taken place during a period of continued inflation in the cost of operating the Union (salaries, rentals, transportation, taxes, insurance, etc.).

Sooner or later, we have to face the reality that we have to cut as deeply as we can by either cutting into the sinew and muscle of the Union or severely reducing the programs and services that we perform for our membership and Locals.

This may very well be the last budget that can be proposed without serious consideration of a

change in revenues for the Union. Only substantially successful growth results can save us from that eventuality.

This Committee and the Executive Board are committed to building CWA into an even greater organization for our members and their families. It can and will be achieved if we organize -organize -- organize ---- successfully!!

THE BUDGET

The Committee reviewed and considered the Report of the Strategic Planning and Budget Review Committee as adopted by the Executive Board of the Union. After thorough and detailed deliberations, this Committee recommends the following budget for the 1988-90 Budget Year.

Anticipated income to the General Fund Budget will be as follows:

Dues Income:

40% of 2 hrs' pay (25.50 - 2 hrs. avg.) x 462,241	
members x 12 months -----	\$56,578,298
Dues Income - PPMW 34,747 members x 12 months -----	<u>3,403,293</u>
Total Dues Income -----	59,981,591
Deduct: Affiliation Dues -----	3,012,119
Deduct: Allowance for District Organizing Allocation Fund -----	<u>177,500</u>
Net Dues Income -----	56,791,972
Add: Other Income (Initiation Fees, Non-Member Dues Equivalent, Sales of Material, Rents, etc -----	<u>7,730,132</u>
Total Income estimated as available for 1989-90 Budget -----	\$64,522,104

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.

A line-by-line explanation of each item in the budget may be found in Attachment No. 1.

1989-1990
EXHIBIT A
TOTAL UNION BUDGET

<u>DIST & NAT'L UNITS</u>	<u>DIST 1</u>	<u>DIST 2</u>	<u>DIST 3</u>	<u>DIST 4</u>	<u>DIST 6</u>	<u>DIST 7</u>	<u>DIST 9</u>	<u>DIST 13</u>
1. Salaries—O & S	1,858,618	697,187	1,523,994	1,080,060	1,179,617	1,241,584	1,035,169	499,527
2. Salaries—Ft-Other	567,075	268,508	693,185	434,154	625,249	455,344	464,752	234,380
3. Salaries—PT	196,374	41,576	105,159	108,058	88,207	83,032	80,738	28,724
4. Expenses—FT	291,600	105,300	226,800	162,000	178,200	186,300	153,900	72,900
5. Expenses—PT	196,374	41,575	105,158	108,057	88,207	83,031	80,737	28,723
6. Supplies & Printing	153,209	34,088	76,770	71,999	64,222	55,480	72,228	20,047
7. Postage—Freight	122,567	27,270	61,416	57,599	51,378	44,384	57,782	16,038
8. Rental of Equipment	59,916	12,887	92,997	66,224	67,710	54,481	52,388	37,991
9. Mtc. of Equipment	14,452	11,266	17,673	15,260	9,632	14,812	13,720	7,271
10. Contract Service	104,829	5,366	41,016	9,220	36,262	21,940	36,067	15,709
11. Tel. & Tel.	175,436	43,174	100,126	90,926	81,196	76,820	84,500	25,620
12. Rent Offc Occupancy	306,739	147,490	587,722	199,147	222,255	127,711	363,812	127,488
13. Rent Meeting Rooms	9,100	2,040	4,560	4,260	3,840	3,300	4,320	1,200
17. All Other	<u>45,963</u>	<u>10,226</u>	<u>23,031</u>	<u>21,600</u>	<u>19,267</u>	<u>16,644</u>	<u>21,660</u>	<u>6,014</u>
TOTAL	4,102,332	1,447,953	3,659,607	2,428,564	2,715,242	2,464,863	2,521,781	1,121,632

**INCOME PROJECTIONS
1989-1990**

	No. of Mem.	Rate	No. of Mos.			
Dues Income:						
40% of 2 hrs. Pay x Mem. x Mo.	462,241	25.50	12	56,578,298		
	462,241	25.50	0	0		
Dues Income — PPMW:	34,747	0.00	12	<u>3,403,293</u>		
		Total Dues Income				59,981,591
AFL-CIO Reg. Dues	488,632	0.35	12	2,052,254		
IUD Reg. Dues	397,788	0.075	12	358,009		
ULD Reg. Dues	25,000	0.04	12	12,000		
Professional Employees	20,000	0.10	12	24,000		
Maritime Reg. Dues	5,000	0.03	12	1,800		
Public Employees	64,453	0.04	12	30,937		
PTTI	400,000	1.85 franc/mem/mon		481,000		
IAPTA	34,747	0.13	1	4,517		
Canada Union Label	8,356	0.015	12	1,504		
Canadian Labour Congress	8,356	0.36	12	36,098		
Canadian Conference Assessment ..				<u>10,000</u>		
Total Other Affiliation Dues						3,012,119
						<u>177,500</u>
						56,791,972
Non Member Income:						
40% of 2 hrs. Pay x Equv. x Mo	51,055	25.50	12	6,249,132		
	51,055	25.50	0	<u>0</u>		
Total Non Member Income						6,249,132
Other Income						<u>1,481,000</u>
						<u>64,522,104</u>
						Amount Budgeted

Above membership figures are as of 11/88 and have been adjusted for a 3% roll.

**INCOME PROJECTIONS
1989-90
(Continued)**

A.T.& T. COM & TECH.	PUBLIC WORKERS	TELECOM	DIST & PPMW	UNIT TOTAL	GRAND HDQTRS.	TOTAL
649,402	130,686	180,101	1,228,643	11,304,588	2,182,318	13,486,906
221,448	32,288	32,288	138,838	4,167,501	4,928,298	9,095,799
50,000	0	0	34,000	815,868	25,000	840,868
89,100	16,200	24,300	240,000	1,746,600	387,900	2,134,500
50,000	0	0	13,000	794,862	5,000	799,862
106,858	0	0	55,000	709,901	663,500	1,373,401
74,807	0	0	10,000	523,241	515,235	1,038,476
54,549	0	0	2,000	501,143	162,775	663,918
6,067	0	0	16,000	126,153	32,000	158,153
2,900	0	0	103,500	376,809	300,000	676,809
80,000	0	0	68,000	825,798	453,450	1,279,248
214,020	0	0	12,000	2,308,384	1,732,720	4,041,104
6,720	4,800	3,120	2,000	49,340	10,000	59,340
<u>33,839</u>	<u>5,000</u>	<u>5,000</u>	<u>20,000</u>	<u>228,252</u>	<u>199,000</u>	<u>427,252</u>
1,639,702	188,974	244,809	1,942,981	24,478,440	11,597,196	36,075,636

GENERAL

028	Citizenship Fund	50,000	
029	Organizing Fund	2,100,000	
031	Legal	3,500,000	
032	Convention (Incl. Com.)	1,000,000	
033	Executive Board	225,000	
034	Committees and Conferences	147,400	
035	CWA News	1,400,000	
036	Pension Fund	3,540,000	
037	Insurance and Hospitalization	6,680,000	
038	Taxes	2,830,700	
039	Affiliation Dues	—	
040	Contingency Fund	948,938	
041	Equipment Additions	175,000	
042	Building Fund	—	
044	Bldgs. - Repairs & Mtce.	1,500,000	
045	Publicity & Pub. Relations	685,000	
046	Operating Reserve	—	
047	Foreign Affairs	171,145	
048	Education	368,000	
056	Professional	250,000	
057	Staff Moves	300,000	
058	Contract Reports & Ratif. Fund	—	
059	Staff — Illness Absence	200,000	
063	Automobile Fund	665,000	
071	Information Mgmt. Sys. Fund	<u>1,710,285</u>	
	Total General Budget		\$28,446,468
	Total Lines 1 - 17 above		<u>36,075,636</u>
	Grand Total		<u>\$64,522,104</u>

Attachment No

EXPLANATION OF EXHIBIT A

BUDGET ITEM

(1) SALARIES - OFFICERS & STAFF

This reflects the salary costs 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 fulltime clerical employees and salaried Supervisors in the Headquarters, District and sub-District offices.

(3) SALARIES - PART TIME

This item reflects the salary cost of all parttime employees. (Examples: bargaining committees and arbitration witnesses.)

(4) TRAVEL AND EXPENSE - FULL TIME

This item shows the travel and related expense costs incurred by officers, staff and full-time employees.

(5) TRAVEL AND EXPENSE - PART TIME

This item covers the travel and related expense costs incurred by part-time employees. (Examples: bargaining committees and arbitration witnesses.)

(6) SUPPLIES AND PRINTING

This item reflects the costs of all office supplies and printing. (Examples: Local officers' and stewards' mailings, bargaining reports, educational posters, etc.)

(7) POSTAGE - FREIGHT - EXPRESS

This covers the mailing costs for all mailings, except postage for the CWA News. (Examples: Local officers' and stewards' mailings, bargaining reports, educational posters, etc.)

(8) RENTAL OF EQUIPMENT

This item reflects the costs of renting and leasing such items as photocopying machines and miscellaneous equipment such as typewriters, VCR's, etc., at summer institutes, and some office equipment where it is advisable to rent or lease rather than purchase.

(9) MAINTENANCE OF EQUIPMENT

This item shows the cost of maintaining all equipment owned by CWA such as typewriters, mailing equipment and duplicating machines.

(10) CONTRACT SERVICES

This item reflects the costs of contract services for such items as payroll dues deductions, janitorial service and trash removal services.

(11) TELEPHONE AND TELEGRAPH

This item shows the telephone and telegraph expenses incurred by officers, staff, full-time and part-time employees on behalf of the Union.

(12) RENT & OFFICE OCCUPANCY

This item reflects the cost of renting or occupying the offices required in District and Administrative Units to properly carry out the affairs of the Union. Rent payments included for buildings we are purchasing are actually mortgage payments.

(13) RENT - MEETING ROOMS

This item covers the cost of renting meeting rooms for District and Bargaining Unit caucuses, organizing meetings, and educational institutes.

(17) ALL OTHER

This item is to cover all miscellaneous items of cost that cannot properly be charged to Budget Items 1 through 13, including public relations and contributions.

TOTALS

This reflects the total amount of the budget (all Items 1 through 17) allocated to each District, CWA ATT Unit and Headquarters.

(28) CITIZENSHIP FUND

This item provides funds for good citizenship activities and contributions.

(29)ORGANIZING

This item provides amounts to defray the cost of organizing programs for the Union.

(31)LEGAL

This item covers the costs of retainer fees for legal counsel, lawyers, court reporters for arbitration cases, and court costs. Professional services other than these are provided for in Budget Item (56).

(32)CONVENTION

This item reflects the total general costs of our annual Convention. These costs include auditorium and meeting room rental, printing of verbatim reports and other Convention materials, postage and Convention committees.

(33)EXECUTIVE BOARD

This item 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 CONFERENCES

This budget item is intended to provide for expenses for committees and meetings, which are called by the President of the Union. Such expenses would be for "overhead" costs and would not cover expenses of attendees unless authorized by the President of the Union. Also, this item reflects the costs of the CWA Pension Committee and Building Committee.

(35)CWA NEWS

This item covers the total cost of publishing, printing, mailing, and the salaries of the Editorial staff.

(36)PENSION FUND

This item includes the cost of accruals made to the Pension Fund.

(37)INSURANCE AND HOSPITALIZATION

This item covers the total cost of insurance (workers' compensation, liability, burglary, fire, etc.), and hospitalization, vision and dental plans for CWA staff and clerical employees.

(38)TAXES

This item reflects the cost of real estate and personal property taxes, unemployment taxes and employer's share of F.I.C.A. taxes.

(39)AFFILIATION DUES

Explained in Exhibit A.

(40)CONTINGENCY

This item is to supplement the budget when expenses are incurred that were unforeseen at the time the budget was prepared.

(41)EQUIPMENT ADDITIONS

This item is to provide for replacement and additional office machines, equipment and furniture.

(42)BUILDING FUND

This item provides funds to be used to acquire real estate used for Union activities.

(44)BUILDINGS - REPAIRS, MAINTENANCE AND OPERATIONS This item of the budget is set up to cover the cost of maintenance, operating costs and repairs of Union-owned buildings, as well as minor repairs to leased offices.

Each year there are certain basic repairs and maintenance that must be done to Union-owned buildings, as well as on-going costs of operation. As buildings become older, this need becomes more predominant.

(45)PUBLICITY AND PUBLIC RELATIONS

This item covers most of an ever-expanding 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 newspapers.

(46)OPERATING RESERVE

This item is to budget funds, when available, for operation of the Union when its income is withheld or cut off for any extended period.

(47)FOREIGN AFFAIRS

This provides the funds for the participation and cooperation of CWA within the Worldwide Free Trade Union Movement.

(48)EDUCATION

This item covers the expense of the week-long leadership conferences, and the development and delivery of training programs.

(56)PROFESSIONAL

This item includes all fees and costs of professional services, i.e., auditors, actuaries, consultants, etc.

(57)STAFF MOVES

This item includes cost of staff moves in connection with reassignment from one location to another.

(59)STAFF - ILLNESS ABSENCE

This item includes necessary expenses to fill in for staff members who are ill for extended periods of time, when and where needed.

(63)AUTOMOBILE FUND

This item is to budget funds for the operation and purchase of fleet automobiles.

(71)INFORMATION MANAGEMENT SYSTEMS FUND

This item reflects the allocations made in the General Budget for the purpose of acquisition of office automation equipment and software at the Headquarters, Districts and CWA ATT locations. Also included is the allowance for the cost of consultants and contract services that may be necessary to implement the Information Management System.

TOTAL GENERAL BUDGET

Total of Items 28 through 71.

TOTAL BUDGET

Total of all Administrative Units, Headquarters and General Budgets.

EXPLANATION OF FUNDS AND ACCOUNTS OF CWA

There are eleven Funds, all of which are examined and reported on by the Auditors. They are:

1. The General Fund
2. The Defense Fund
3. The Pension Fund
4. The Building Fund
5. The Operating Reserve Fund
6. The Automobile Fund
7. The Citizenship Fund
8. The District Organizing Allocation Fund
9. The Contract Report and Ratification Fund
10. The Information Management Systems Fund
11. 3rd & E Streets Building Fund
12. The Plant Fund (The Fixed Assets Account)

The first eleven of the above are Funds that have cash connected with them. The twelfth, The Plant Fund, does not have cash connected with it. In accounting for Fixed Assets, the Auditors report the Union's equity in connection with fixed or capital assets in this Fund.

THE GENERAL FUND

The General Fund is the Fund from which the National operates. All the income - money which comes to CWA - is handled through the General Fund. The status of this Fund is reported monthly to Local Presidents.

The General Fund contains what the Auditors have identified as "Unallocated Receipts." Dues money received by CWA is labelled 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. When the report, which comes with the employer's check, is processed, CWA checks are made out for the amount due the Locals. Also, transfer of money is made in the proper amount to the Defense Fund. The National's portion remains in the General Fund and is available for use by the National.

THE 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 comes from dues and equivalents in the amount of 50 cents from each payer each month. When checks from various companies are processed in the Secretary-Treasurer's office, this income must be deposited into the Defense Fund account for each payer processed for each month.

Since the Defense Fund was established in September, 1952, income to it (including the one day's pay assessment and interest on investments) has been \$110,266,202 as of October 31, 1988, and expenses have been \$94,084,317; meaning that the Defense Fund, as of October 31, 1988, has a balance of \$16,181,885.

The past year has continued to see the Defense Fund function and become the final financial resort, based on the needs of authorized recipients who took strike action against several companies.

Strikes which continued or occurred during the past year include: DeGraff Memorial Hospital; Whalley Construction Company; Pittsburgh Mailers; Units represented by Montreal 145; and other bargaining units within the PPMW Sector.

The total expenditures for the past fiscal year on all of the above strikes, which include advances expended for which final reports have not been received at this writing, was in excess of \$345,000.

The Defense Director administers the Defense Fund within the Defense Fund Rules as established by Convention action.

THE PENSION FUND

This Fund provides for our CWA employees' retirement benebenefits. Periodically, an actuarial review is made of the CWA Pension Fund by an outside firm.

As noted earlier in this Report, we fortunately had a reduction in this year's contribution requirement.

THE BUILDING FUND

This Fund has been used to accumulate finances for purchasing Union office buildings. We currently own buildings in Washington, D.C.; Trenton, New Jersey; Atlanta, Georgia; Greensboro, North Carolina; St. Louis, Missouri; Denver, Colorado; Burlingame, California.

THE OPERATING RESERVE FUND

The Operating Reserve Fund was established to provide a reserve for the operation of 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.

THE AUTOMOBILE FUND

The Automobile Fund was established as a result of the approval at the 45th Annual Convention. This Fund separates the operation and purchase expenses relating to fleet automobiles from the General Fund.

The program of Union-owned automobiles continues to be an effective one as compared to the leased car industry. The monthly charge against the Fund for each staff car is \$200, and \$225 for each car assigned to an elected officer.

THE CITIZENSHIP FUND

Some years ago, the CWA Convention established the CWA Citizenship Fund. In doing so, the Convention recognized an imperative need for the Union to expand and develop its activity in community and civic affairs, in order to provide significant, meaningful participation and leadership in programs and activities dedicated to the welfare of all citizens.

THE DISTRICT ORGANIZING ALLOCATION FUND

The District Organizing Allocation Fund was established a number of years ago to earmark some additional money for organizing within the Districts and to provide incentive for organizing. Planning for its use and control of its administration is solely within the respective Districts.

Effective July 1970 and annually thereafter, the Fund for each District has received an

allocation based on four months' National per capita (not including Defense Fund per capita) for each member by which its membership count in January of the current year exceeds its membership count in January of the preceding year.

THE CONTRACT REPORT AND RATIFICATION FUND

This Fund was established to accumulate the necessary amount to cover the costs of reporting and ratifying contracts. The cost of bargaining with large employers is of such magnitude that an effort should be made to evenly budget over the period of the contract. Due to changes in our bargaining structure and ratification procedure because of divestiture, it is anticipated that the prior years allocations should provide the necessary funding for the modified ratification procedures.

THE INFORMATION MANAGEMENT SYSTEMS FUND

This Fund was established to accumulate money for the purpose of providing a complete information network of automated office equipment and software for transmission between the National Headquarters and District Headquarters. Eventually, should the Locals desire to expend the funds, they would also be able to tie into the network.

3RD & E STREETS BUILDING FUND

This Fund was established to help defray the costs associated with the planning of and our relocation to the new facility.

THE PLANT FUND

(The Fixed Assets Account)

The Plant Fund normally has no cash or money connected with it. The reporting of fixed assets as a fund is intended as a description and evaluation of money which has been expended for land, buildings and equipment.

Fixed Assets initially were carried as an asset in the General Fund. Because it tended to distort the financial picture in the accounting of the General Fund, the Executive Board acted to set up the reporting of Fixed Assets in a separate account.

The Finance Committee approves the principle of reporting Fixed Assets in a separate Fund because it does simplify, as well as permit, accurate accounting of the General Fund of the Union.

An audit report will be available at the 1989 Convention.

COMPARISON—BUDGET, EXPENSE AND INCOME BY BUDGET LINE ITEMS

	1986-87				Income	Expense (Over and) Under Income
	Adjusted Budget	Convention Approved Budget	12-Month Actual	Expense (Over) and Under Budget		
(1) Salaries—Officers and Staff	\$12,303,927	\$12,648,782	\$12,232,724	\$ 416,058		
(2) Salaries—Full Time Other.....	8,146,129	8,173,834	8,023,408	150,426		
(3) Salaries—Part Time	543,622	543,622	935,463	(391,841)		
(4) Expenses—Full Time	2,035,608	2,097,000	2,060,794	36,206		
(5) Expenses—Part Time	504,618	504,618	803,217	(298,599)		
(6) Supplies—Printing	1,203,216	1,203,216	1,176,656	26,560		
(7) Postage, Freight, Express	855,706	855,706	643,867	211,839		
(8) Rental of Equipment	400,569	400,569	444,385	(43,816)		
(9) Mtce. of Equipment	256,591	256,591	187,283	69,308		
(10) Contract Services	526,611	490,611	367,967	122,644		
(11) Telephone and Telegraph	1,099,384	1,099,384	1,210,593	(111,209)		
(12) Rent and Office Occupancy	3,777,052	3,870,603	3,963,688	176,915		
(13) Rent—Meeting Rooms	60,660	60,660	57,978	2,682		
(17) All Other.....	450,484	450,484	715,636	(265,152)		
Totals	\$32,164,177	\$32,655,680	\$32,553,659	\$ 102,201		
(28) Citizenship Fund	—	—	—	—		
(29) Organizing Fund (2)	2,000,000	2,000,000	1,655,589	344,411		
(31) Legal	3,000,000	3,000,000	3,976,180	(976,180)		
(32) Conventions (Inc. Committees)	200,000	200,000	125,209	74,791		
(33) Executive Board	427,000	427,000	133,901	293,099		
(34) Committees and Conferences	85,000	85,000	73,637	11,363		
(35) CWA News	1,210,000	1,210,000	1,318,016	(108,016)		
(36) Pension Fund	5,200,000	5,200,000	5,200,000	—		
(37) Insurance and Hospitalization	3,883,260	3,883,260	3,949,154	(65,894)		
(38) Taxes	2,635,000	2,635,000	2,344,466	290,534		
(39) Affiliation Dues	—	—	—	—		
(40) Contingency	1,499,031	1,085,568	145,198	940,370		
(41) Equipment Additions	152,112	152,112	171,476	(19,364)		
(42) Building Fund	—	—	—	—		
(44) Building Repairs (and Mtce.)	1,750,000	1,750,000	1,656,351	93,649		
(45) Publicity and Public Relations	589,000	625,000	605,132	19,868		
(48) Operating Reserve	—	—	—	—		
(47) Foreign Affairs	140,000	140,000	46,562	93,438		
(48) Education	450,000	450,000	386,114	63,886		
(56) Professional	270,000	270,000	404,597	(134,597)		
(57) Staff Moves	400,000	400,000	331,719	68,281		
(58) Contract Reports and Ratification	—	—	—	—		
(59) Staff Illness Absence	264,040	150,000	280,744	(130,744)		
(63) Automobile Fund	160,000	160,000	160,000	—		
(71) Information Management System Fund ..	1,497,319	1,497,319	1,497,319	—		
Total	\$25,811,762	\$25,320,259	\$24,461,064	\$ 858,895		
Grand Total	\$57,975,939	\$57,975,939	\$57,015,023	\$ 960,916	\$60,782,508	\$ 3,767,485

(1) See Note 1, Exhibit A

COMPARISON—BUDGET, EXPENSE AND INCOME BY BUDGET LINE ITEMS

	1987-88				Income	Expense (Over and) Under Income
	Adjusted Budget	Convention Approved Budget	12-Month Actual	Expense (Over) and Under Budget		
(1) Salaries—Officers and Staff	\$12,756,556	\$12,550,617	\$12,465,447	\$ 85,170		
(2) Salaries—Full Time Other.....	8,487,289	8,467,454	8,554,403	(86,949)		
(3) Salaries—Part Time	534,127	534,127	647,150	(113,023)		
(4) Expenses—Full Time	2,040,300	2,040,300	2,269,709	(229,409)		
(5) Expenses—Part Time	495,420	495,420	346,066	149,354		
(6) Supplies—Printing	1,208,454	1,208,454	1,426,394	(217,940)		
(7) Postage, Freight, Express	859,514	859,514	694,301	165,213		
(8) Rental of Equipment	455,717	455,717	507,003	(51,286)		
(9) Mfce. of Equipment	257,157	257,157	168,952	88,205		
(10) Contract Services	441,200	441,200	548,907	(107,707)		
(11) Telephone and Telegraph	1,083,811	1,083,811	1,152,754	(68,943)		
(12) Rent and Office Occupancy	3,098,816	2,933,528	3,089,628	(156,100)		
(13) Rent—Meeting Rooms	58,020	59,020	52,358	5,662		
(17) All Other.....	448,478	448,478	882,770	(434,292)		
Totals	\$32,224,859	\$31,833,797	\$32,805,842	\$ (972,045)		
(28) Citizenship Fund	25,000	25,000	25,000	—		
(29) Organizing Fund (2)	1,980,165	2,000,000	1,903,424	96,576		
(31) Legal	3,500,000	3,500,000	3,945,274	(445,274)		
(32) Conventions (Inc. Committees)	900,000	900,000	786,213	113,787		
(33) Executive Board	350,000	350,000	320,435	29,565		
(34) Committees and Conferences	114,100	114,100	156,934	(42,834)		
(35) CWA News	1,218,400	1,218,400	1,348,965	(130,565)		
(36) Pension Fund	3,720,242	3,720,242	3,718,868	(1,374)		
(37) Insurance and Hospitalization	4,498,161	4,498,161	4,687,650	(189,489)		
(38) Taxes	2,821,587	2,821,587	2,501,620	319,967		
(39) Affiliation Dues	—	—	—	—		
(40) Contingency	337,915	721,196	664,374	56,822		
(41) Equipment Additions	218,148	218,148	210,265	7,883		
(42) Building Fund	—	—	—	—		
(44) Building Repairs (and Mfce.)	1,270,814	1,270,814	1,506,357	(235,543)		
(45) Publicity and Public Relations	625,000	625,000	662,807	(37,807)		
(46) Operating Reserve	—	—	—	—		
(47) Foreign Affairs	160,090	160,090	117,392	42,698		
(48) Education	452,000	452,000	374,887	77,113		
(56) Professional	283,000	283,000	336,046	(53,046)		
(57) Staff Moves	300,000	300,000	498,052	(198,052)		
(58) Contract Reports and Ratification	—	—	—	—		
(59) Staff Illness Absence	262,054	250,000	255,268	(5,268)		
(63) Automobile Fund	600,000	600,000	600,000	—		
(71) Information Management System Fund ..	1,777,695	1,777,695	1,777,695	—		
Total	\$25,414,371	\$25,805,433	\$26,397,516	\$ (592,083)		
Grand Total	\$57,638,230	\$57,638,230	\$59,203,358	\$(1,564,128)	\$55,199,781	\$(4,003,577)

(1) See Note 1, Exhibit A

Attachment No. 3 (Continued)

COMPARISON—BUDGET, EXPENSE AND INCOME BY BUDGET LINE ITEMS

	1988-89				1989-90		
	Adjusted Budget	Convention Approved Budget	8 Mo. Actual 4 Mo. Proj. Expenses	Expense (Over) and Under Budget	8 Mo. Actual 4 Mo. Proj. Income	Expense (Over and) Under Income	Proposed Budget
(1) Salaries—Officers and Staff	\$12,390,426	\$12,820,523	\$12,376,613	\$ 443,910			\$13,486,906
(2) Salaries—Full Time Other	8,888,485	8,865,785	8,745,277	120,508			9,095,799
(3) Salaries—Part Time	582,903	574,398	1,020,080	(445,682)			840,868
(4) Expenses—Full Time	1,961,063	2,013,300	1,989,156	24,144			2,134,500
(5) Expenses—Part Time	544,621	536,116	865,947	(329,831)			799,862
(6) Supplies—Printing	1,276,448	1,276,448	1,266,168	10,280			1,373,401
(7) Postage, Freight, Express	995,195	995,195	688,833	296,362			1,038,476
(8) Rental of Equipment	536,649	498,346	553,393	(55,047)			663,918
(9) Mtce. of Equipment	210,346	210,346	123,605	86,741			158,153
(10) Contract Services	592,904	552,904	585,110	(32,206)			676,809
(11) Telephone and Telegraph	1,124,199	1,124,199	1,130,085	(5,886)			1,279,248
(12) Rent and Office Occupancy	3,909,088	3,944,491	3,888,705	55,786			4,041,104
(13) Rent—Meeting Rooms	57,580	57,580	35,075	22,505			59,340
(17) All Other	450,016	450,016	496,914	(46,898)			427,252
Totals	\$33,520,520	\$33,919,647	\$33,774,961	\$ 144,686			\$36,075,636
(28) Citizenship Fund	50,000	50,000	50,000	—			50,000
(29) Organizing Fund (2)	2,100,000	2,100,000	1,903,414	196,586			2,100,000
(31) Legal	3,100,000	3,100,000	3,353,395	(253,395)			3,500,000
(32) Conventions (Inc. Committees)	1,800,000	1,800,000	1,851,515	(51,515)			1,000,000
(33) Executive Board	350,000	350,000	322,853	27,147			225,000
(34) Committees and Conferences	193,141	193,141	90,966	102,174			147,400
(35) CWA News	1,300,000	1,300,000	1,319,489	(19,489)			1,400,000
(36) Pension Fund	3,659,262	3,659,262	3,659,262	—			3,540,000
(37) Insurance and Hospitalization	5,150,828	5,150,828	5,089,553	61,275			6,680,000
(38) Taxes	2,502,900	2,502,900	2,775,722	(272,822)			2,830,700
(39) Affiliation Dues	—	—	—	—			—
(40) Contingency	1,031,427	665,632	234,824	430,808			948,938
(41) Equipment Additions	200,000	200,000	191,252	8,748			175,000
(42) Building Fund	—	—	—	—			—
(44) Building Repairs (and Mtce.)	1,322,096	1,322,096	1,440,715	(118,619)			1,500,000
(45) Publicity and Public Relations	675,000	675,000	695,947	(20,947)			685,000
(46) Operating Reserve	—	—	—	—			—
(47) Foreign Affairs	160,000	160,000	141,400	18,600			171,145
(48) Education	413,000	413,000	393,631	19,369			368,000
(56) Professional	237,825	237,825	240,753	(2,928)			250,000
(57) Staff Moves	300,000	300,000	145,805	154,195			300,000
(58) Contract Reports and Ratification	—	—	—	—			—
(59) Staff Illness Absence	283,332	250,000	274,890	(24,890)			200,000
(63) Automobile Fund	800,000	800,000	800,000	—			665,000
(71) Information Management System Fund ..	1,734,546	1,734,546	1,734,546	—			1,710,285
Total	\$27,363,357	\$26,964,230	\$26,709,932	\$ 254,298			\$28,446,468
Grand Total	\$60,883,877	\$60,883,877	\$60,484,893	\$ 398,984	\$60,497,655	\$ 12,762	\$64,522,104

(1) See Note 1, Exhibit A

COMPARISON—BUDGET, EXPENSE BY ADMINISTRATIVE UNITS

	1986-87		
	Adjusted Budget	Convention Approved Budget	Expense
District 1	\$ 3,264,709	\$ 3,277,649	\$ 3,630,681
District 2	1,385,120	1,355,466	1,406,248
District 3	3,797,367	3,808,905	3,850,378
District 4	2,460,113	2,558,113	2,702,038
District 6	2,659,156	2,887,042	2,728,823
District 7	2,355,584	2,492,666	2,490,859
District 9	2,444,401	2,659,628	2,411,629
District 13	1,001,093	920,439	1,122,629
ATT-TECH	1,133,017	1,142,179	1,117,195
ATT-C	705,839	703,301	688,290
Public Workers	173,675	170,873	173,550
Telecom	209,250	170,573	217,608
Headquarters	<u>10,574,853</u>	<u>10,508,846</u>	<u>10,013,731</u>
Sub-Total	\$32,164,177	\$32,655,680	\$32,553,659
General Budget	<u>25,811,762</u>	<u>25,320,259</u>	<u>24,461,364</u>
GRAND TOTAL	\$57,975,939	\$57,975,939	\$57,015,023

	1987-88		
	Adjusted Budget	Convention Approved Budget	Expense
District 1	\$ 3,515,852	\$ 3,466,331	\$ 3,663,836
District 2	1,377,522	1,373,394	1,357,266
District 3	3,750,222	3,738,742	3,699,549
District 4	2,318,843	2,267,160	2,566,987
District 6	2,703,125	2,668,112	2,706,734
District 7	2,352,457	2,231,810	2,339,657
District 9	2,374,690	2,367,847	2,266,315
District 13	1,022,307	1,025,971	1,066,113
ATT-COM & TECH	1,809,889	1,847,273	1,856,691
Public Workers	182,588	180,668	185,143
Telecom	237,284	235,364	253,590
Headquarters	<u>10,580,080</u>	<u>10,431,125</u>	<u>10,843,961</u>
Sub-Total	\$32,224,859	\$31,833,797	\$32,805,842
General Budget	<u>25,414,371</u>	<u>25,805,433</u>	<u>26,397,516</u>
GRAND TOTAL	\$57,639,230	\$57,639,230	\$59,203,358

	1988-89				1989-90
	Adjusted Budget	Convention Approved Budget	8 Months Actual	4 Month Projected	Proposed Budget
District 1	\$ 3,962,157	\$ 3,844,264	\$ 2,531,363	\$1,388,633	\$ 4,102,332
District 2	1,350,802	1,372,117	899,337	558,050	1,447,953
District 3	3,458,000	3,567,665	2,248,704	1,224,352	3,659,607
District 4	2,416,679	2,533,683	1,439,622	822,811	2,428,564
District 6	2,802,510	2,789,582	1,818,717	1,012,958	2,715,242
District 7	2,383,678	2,426,811	1,555,543	880,972	2,464,863
District 9	2,453,335	2,494,831	1,520,391	862,595	2,521,781
District 13	1,077,547	1,058,795	740,654	471,527	1,121,632
PPMW	—	—	—	—	1,942,981
ATT-COM & TECH ...	1,684,675	1,720,074	1,100,064	701,032	1,639,702
Public Workers	187,293	185,117	120,295	65,147	188,974
Telecom	242,618	240,592	158,223	84,111	244,809
Headquarters	11,569,255	11,686,116	7,628,809	3,941,051	11,597,196
Sub-Total	\$33,588,549	\$33,919,647	\$21,761,722	\$12,013,239	\$36,075,636
General Budget	27,295,328	26,964,230	16,788,299	9,921,633	28,446,468
GRAND TOTAL	\$60,883,877	\$60,883,877	\$38,550,021	\$21,934,872	\$64,522,104

PRESIDENT BAHR: Let me introduce the Committee to you.

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

Hakim Abdullah, President, Local 1200.

David Locke, President, Local 6395.

Dawn Schnickels, Treasurer, Local 7200.

Betty Diamond, Chair, President, Local 3122.

James B. Booe, Secretary-Treasurer, Washington, D.C.

The Chair now recognizes Betty Diamond.

CHAIR BETTY DIAMOND (Local 3122, Chair, Finance Committee): The Finance Committee moves the adoption of our report.

PRESIDENT BAHR: That motion made it that simple. You have heard the motion to adopt the committee's report. Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. We have people on the phones, so there will be some discussion. We ask you to be patient.

... There was a momentary pause in the proceedings ...

PRESIDENT BAHR: At Microphone No. 1, Delegate Reimer, Local 4309.

DELEGATE REIMER (Local 4309): I move to amend the report of the Finance Committee, beginning on Page 11, Line 7. After the sentence that ends "approximately \$645,000 be applied to the 'new' Defense Fund," delete the words through Line 37 and substitute:

"We feel that the Union should take equal portions of the one percent of dues that will now be going to the Defense Fund from the following: The District budgets; the Headquarters budget; and the General Budget."

PRESIDENT BAHR: You have heard the motion. It was seconded from the floor. Delegate Reimer has five minutes to speak on the motion.

DELEGATE REIMER: Brothers and Sisters, I served on the Defense Fund Committee. Yesterday you gave us a rousing ovation, and while I certainly appreciate it, I think some of that applause should have been for yourselves.

Committees can make any recommendations and come up with any creative ideas they want. Ours came up with two. But it is up to the delegates to delete, amend and ultimately adopt the recommendations that make the most sense. That is what you did yesterday with the Defense Fund, and that is what we need to do today with the Finance Committee report.

I have a concern when the Finance Committee suggests that perhaps we should consider reducing the Legal Fund as it affects the membership. I am not sure of all that the Legal Department does, but I don't think it was our intent to reduce the Legal Department's representation of our membership.

Laying off staff and clerical assistance was another suggestion, and it seems easy, especially if you are pissed at your staff rep because they told you something you did not want to hear. But that almost sounds like AT&T when they lay off our members for economic reasons, but the work is still there. (Applause)

We just elected our national officers and vice presidents. They work for us. And the staff works for them. If we are having a problem with staff, we should be talking to our elected representatives.

The Finance Committee talked about eliminating the funding allocation for CWA News, yet several pages earlier they say that the CWA News allows the Union to communicate with all its members. I do not think we should cut off that communication.

As far as the management systems are concerned, we need to manage our information better. We could do a better job of that.

This amendment allows for the Union to fairly and equitably tighten its belt with our action on the Defense Fund, and insures that we are not tightening it around our necks.

I urge your support of this amendment. Thank you. (Applause)

PRESIDENT BAHR: There are no other delegates at the mikes.

This is the amendment before you: To amend the report of the Finance Committee beginning on page 11, line 7, after the sentence that ends, "... approximately \$645,000 be applied to the new Defense Fund." Delete the words through line 37 and substitute, "We feel that the Union should take equal portions of the one percent of dues that will now be going to the Defense Fund from the following: The District budgets, the Headquarters budgets, and the General Fund budget."

All those in favor of the amendment indicate by raising your hand. Down hands. Opposed by like sign.

Those who didn't vote won. Let's try and do it again. (Laughter) Let's try and do it one more time.

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

On the motion to adopt the report as amended. There are no speakers.

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

Before I, with the thanks of this Convention, discharge this Committee, I want to thank them for the in-depth work they have done while meeting in Washington. They agonized over many of the potential financial problems of the future, and tried in their best way to simply give us advice. And I can assure each and every delegate here that as we prepare future budgets, the one thing

we have in mind is to see that the service to our members is paramount, or receives paramount attention.

We are not a dues-collecting organization; we are a service organization. And let's always keep that in mind. (Applause)

So the Finance Committee is discharged with the thanks of this Convention. (Applause)

Would the Resolutions and Rules Committee come to the platform. And while they come up, the Chair recognizes Jim Booe for some greetings.

SECRETARY-TREASURER BOOE: I have a letter on the stationery of the AFL-CIO:

Dear President Bahr:

On behalf of the unions of the AFL-CIO, may I extend warm fraternal greetings to you, your fellow officers and delegates, and the members of the Communications Workers of America on the occasion of your 51st Annual Convention.

Your theme for this year's convention, "Tough 'N Together," is especially appropriate at a time when the CWA is beginning a series of contract negotiations affecting more than a half-million members. As the national spotlight turns to the progress of these talks, your solidarity will reflect on the state of the entire American labor movement. As you work to mobilize your own ranks, be assured that your brothers and sisters in the affiliated unions of the AFL-CIO are behind you every step of the way.

I wish you success in your convention activities and in your continued efforts toward our common objectives of freedom, justice and economic security for all working Americans.

Sincerely and Fraternaly,

Lane Kirkland,
President of the AFL-CIO.

(Applause)

I have a message by telex to the Communications Workers of America:

"It is my pleasure to send greeting and best wishes for a successful convention on behalf of the members of the Canadian Labour Congress.

"As you may have heard from your Canadian brothers and sisters at the convention the CLC and its affiliates are involved in a national campaign to reverse our governments' trend toward a right wing, market driven economy.

"We reject the corporate agenda of privatization, deregulation and cuts in public programs. We fought against and continue to oppose the enactment of the free trade agreement with the United States because we believe that it is not in the best interests of Canadian workers. In the first few months of the free trade treaty's existence, we have witnessed many of the consequences that we feared: corporate mergers, restructuring, rationalization and relocations all in the name of higher profits. All with little concern for the workers who have in many cases invested all their working lives with these companies.

"In the United States you have also seen these same trends in your economy. The same preference for busting unions rather than working with them. Due to these and other common interests, part of our campaign is to work with the AFL-CIO to ensure that workers, interests are protected on both sides of the border.

"The theme of your convention, "Tough 'N Together," is very appropriate to our campaign as well. If we can be united throughout North America in our efforts we can and we will change the direction that our governments have taken."

It's from Shirley Carr of the Canadian Labour Congress. (Applause)

And then a letter on the stationery of the United States Senate:

Attention: Mr. Morton Bahr, President

Dear Friends:

It is a great privilege to extend my personal greetings to delegates from throughout the nation attending the 51st Annual Convention of the Communications Workers of America.

As you celebrate your half century of service in the communications industry, I'm certain this Convention will also address the important issues and challenges which lie ahead in the 1990's and beyond.

I wish you a productive and successful Convention, and my warm thoughts will be with you all the week of May 1st.

Sincerely,

Edward M. Kennedy,
Senior Senator
State of Massachusetts.

(Applause)

PRESIDENT BAHR: Thank you, Jim.

The Chair recognizes the Chair of the Resolutions and Rules Committee.

CHAIR SANTO L. DiNUNZIO (Local 13551, Chair Resolutions Committee):

Resolution 51A-89-1

ECONOMIC POLICY—

THE FIGHT TO SAVE THE AMERICAN DREAM

Since 1973, workers' real wages—that is, wages adjusted for inflation—have actually fallen 17 percent in the United States. CWA members and other union workers have been protected by negotiated wage and/or cost-of-living increases, but others have been devastated. Ours is the first American generation whose economic expectations are lower than those of our parents. During the 1980's, the 35-year trend of home ownership was reversed; two million American families who could afford a home in 1980 could not afford the same home in 1987.

Although some Americans may not yet feel the pressure, and many others may feel that the U.S. economy seems to be performing well, all around us the system is becoming increasingly fragile. The economy is only growing slowly and may be beginning to stagnate. Gross National Product (GNP) growth rates have dropped from 3.8 percent in the 1960's to 2.8 percent in the 1970's and 2.7 percent in the 1980's.

In contrast, the telecommunications industry is healthy and growing. For 1988, the RBOCs alone earned \$8.9 billion in profits.

False Prosperity

Our nation has borrowed its way into a false sense of prosperity. Ronald Reagan created historically high federal deficits, forcing us to borrow heavily from foreign investors. Foreign holdings of U.S. debt have increased nearly four-fold since 1970.

To attract these foreign investors, the value of the U.S. dollar must remain high relative to other currencies. Unfortunately, a relatively high U.S. dollar is one cause of the U.S. trade deficit. As the dollar rises, U.S.-made products become more expensive outside the U.S. while foreign-made products become cheaper inside our borders.

The U.S. trade deficit was \$171.2 billion at the end of 1987. The telecommunications import-export debt was \$2.5 billion. According to a recent study by the Economic Policy Institute, the trade deficit represents a loss of 5.1 million job opportunities, 60 percent of which are in manufacturing.

Workers Struggle to Stay Afloat

Ronald Reagan's legacy is well represented by the axiom "the rich get richer while the poor get poorer." A recent Census Bureau study found that between 1979 and 1986, household income for the wealthiest 20 percent grew 8.6 percent while household income for the poorest 20 percent fell by 8.3 percent.

Our tax laws are the prime cause of this income disparity. A recent study by the Congressional Budget Office found that the vast majority of Americans now pay a higher share of their incomes in federal taxes than they did ten years ago, with poor and middle income workers hit the hardest. The CBO estimates that households with \$13,000 incomes now pay one-seventh of that in federal taxes. Meanwhile, the richest five percent of the population has actually enjoyed tax *cuts* during the period 1977-1988.

While workers have been struggling to stay afloat, corporations have been on a spending spree fueled by Reagan's "enrich-the-rich" policies and by the use of "junk bonds" (so named because of their unusually high risk). As junk bonds have proliferated, so has corporate debt. U.S. corporate gross debt has increased steadily in the U.S. from 37 percent of GNP in 1975 to 47 percent of GNP today, with most of the increase occurring since 1983. But even though this undermines our domestic and international economies, most debt-ridden corporations and their stockholders are untouched because our public policies reward, not punish, debt.

Economic Policy of the '90s

The spending spree of the Reagan years should be paid for by those who benefitted from it. We must reverse the eight-year, Robin Hood in reverse pattern of public policy. Failure to do so threatens our entire economy as prosperity for the few, fueled by deficits and debt, is not real prosperity.

But as the cracks in the system continue to spread, there are greater efforts to force workers to pay for the repairs. Corporate management increasingly tries to shift the costs of health care onto the backs of workers. The Bush administration intends to force taxpayers to bail out the savings and loan industry. And if there is a recession in the near future, workers will bear the brunt as always.

RESOLVED: That CWA work to enact progressive, pro-worker tax reform, including:

- Reduce sales and excise taxes where they exist;
- Reduce or eliminate upper-income tax shelters;
- Curb tax incentives for mergers and acquisitions;
- Tighten regulations so that multinational corporations must pay

taxes on all profits made
in the U.S.;

- Revise the Corporate Alternative Minimum Tax so that profitable corporations actually pay at least a basic minimum tax; and
- Raise the tax rate on households earning over \$240,000 to 38 percent from the existing 28 percent, which alone would raise \$30 billion a year for the Treasury, and

RESOLVED: That we restore balance and integrity to our economic structures by ensuring corporate and government accountability. In exchange for taxpayer support of savings and loan or corporate bailouts, we must have more democratic control of the resulting institutions and ensure that tighter restrictions are imposed on financial procedures. For example, if public financial support helps domestic corporations avoid bankruptcy (as in the Chrysler bailout) then there should be assurances that plants will not be located offshore, that new technology will be implemented with worker protections and the like. We also urge Congress to tie savings and loan institution bailouts to tighter financial controls and administrative procedures, as well as to guarantees of some community-oriented lending practices.

Mr. President, the Resolutions Committee moves the adoption of Resolution 51A-89-1, "Economic Policy -- The Fight to Save the American Dream."

PRESIDENT BAHR: You have heard the resolution. Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor.

On Microphone No. 3, Delegate Tarver.

DELEGATE RICHARD R. TARVER (Local 6229): I rise to support Resolution 51A-89-1. With more companies moving from our borders into Mexico, over 1400 plants, employing over 400,000 people have moved from this country. With a growth rate of 20 percent per year, it is estimated that by 1985 over a million and a half jobs will leave our borders.

AT&T and Zenith are just two of the many companies have have moved their technology abroad. AT&T signed a new agreement with Zenith to produce the HTV research, Zenith being one of the biggest manufacturers of TV's in our country, and they are actually made in Mexico, with a large plant of over 6,000 in Ruidosa, with two plants in Matamoros, shipping these TV's back to McAllen, Texas in a free trade zone, and stamped "Made In The USA."

And the new plant in Matamoros, Mexico works the people 48 hours and pays them less than \$40.00 a week, work that was done in Virginia.

The C.P. Claire Company, another company contracted by the AT&T is now performing work in Matamoros, Mexico, that was formerly done in Virginia. The new plant in Matamoros opens June 1, and it just so happens that in Virginia they have layoffs June 1.

We have met with the people in Mexico about the working conditions where they are exploited by the corporations.

We urge that this new technology and these new ventures of these corporations have their work performed in the United States and carry the USA label, not that of Mexico. Thank you. (Applause)

PRESIDENT BAHR: At microphone No. 3, Delegate David Amesquita.

DELEGATE DAVID AMESQUITA (Local 6260): At a meeting recently with the Dallas Works, we were invited to tour the Matamoros plant across from Brownsville, Texas. We, the Dallas plant, have lost three jobs affecting 30 people, plus jobs that we have not even seen in the plant which the company saw fit to make a bigger profit by doing it in Mexico.

It broke my heart to see that 95 percent of the plants there consisted of working in New River, and they say that the capacity is 650. Like Mr. Tarver said, they work 48 hours to get 40 hours' pay, and that is for five years. They start down-sliding after that, as far as the hours are concerned. The only hope that we have there in Matamoros is the fact that they have, on an average, two to three or four percent turnover rate on a weekly basis.

I hope that the International would use all its power to halt this, to Matamoros, to New River, to Dallas. I rise to support this motion. Thank you. (Applause)

PRESIDENT BAHR: Microphone 3, Delegate Hirsch.

DELEGATE WILLIAM P. HIRSCH (Local 7060): I am from Local 7060 where we make the finest telephone cords in the world. (Applause)

Some of you may have noticed, there are no telephone cords on sale next door. The good union-made cords are not here for a reason. The cords that can be assembled by hand are now assembled in Mexico. The cords that are made by machines are now packaged on a reservation in Arizona.

The company in Arizona that packages our cords pays minimum wage and the workers receive a supplement from the government. They take them to the reservation and they package them and your taxes help supplement the workers.

The Phoenix plant has extremely heavy work. A lot of our people over the 20 years have become restricted. They have carpal tunnel, they have back problems, they have knee problems. We can't get hoists like they use in Atlanta, in Omaha. Our restrictions people packaged cords that went to the reservation. Now they have no work for three of my workers. They are sent home until the company can find something for them to do.

So there will be no cords at this reservation. We are employees, we are shareholders, and we have been customers, but we will not be customers until we get that work back for our restriction people who have given 20 years of their lives.

I rise in support of this resolution. (Applause)

PRESIDENT BAHR: On mike No. 3, Delegate Baxter- Fleming.

DELEGATE SUSAN BAXTER FLEMING (Local 4818): Mr. President, I am sorry, I wish to speak on Resolution 3.

PRESIDENT BAHR: You are just a little bit early. Call in again when Resolution 3 comes on the floor.

There are no other delegates desiring to speak on Resolution 1. The motion before you is its adoption.

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

On Microphone 1, Delegate Upton.

DELEGATE MIKE UPTON (Local 2202): I would move that we refrain from reading the entire resolution and move directly to the Resolved. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been seconded. The delegate may speak on the motion.

DELEGATE UPTON: The motion speaks for itself.

PRESIDENT BAHR: There being no delegates desiring to speak, the impact of this motion would be for the Committee to just read the Resolved.

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

The Chair of the Committee.

CHAIR DiNUNZIO: Thank you, Mr. President. I would like to call on Committee member Ben Henson to read the Resolved portion of Resolution 51A-89-2, entitled "Ban on Permanent Replacement Workers."

DELEGATE BEN HENSON (Local 3304): If the Delegates will turn to Page 3 of the Resolutions Committee Report, I will read Resolution 51A-89-2, entitled "Ban on Permanent Replacement Workers."

Resolution 51A-89-2

BAN ON PERMANENT REPLACEMENT WORKERS

At the heart of labor's strength is the right to strike, to withhold services as part of the collective bargaining process. This right, so hard-fought, has been enshrined in American law for more than five decades.

In the era of Ronald Reagan and government-sanctioned union-busting, this fundamental right has been seriously eroded through the use of permanent replacement workers. Labor still has the right to strike, but there is inadequate protection of jobs when an employer can immediately replace striking workers with new *permanent*, not temporary, employees.

Not surprisingly, employers use this tool to extract weaker collective bargaining agreements, or to try to bust the union entirely. Rather than come to the bargaining table and act in good faith, they recruit and hire new workers, preferably those willing to accept no union protection and lesser wages and benefits.

In the 1988 United Paperworkers strike against International Paper, permanent replacement workers were hired only 13 days into the strike. Eventually, a total of more than 1,000 replacements were employed. As one observer said, "Workers who spent 10, 20, 30 years of their lives at IP were thrown out like yesterday's newspapers." Even after the strike was terminated, very few of the striking workers were rehired. In effect, these workers were fired for exercising their legal right to strike.

Fortunately, we are not helpless in our battle to preserve workers' rights. Representative Joseph Brennan (D-Maine) has introduced legislation to prohibit the use of permanent replacement workers during the first 10 weeks of a work stoppage. The measure would amend the National Labor Relations Act to make the hiring (or the threat of hiring) of permanent replacement workers during the first 10 weeks of a strike an unfair labor practice.

This legislation does not prohibit a company from trying to operate during a work stoppage with supervisory or other temporary personnel. This measure merely returns the collective bargaining scales to the balance they once achieved. It establishes a protected bargaining period during which real negotiating, not union-busting maneuvering, can take place.

This legislation is critical not just to preserve a basic American labor right, but also to ensure peaceful resolution of contract matters. Both labor and management must have incentives to stay at the bargaining table if a negotiation is to succeed. The workers' incentive is the basic need to support themselves and their families; a strike is not desirable, but sometimes is necessary. But without restrictions on permanent replacement workers, there is little incentive for management to seek a negotiated settlement.

Only three industrialized nations fail to protect workers against permanent replacement—South Africa, Britain and, of course, the United States. Canada, by contrast, strictly limits the hiring of strike replacements.

RESOLVED: That the Communications Workers of America endorse H.R. 1383, the legislation to ban permanent replacement workers; and

RESOLVED: That we incorporate this message into our Mobilization activities and make every effort to convince our elected Representatives and Senators to quickly enact this critical legislation; and

RESOLVED: That we encourage locals to work with their respective state and local AFL-CIO bodies to pursue similar legislation at the state level.

Mr. President, the Resolutions Committee moves the adoption of Resolution 51A-89-2, "Ban On Permanent Replacement Workers."

PRESIDENT BAHR: You heard the resolution. Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. On Microphone 3, Delegate Lassiter.

DELEGATE LASSITER (Local 3907): President Bahr, fellow Delegates, I would like to rise in favor of 51A-89-2. I don't know whether you have taken time to read this or not, but I want to see if I can just point out a couple of issues to you.

In Mobile we have the scab outfit, International Paper. The United Paperworkers are there. We just went through an 1800 lockout down there. They were locked out for a year and a half. The company, when they locked them out, told them up front, "If you do not have a contract signed committing that you will work for straight time on a holiday, straight time on Sunday, we are going to lock you out."

The workers refused. They locked them out for a year and a half. They had the scab outfit, BE&K in there, performin the work.

For the ones that are up in the northern part of the country, in Maine, the workers were replaced there by scabs, because they went on strike. The company in Mobile advertised that they were going to replace these people that they locked out. They were successful in turning this around in the court system. So, after a year and a half, they did get the jobs back, but they went back to work for straight time on holidays and straight time on Sundays.

I cannot remember how long we in CWA have been getting this premium pay for these days. But we are not immune. In the telephone industry or in the public works sector, no organization in CWA is immune. In my office, the office I work in, in a No. 5 crossbar, now we have Northern Telcom putting a machine in that office. Some of these people that work for Northern Telcom are ex-CWA members. They are not interested in being part of CWA now. There is no doubt in my mind that the company told the employees of CWA in Mobile during the last work stoppage we had three years ago -- excuse me; the last contract in 1986 -- that they were going to replace us. The members came to the Union and wanted to know if they could replace us if we went on strike.

It is high time we do take a stand on this. We have passed resolutions at these conventions

about equal pay, equal rights, clean air, fair trade, South Africa, the things we all stand for. But I say it is going to be a sad day when we do not have a union, and we are all going to be booted out because this seems to be the trend of management.

I hope we would not see the first hand go up that is resentful about this resolution, because when there is no Labor Movement, it will be a sad day for the working people in this country. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Hood.

DELEGATE WILBURN E. HOOD (Local 3517): President Bahr, Brothers and Sisters of this great Union and our honored guests, I rise today in support of this resolution. I live in Mississippi, a great state, that I am proud of in many ways. But we do have a little thing called the "right-to-work law" there, which is not so nice.

The people work hard. They have a work ethic that we feel we would like to improve on for their children. They have the same goals as most of the people here. They want a decent job at a decent wage and a chance, just maybe, to make it easier on their children .

The exercise of the right to strike has helped us as telephone employees to win some hard fought victories. My hat is off to the men and women. My heartfelt thanks goes out to the ones that have fought and suffered to bring that right to me.

Yesterday, as we came in, we watched a video of a CWA member being hauled off to jail for exercising his right at Continental to tell the customers just how the story was going. If we as free working people are to continue to have any say or control over our destinies, we must restore the balances which have been so insidiously eroded and taken away from us by the past administration.

I can't take on Bell South myself and make any difference, but my Union can.

We are family. We are Union. And we are proud, damn proud. We must have justice in the collective bargaining process.

This resolution addresses the problem. Please pass it. Thank you. (Applause)

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

DELEGATE MILLER: What I wanted to do is ask a couple of questions with reference to the Constitution amendment. Would I be in order -- could I delay my speaking until that time?

PRESIDENT BAHR: You have to wait for that to come up. Mike 3, Delegate Hughes, Local 14917.

DELEGATE C. B. HUGHES (Local 14917): I am following a man from Mississippi, who is just as concerned as we are with what could basically be anti-strikebreaker legislation if it is carried to its extreme.

In Los Angeles, in Portland, in San Francisco, and in numerous other states and cities that do not have a "right-to-work" law, the former ITU, now proudly called the Printing Trades Sector of the CWA, got shut out completely because of the right that was granted to people under the existing law.

A good example is Los Angeles, California. In 1967 the Herald Examiner did what everybody in the world said they could not do. They replaced two thousand craftsmen -- journalists, mailers, printers, pressmen -- and they did it overnight, because we had laws like we have now that allow it.

We struck the place on Friday morning at eleven o'clock. They published a Sunday paper with strikebreakers that they had flown into Los Angeles from all over the country. The same legislation now allows permanent replacements. They do not have to be professional strikebreakers. They just have to be permanent replacements.

I talked with Mike Hardigan last night, who has seven contracts up for work in the State of California, and of those seven there is a certainty that at least five of them could be affected by permanent replacements.

In your written material that was not read to you but which I am sure you have read, most of Canada does not allow permanent replacements. In Mexico permanent replacements are not allowed.

Can you imagine what would have happened if Reagan had legislation like this, when PATCO went on strike and then the days where they had to sit down and negotiate a contract? The Air Traffic Controllers disaster would never have happened.

Senator Brennan's legislation is just a small step towards what we ultimately need, and that is no strike breakers in the United States.

This says no permanent replacements. It's a small step, but it will put us back to where we should be, back on the right to protect, the right to work and the right to negotiate for all of our members.

I urge adoption of the resolution. (Applause)

PRESIDENT BAHR: Microphone No. 1, Delegate Henning.

DELEGATE WILLIAM HENNING, JR. (Local 1180): I propose the following amendment to Resolution 51A-89-2, on line 31, add to the phrase, "permanent replacement workers," the phrase "which we know as scabs".

If I could have a second I'd like to speak on it.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. You can speak on your motion.

DELEGATE HENNING: I understand that the Congress of the United States is considering language which talks about permanent replacement workers, and that's all well and good, but for a labor organization, we don't need to deal in euthanasia. We ought to call a spade a spade.

Permanent replacement workers are scabs, and I think for our own purposes we ought to include that right in the resolution. (Applause)

PRESIDENT BAHR: There is no delegate desiring to speak on the amendment.

We have before us on line 31, add to "permanent replacement workers" "which we know as scabs".

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

On the resolution as amended. On Microphone No. 3, Delegate Adams.

DELEGATE PEGGY ADAMS (Local 3104): I rise to support the adoption of this resolution and to encourage all my fellow delegates with their votes to go out and help themselves and ourselves by getting our people mobilized and more active in legislation.

We need to change this legislation as we saw in 1986, with AT&T boldly printing ads to bring in replacement workers for operators and lower craft.

In Florida, we have seen some of our retirees come back and now become permanent replacements, and by calling themselves contract operators. And contract operators have assigned work out of our frame and so on.

I do encourage all of our delegates to support this. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate O'Neill.

DELEGATE ELEANOR J. O'NEILL (Local 4209): If this resolution passes, are there provisions to send these to the Representatives, the Senators, and to the President of the United States?

PRESIDENT BAHR: Every resolution that deals with politics, just that is done with it, so the members of the House, the Senate, the White House, and, where it impacts on states, it's also sent to the states.

DELEGATE O'NEILL: Okay.

PRESIDENT BAHR: You are entitled to a second question, Eleanor.

DELEGATE O'NEILL: And I've got it. Now, I love this resolution, I think it's great, but do you believe that we can get that kind of a law passed in the Senate and with the President? Thank you.

PRESIDENT BAHR: In this session of the Congress, and with George Bush in the White House, I think the answer is "no," that it would be vetoed, but we must begin someplace to raise the level of awareness about what's happening in this country, and I just point out that in relation to a Paperworkers' strike in the State of Maine, former Senator Muskie, when learning about the permanent replacements that took place in his home state, said that he believed if America was aware of what was happening, they would be as outraged as he is.

So this is the process that we must undergo to raise the level of awareness so that indeed American citizens who believe in fairness will indeed be outraged.

Microphone No. 3, Delegate Choma.

DELEGATE WILLIAM F. CHOMA (Local 4309): Brothers and Sisters, I rise to speak in favor of this resolution. We know that strikes are never easy. The act of a company in hiring replacement workers or companies to break a strike, the union, or the spirits and hopes of workers, represents the cruelest of retaliations.

In 1986 while an officer of my local, the Ameritech Public Bargaining Unit was on strike. After several weeks the company began placing help wanted ads in the newspapers. The company even mailed letters to our members' homes with an ultimatum: "Return to work by September 12, 1986, or we cannot guarantee your job."

Thankfully, the strike was resolved several days after this heinous event took place.

The thought of losing your job to a scab is frightening. What is also frightening is that so many of us are unaware of or don't want to think about this possibility.

During the 1986 strike in our bargaining unit, our members asked, "How can the companies replace us? And, how can the union allow this?"

Yet, as we know, unions are not omnipotent and do not have power over the courts. But, regardless of who occupies the White House, or who is on the NLRB or the courts, we know that unionism remains as American as apple pie.

Brothers and Sisters, we must face this evil reality and educate our members about it. With our contracts expiring soon, this possibility remains before us. We can do something here and now by voting for this resolution and seeing it through. Please do so. Thank you. (Applause)

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

DELEGATE RAY GONZALEZ (Local 7800): President Bahr, Brothers and Sisters: I rise in support of this resolution. In today's environment, we need new weapons to fight the cold profit-driven employers we bargain with.

I remember in 1971, then a member of Local 1101, we were out on strike for seven months. As a 21-year-old with four years in the Communications Workers of America, I was taken care of

by my union, and after seven months we went back to our jobs.

That is a memory and a lesson I will never forget. I believe that is one of the reasons why I am here today as a delegate and an officer of this union. I guarantee you, my memories and feelings would be very different today had I been permanently replaced.

Our new members need the protection and assistance we receive if this union is to grow. For our future, and the future of all workers everywhere, please support this resolution. (Applause)

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

DELEGATE DIANE O. WHITE (Local 2201): I move the question.

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been to close debate. It is not debatable, requires a two-thirds vote. All those in favor of the motion to close debate indicate by raising your hand. Down hands. Opposed by like sign. Debate is closed.

What we have in front of us is Resolution 51A-89-2 as amended.

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

And I might suggest that as further implementing the intent of Eleanor O'Neill's question, that it really does not suffice to have Barbara Easterling send a copy of this resolution to all the members of the House and Senate. While we will be doing that, each local should be doing that. Each member should be doing it to his and her member of Congress, to each Senator. We should be calling on our Governors.

And as election year in 1990 approaches, this should be one of the litmus tests that we put before those candidates who want our support.

The Chair recognizes the Resolutions Committee.

CHAIR DiNUNZIO: Thank you, Mr. President. For the purpose of reading the Resolved of Resolution 51A-89-3, "Family Bill of Rights," I ask Committee Member Richard Herrero to read that.

DELEGATE RICHARD M. HERRERO (Local 9403):

Resolution 51A-89-3

"FAMILY BILL OF RIGHTS"

The United States is the only industrial nation, except for South Africa, that does not have a national family and child care policy.

The people of our country need government programs and policies to ensure comprehensive child care, health care and elder care, a decent place to live, economic security, quality education and equal opportunity.

Families have changed dramatically in the last twenty years. The two-parent family with mother staying at home is no longer typical. Single parent families, as well as extended families, unmarried couples and those with and without children are also families with the same needs.

Today's families face economic and social constraints, including the growing number of jobs which are low-paid and without adequate benefits.

Families are facing unprecedented challenges in job security, homelessness, lack of affordable health and child care, drug abuse and other pressures. These problems are compounded by the still prevalent problems of racism and discrimination for Black, Hispanic,

Native American and Asian American families.

The web of support provided by our families can only be as strong as the strands within it, and the threat to one strand jeopardizes the whole. Federal and state governments have essential roles in strengthening basic rights for American families. Employers have a role in providing for equitable family and medical leave provisions.

RESOLVED: That the delegates to the 51st Annual Convention of the Communications Workers of America commit to work actively in the legislative arenas to achieve the following goals. We recognize that in order for families to thrive, all families must have affordable, quality support including:

- (1) The right to a job and economic security;
- (2) The right to health care;
- (3) The right to child and elder care;
- (4) The right to family leave;
- (5) The right to services for the elderly;
- (6) The right to quality education;
- (7) The right to equal opportunity;
- (8) The right to equal pay for work comparable value;
- (9) The right to permanent affordable housing; and
- (10) The right to live and work in a safe and accessible environment.

DELEGATE HERRERO: Mr. President, the Resolutions Committee moves the adoption of Resolution 51A-89-3, "Family Bill of Rights."

PRESIDENT BAHR: Is the motion seconded?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. Before I recognize the speaker, let me remind those who are voting in the public work runoff, the polls will be open ten more minutes. There is nobody on line, so if you have not voted yet, this would be your last opportunity.

Microphone No. 3. We get back to Delegate Baxter- Fleming.

DELEGATE SUSAN BAXTER-FLEMING (Local 4818): President Bahr, Executive Board, Brothers and Sisters of CWA: I rise in support of Resolution 51A-89-3, "Family Bill of Rights."

In today's environment, with single parenting becoming the norm rather than the exception, we must encourage our Senators and Congressmen to introduce and pass legislation that will guarantee affordable and adequate elder and child care. We must also convince our employers that satisfactory elder and child care makes more productive workers; therefore, this issue is of as equal importance to them.

Brothers and Sisters, I ask you to support Resolution 51A-89-3. (Applause)

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

DELEGATE SHERRY BEAL (Local 4311): President Bahr, Executive Board, Brothers and Sisters of CWA: I rise to be one voice that will hopefully be echoed by all concerning the issue of family care needs.

In President Bush's kinder and gentler America, for a bill that will entitle us to equality and affordable child care, care for the elderly without pressure, no one should be put in the position of having to choose between their family and their job. Without a mandate of such a requirement, our employers will continue with the minimum consideration that they now have.

Our world is a changed world, and unfortunately is not a kinder and gentler one -- just all cold and more unfeeling.

We must not continue to let business be the catalyst of our future but empower our vision back to the family, whether it be a whole family unit or a segmented one.

I ask for your support of Resolution 51A-89-3, "Family Bill of Rights." Thank you.
(Applause)

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

DELEGATE KATHLEEN A. FARIAS (Local 9586): President Bahr, Executive Board, Brothers and Sisters of CWA: I rise in support of Resolution 51A-89-3. As a daughter, I was brought up in a home where my family had the luxury of having our mother home to care for us. As a single parent, I do not have that privilege of staying home with my daughter as my mother and her mother before her did.

In today's society of crime, poverty and discrimination, we need to bring back the bonding into our families which has been lost and taken from us in the fast pace of corporate America.

While I am a realist and not a dreamer, I know that we cannot look back but move ahead by mandating to our legislators and employers the importance of family bonding.

I urge your support of this resolution. Thank you. (Applause)

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

DELEGATE H. JAN COURTS (Local 2001): I rise in support of this Resolution No. 3. It is about time that the United States gets in step with the other industrialized nations.

The need for pro-family legislation becomes more critical everyday due to the increasing number of working spouses and single parent households.

The number of American families below the poverty level continues to climb. The only way to reverse this trend is with the adoption of this resolution, then actively pursue passage of legislation that guarantees implementation of the "Family Bill of Rights." Virtually every program and goal that CWA has is summed up in this resolution.

Every American's dreams are filled with a good paying job in a safe environment, adequate health, child and family care and affordable housing. These dreams can become reality if we take a stand now.

Lastly, I would like to say that this year CWA's West Virginia State Council took on as one of our legislative issues the Parental Leave Act. I am proud to report that Governor Gaston Caperton, on April 27th, signed Parental Family Leave into law. This law covers state employees and teachers. It was a long, tough fight and passage wasn't secured until the final three minutes of the session.

I feel this was a major victory for workers in general, even though the public sector was amended out. But we hope to include them next year.

For these reasons, I ask for your support of Resolution No. 3. Thank you. (Applause)

PRESIDENT BAHR: Microphone No. 3, Delegate Henning.

DELEGATE BILL HENNING (Local 1180): My Brothers and Sisters, I am proud to stand before you in support of this resolution on the "Family Bill of Rights." The time is long overdue when our side, the progressive working class movement, begins to reclaim the issue of family support from forces of reaction who purport to be pro-family but yet oppose virtually every relevant social program.

The right wing opposes plant closing legislation, which would enable families to foresee and prepare for economic catastrophe. The right wing opposes universal health care. The right wing opposes child care. The right wing opposes family leave from our jobs. The right wing wants a voucher program which would gut funding for public education. The right wing opposes affirmative action goals and timetables. The right wing opposes pay equity. The right wing opposes public housing and rent control regulations.

The right wing opposes occupational safety and health protection in the workplace as unwarranted intrusions by the government in free enterprise.

Yet, those same forces oppose women's rights to plan their families, and want government to interfere in one of the most private decisions: what to do when faced with an unwanted pregnancy. We must stand for a woman's right to choose. We must stand for sex education and birth control information. We must stand for prenatal health care and, unlike the right wing, we must stand for the care and nurturing of children after they are born, not just insisting that they be born.

We must oppose forced sterilizations or forced abortions. Many of us remember a major chemical company, which insisted that women be sterilized before they could work in certain areas of the plant. And just two weeks ago, a report came out of New York City's Department of

Corrections of two pregnant corrections officers who were ordered to terminate their pregnancies or face dismissal.

Following the lead of the Coalition of Labor Union Women, who organized last year's Family Day Celebration in Washington, D.C., and endorsed the April 9th demonstration in D.C. for women's equality, women's lives, CWA members by the thousands marched with other trade unionists on those important days. Particularly at the April 9th demonstration this year, unionists, some led by the National leadership -- and I wish ours had been among them -- broadened the demands of the march to include many of the issues in this resolution.

This resolution puts us four-square on the side of expanding the full range of opportunity for working class families. We need policies that enlarge the universe of choices, not restrict them.

In this, the anniversary week of the Haymarket Martyrs, a day celebrated around the world by workers, I urge your support for this resolution. Thank you. (Applause)

PRESIDENT BAHR: I have a motion to close debate, and with the consent of the maker of the motion, since there is only one other delegate -- he has agreed. So I will recognize the delegate at microphone 3.

DELEGATE CARLA FLOYD (Local 7901): President Bahr, Fellow Delegates: I too support the "Family Bill of Rights." As a single parent, with the additional concern of an elderly parent, I would like to support this resolution. Too often, our members are forced to put their families second to their jobs, and this is not right.

Our nation and our employers have a responsibility to the future, a responsibility that they have shirked. Workers should be able to put their families first, and this country needs a "Family Bill of Rights" so that can happen.

It is wrong for a telephone operator to have to choose between a sick child and her job. It is wrong for a worker to have to come to work exhausted and worried because they don't have good child care. It is wrong that right wing politicians and corporations claim to revere the traditional nuclear family, but perpetuate work policies and laws that work to destroy the family.

The reality is, many families are single-parent, two- worker, or extended families. Only by demanding laws and contracts that allow family care can American workers put their families first, where they belong. Thank you. (Applause)

PRESIDENT BAHR: The Resolution before you now is 51A- 89-3, "Family Bill of Rights." All those in favor indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

Would the Escort Committee for President Chuck Dale please escort him to the platform. ... Brother Charles Dale, President of the Newspaper Guild, was escorted up to the platform ...

PRESIDENT BAHR: CWA and the Newspaper Guild have enjoyed a strong fraternal bond for many years.

As a young organizer, working for CWA, back in the 1950's and early 1960's, I remember the close working relationship we had. On countless number of occasions, the Newspaper Guild offered to us the space in their building on 44th Street in Manhattan for the purpose of holding organizing meetings. So our relationship, and mine in particular, goes back a long, long time.

I am pleased that Chuck Dale, the President of the Guild, was able to arrange his schedule in order to accept our invitation to be one of the speakers at our convention. Chuck became President of the Guild on October 15, 1987. Since then, we have developed a close personal, working relationship.

With the merger of CWA and the ITU, his presence here carries a signal beyond just reaffirming the traditional ties between our organizations.

We are active partners in the campaign to rebuild the unity and strength of unions in the newspaper and publishing industry. We are working together on the campaign at the Denver Post and within the Singleton chain, the McClatchy chain, Knight- Ridder and Copley. He is deeply involved with us in the Newspaper Industry Coordinating Committee which is operating under the auspices of the AFL-CIO Industrial Union Department.

We both recognize that the power of our organizations rests on a growing membership base through aggressive organizing. While he was a Guild representative, he was instrumental in bringing major units in British Columbia into the union. In addition, he played a key role in

establishing joint bargaining with other newspaper unions on the West Coast and in Hawaii.

Please welcome a union leader with vision, an individual who can see beyond the old ways of yesterday to a new future for his members and his union, the President of the Newspaper Guild, Charles Dale.

... The Delegates arose and applauded ...

BROTHER CHARLES DALE (President, The Newspaper Guild): You know, at five foot eight and a half, it is a delight to come to this particular microphone. Normally, when I have to come to a microphone, I have to adjust it down.

Brother Bahr, Brother Booe, my colleague at more than a few Secretary-Treasurers conferences not that long ago, Brother Louis Knecht, Brother Nichols, Sister Easterling, Members of your Executive Board, and my old and very good friends of the Printing Sector, Delegates, Staff, Guests and, I never forget them, your hard working staff: Thank you for the invitation to be here today. I bring you the fraternal greetings of the Newspaper Guild and the best wishes for a very successful convention and for success everywhere you bargain.

I am delighted to be here. In fact, it is a very real advantage for me to have been here yesterday during the debate on building your Defense Fund. In some ways, your discussion represented for me a preview, an advance peek, at some of the things I expect to hear at our convention this year. And now I can get an early start on structuring some of the counter arguments that I expect to hear from our delegates.

You see, the CWA and the Newspaper Guild are among the very few unions that still have annual conventions. And I put a proposition to our Executive Board, meeting last week at our International Headquarters just outside of Washington, to establish biennial conventions.

Guess what? My Board voted it down, nine to seven. I was on the losing side. (Applause)

I expect the issue, however, will still arise at our annual convention next month, and I would not be surprised if I was on the losing side again.

Well, Morty, so much for union bossism -- the myth of union bossism, at least in the Newspaper Guild and in the CWA.

Oh, by the way, I nearly forgot. As I was leaving the hotel, just shortly after noon today, they were paging you. And I decided that since you were probably already over here, I would take the message. It was from a gentleman by the name of Glenn Watts. He had another story he wanted me to give you, like the one about the toothless customer you told these folks last night.

This is not about the installer you talked about -- not about the installer who ate those pre-cleaned nuts. It is about this boss, the CEO of the phone company.

The CEO was a very troubled man, and I can understand why CEOs are troubled these days. So this CEO went to see a prominent, well recommended psychiatrist, and he spent about 20 to 30 minutes on the couch. He talked a lot. He answered a lot of questions.

And finally, he asked the psychiatrist if he had reached any conclusions. "Okay, Doc, what do you think?"

Well, the psychiatrist looked at him, and there was a long, contemplative pause. The psychiatrist looked at him and very solemnly he said, "I think you're crazy."

Well, the CEO was outraged. He was fuming. He jumped out of his chair, he stormed around the room, and he said, "I want a second opinion."

"Well," the psychiatrist said, "you want a second opinion? I'll give you a second opinion. You're also ugly." (Laughter)

Let me tell you a little bit about The Newspaper Guild. We represent about 40,000 workers in the United States, Canada, Hawaii and Puerto Rico, and we even have some members in Munich, Germany, working at Radio Free Europe.

There are reporters, there are ad sales people. They are writers, they are photographers, circulation people, business office people, and they are scattered throughout Canada, the United States, in about ei9hty locals. They work in newspapers, news services, such as Associated Press, United Press International, Reuters, Canadian Press.

We have some newswriters in radio and television, working on magazines also, such as TIME and NEWSWEEK. And it is a small union by your standards. In fact, we could fit our annual convention into a very small corner of this hall. It is a small union, but I will tell you it is a

damn good one. It is energetic. It is imaginative. And it cares. It really believes in a kinder, gentler world, and a fair one.

As the President of that union, I am delighted to be able to address you at a time when our two unions, the Guild and the CWA, indeed all unions with components of their membership in the news industry, are forging bonds of cooperation and joint action unprecedented in our history. We have always, of course, had a lot in common. The Guild and the CWA are both part of the broad communications industry. We both were born in the Depression of the 1930s, as part of the fledgling industrial union movement, and were able to organize workers who had never enjoyed the benefits and protections of union representation.

We are both militant, democratic unions, with solid traditions of successful struggle second to none in the Labor Movement.

In recent years, we have grown closer as the development of new technology and economic concentration has increasingly confronted us with common problems and given us parallel bargaining and legislative agendas.

We have developed uncommonly close cooperation in such areas as VDT health and safety, where our two directors have collaborated in developing a user's manual; and in the area of occupational stress, a subject on which your director addressed a forum at our last convention.

We have worked together to fight that pernicious practice, electronic monitoring, which has been inflicted on telephone operators in a particularly stressful and harassing form.

Oh, one other thing I want to report. Your Larry Cohen and George Kohl from your staff were kind enough to share part of their day several weeks ago at a meeting of our international staff to talk about the Jobs With Justice program. It was so valuable, we were so impressed, that I have asked Larry to do a repeat performance for our entire convention next month, because, as President Bahr said last night, we have to mobilize to energize the entire Labor Movement again, as we were mobilized in our early days.

I want to energize my members. I want to energize my members so that they are there when other unions need help. If a printer needs help, I want my members there. If a mailer needs help, I want my members there. If a telephone worker needs help, if a mechanic needs help, if a hospital worker needs help, I want our members there. (Applause)

The Guild and the CWA now are teaming together on Capitol Hill to do something about the growing threat of newspaper monopolies and foreign takeover so damaging to our members' jobs and the tradition of diverse and competitive press.

But the crying need for union solidarity is driving us closer together than that. Our backshop Brothers of the Typographical Union are now part of the CWA, and while it is no secret that that particular wedding left us waiting at the church, we cannot think of another union we would rather have at our newspaper family table, because coming to that table brings you to our bargaining table. (Applause)- And with you at our bargaining table we have you there at our bargaining table and we need all your strength, your wisdom and your experience.

Of course, we think the Newspaper Guild has something of our own to offer, as do the other unions in our industry, the Graphic Communications Union and the Teamsters. And now, for the first time, we are all engaged in a joint effort to pool our not inconsiderable resources to defeat an employer offensive of unprecedented magnitude against all of us.

We are united, as Morty told us, in NICC, the Newspaper Industry Coordinating Committee, with the assistance of the AFL- CIO Industrial Union Department, to take on some of the major chains that have set their sights on reducing us in the newspaper industry to impotence or to destroying us.

We are conducting that fight, first of all, on the bargaining front, in some places, with the participation of Jobs With Justice; but also on other fronts, including the legislative. And I can tell you the publishers are starting to sit up and take notice.

We are concentrating our attention on the chains that have become most arrogant in their dealings with us. Singleton, who has cut the mailers' pay by 50 percent in Denver; McClatchey, who has refused to negotiate wages with us at his papers in Pennsylvania and California; Copeley, who has brought in a notorious labor law firm to bust the unions in San Diego; and Knight-Ritter, which seems to have embarked on the same journey after long years of relatively frank, friendly relationships with its union.

At this moment, we are focusing our attention on Knight- Ritter, where we have a number

of critical bargaining situations in prospect. We plan to bring locals with Knight-Ritter contracts from all of our unions together in St. Paul in June to exchange experiences and map strategy and tactics for the months ahead.

Yes, we are all in the same boat, and if we did not have to keep bailing so damned hard, I would say it was an unmitigated pleasure.

You are all great shipmates, and it is little wonder that our local leaders, gathered for a forum on the Guild's future a little more than a week ago, tagged the CWA as one of the two unions they hoped the Newspaper Guild would merge with one day. (Applause)

Knowing the way the Newspaper Guild operates -- and I do after thirty some years with it -- I have to tell you I don't think a merged union is just around the next corner; but we hope, we expect, we are determined, working with you in the weeks and months ahead, as if we were all members of a single union, dedicated to combining our will and our resources to show employers, in the words of that old labor song, "You can't scare us, we're sticking with the Union, until the day we die," is the last line of that song.

And, to the bosses, let me say: "Don't hold your breath. It is not going to happen. We are not going to die."

And, to you, let me say we are in this together for the duration. We are fighting together. And, as you were told last night, we are going to win together.

Thank you.

... The delegates arose and applauded ...

PRESIDENT BAHR: There is another guy that says it as it is. And, on behalf of all of you, I pledge our solidarity to the members of the Guild in any struggle that they have. And those of you who have local unions that are spread over geography know the kind of task that Chuck has -- forty thousand members in two countries, Puerto Rico and the State of Hawaii. And that is no easy task.

Chuck, wherever and whenever CWA can be of assistance, you know all it is going to take is a phone call. We are just a phone call away. But, many times, they will be working on the problem before you and I even know about it.

But, on behalf of all of us, we would just like to present you with this beautiful piece of American craft work, that is still left in the United States, as a token of our appreciation, a token of our fraternal bond from this point on. (Applause)

BROTHER DALE: Morty, I want to thank you, and I tell you the first thing I will put in here are some chocolate-covered nuts. (Laughter and applause)

PRESIDENT BAHR: Let me thank Chuck's Escort Committee:

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

Bert Powers, President, Local 14156.

Velma A. Adamson, Secretary-Treasurer, Local 14175.

Ted Kees, President & Secretary Treasurer, Local 14202.

Al Cellini, Vice President, Local 14503.

John Eberling, President, Local 14616.

Larry Ciurej, President, Local 14705.

Robert Baum, President, Local 14831.

Jerry Ahue, President, Local 14921.

Wimbley Waters, Jr., President, Local 14309.

PRESIDENT BAHR: Thank you all very much.

I heard Executive Vice President Nichols say to Chuck when he talked to him, "You are going to be a hard act to follow." Nick must have taken a look at my schedule here, because I am now privileged to present to you a member of the team, for a report, Executive Vice President Nichols. (Applause)

EXECUTIVE VICE PRESIDENT M.E. NICHOLS: Thank you, Mr. President. It is a pleasure for me to share with you the activities of my office and staff for the past year.

Since our last convention, several new areas of responsibility have been moved into my office. In addition to safety and health, civil rights and the education department, I am chair of the Appeals Committee and coordinate activities with the Printing, Publishing and Media Sector. I also interface with the AFL-CIO on Union Privilege and other AFL-CIO programs.

Time will not allow a detailed report, but I will share with you some of the highlights.

I am responsible for our Health and Welfare Trust Fund and the concurrent "Hiring Hall" Concept, the Joseph Anthony Beirne Memorial Foundation, the Ray Hackney Scholarship Fund and oversight responsibility for the Quality of Worklife Process. I will briefly describe each of those to you.

The Health and Welfare Trust was created in 1988 to provide health and welfare benefits to our members who do not have them. It provides a health care plan at reasonable cost to the workers of any company with a collective bargaining agreement with CWA. Our growth has been consistent. We currently have five hundred participants in the Fund. We administer and closely monitor the benefits of the Fund.

In conjunction with the Health and Welfare Trust, we are trying to set up CWA "Hiring Halls" in a number of our metropolitan areas. This will provide not only a source of membership to the Health Trust, but it can also be used as an organizing tool for non-Union companies.

I need not tell you of the rapid growth of the communications industry: thousands of small interconnected cable, wiring and cellular companies. Some of our locals, especially in Districts 1, 6 and 9, have had success at organizing those smaller companies, but far too many remain unorganized.

We are hopeful that the hiring hall will help provide some organizing tools and will help to stabilize wages in that industry.

If you would like additional information about the Health and Welfare Trust, would you see Ronnie Straw at the booth outside in the foyer.

The Joseph Anthony Beirne Memorial Foundation is also doing well. We have not reached our quotas yet, but we are getting closer every year. We have close to \$4 million in the trust. We provide \$3,000 scholarships each year to about 52 people. We also provide grants to individuals and institutions that submit proposals for projects in the area of education, especially labor education, and social concern.

Now, in that regard you were given -- it was distributed -- a booklet on the Beirne Foundation, and on Page 3 you will find an error that I want to correct. It says that we tentatively gave to New Direction, Inc. We did not. Their submission did not meet with the guidelines of the Beirne Foundation.

Also, under our umbrella is the Hackney Scholarship Fund. It is a good program, one that provides financial assistance to CWA members, their sons and their daughters seeking further education. It also helps with the members and dependents of unions affiliated with the PTTI. Eight scholarships amounting to \$4,000 each, paid out at the rate of \$1,000 annually, are awarded each year to CWA members. We have eight \$2,000 scholarships awarded to PTTI members and their dependents in Latin America.

The winners and alternates are chosen in May of each year. This year's winners will be announced in a future issue of the CWA News.

We are involved in several important projects in the Occupational Safety and Health Office. The results of a National Occupational Stress Study, involving 3,000 VDT workers, employed by Bell operating companies and AT&T will be available this summer. That study, jointly conducted by CWA and Dr. Michael Smith, a leading VDT and occupational stress researcher at the University of Wisconsin, is the first large-scale study conducted in the United States on occupational stress. It is also the first study to look at the relationship between monitoring and health problems.

CWA is leading the way on this issue, thanks to the work of David LeGrande.

We will be able to use the data obtained from the study to support collective bargaining for such things as additional rest pauses, eliminating of monitoring and better equipment. We also will be able to use this data in our efforts to pass monitoring legislation. I will be sending the results of the surveys to each local as soon as they become available.

It has become very clear to us that VDT repetitive motion problems are occurring in catastrophic proportions in our workplaces. In Denver 180 of 500 D.A. operators were discovered to have some kind of repetitive motion problem. Even more startling, some forty of those operators have already had surgery for carpal tunnel syndrome.

In Phoenix we found similar numbers. There are 60 out of 500 D.A. operators that have been diagnosed with carpal tunnel syndrome.

In response to these findings, Vice President Maulis, his staff and Local 7019, have asked U.S. West to jointly request NIOSH, the National Institute of Occupational Safety and Health, to conduct a medical and scientific evaluation of those repetitive motion problems at the Phoenix locations.

I am pleased to report that U.S. West has agreed to our proposal.

Now, if NIOSH approves, that will be the first major evaluation of VDT repetitive motion design and health problems.

In addition, we have initiated a CWA repetitive motion campaign, which consists of data collection, education and action. First we collect the data on how many of our members suffer from the problems. We have developed a survey for that purpose. That survey was distributed to and collected from the district and the local offices. Thus far we have 10,000 surveys returned for analysis and 200 to 300 more coming in daily.

I think that tells us something about the problem.

Secondly, we have got to educate the members to recognize the signs of repetitive motion problems and what to do about them. We produced a fact sheet on the topic and a cover story explaining repetitive motion is in this month's issue of the CWA News.

The third component of the campaign involves action. Once we have the data, we have to confront the employers and work with them to solve these problems. That is why we have been developing and conducting joint CWA-employer VDT training.

The pilot training program was developed and conducted with Local 7800 and U.S. West Communications in Seattle. At present, an additional program is being developed between Local 7019 and U.S. West in Phoenix.

It is anticipated that these developments may lead to the creation of a CWA Corporatewide VDT - U.S. West training program. In turn, CWA would be able to use such a program at all represented workplaces in the U.S. and Canada.

We also continue to work with CWA's Legislative Department to develop legislative approaches to deal with the problems.

In March we changed the name of the Ethnic Affairs Office to the Office of Civil Rights and Fair Practices and assigned Mary Mays-Carroll to head up our efforts in this area. We may have changed the name of the office, but we have not altered our commitment to increasing the involvement of minorities in this union, and we work to address the minority concerns through our efforts in collective bargaining, in organizing, in legislative and political action, and coalition with other like-minded organizations.

The Civil Rights-Fair Practices Office coordinated the 5th Minority Leadership Conference last fall. The local leaders who participated in the three week conference were:

Anna Gordon, Local 1110;
Willie Leggett, Local 2300;
Gloria Pressley, Local 3104;
Tyronne McAdoo, Local 4004;
Tony Hill, Local 6320;
Judie Gradisar, Local 7701;
Frank Sarmiento, Local 9509;
Valerie Olds, Local 13500;
And Ruth Stevens, Local 14705.

The National Committee on Equity met in Washington, D.C. on April 3, 1989 for the purpose of making recommendations to the Executive Board for action. The current members of the committee are:

Carolyn Wade, Executive Vice President, Local 1040.
Willie Leggett, Executive Vice President, Local 2300.
Shirley Webb, Chief Steward, Local 3204.
Linda Hinton, President, Local 4310.
David Brown, Local 6150.
Rhoda Hailey, Secretary Treasurer, Local 7019.
Cecelia York, Vice President, Local 9586.
Valerie Olds, Chief Steward, Local 13500.

The Civil Rights-Fair Practices Office continues to represent CWA and work with many

outside organizations, such as NAACP, Congressional Black Caucus, Congressional Hispanic Caucus, APRI, Labor Council for Latin American Advancement, National Urban League, and the Martin Luther King, Jr. Center for Nonviolent Social Change.

I am very happy to report that the Beirne Foundation has made its second payment of \$10,000 toward our five-year commitment to the United Negro College Fund.

In addition, CWA continues its efforts, along with other organizations, to eradicate the repressive apartheid system in South Africa. Our boycott against Shell which supports the South African regime by supplying oil to them continues and we ask you please not to buy Shell products.

I would like to take this opportunity to congratulate Rudy Francis, Chair of the CWA Minority Caucus, and his Executive Board for a very successful second annual Minority Caucus Conference.

Until October when new assignments were made, I was responsible for community services and women's rights, so my report will cover the full year's activities, even though I did not oversee those activities for the full year.

In Community Services, union members and union leaders have the responsibility of making their communities better places to live and to work, and to help our members with problems that arise outside of the workplace. This is what community services is all about.

With negotiations going on with AT&T and other companies, it is very important that all locals have their Community Services Committees active. My office sent you some information on how to get the committee started and what the committee should be doing in preparation for these negotiations.

We are working with the AFL-CIO and the American Red Cross in an effort to help with the problem of shortages of blood that occur in January and August of each year. These shortages are attributed to a decrease in blood donations during holidays and school vacations that coincide with periods of sharply increased need. Layoffs, plant closings and the inaccurate fear that a donor can contract AIDS has worsened the situation. I urge you to contact your Central Labor Council and offer to donate blood during August of this year, and next January as well.

Alternative Operator Services is also a consumer issue. We have notified all affiliates of the AFL-CIO about this rip-off of the consumer.

The problem of alcohol and drug abuse has filtered into almost every organization. I am working with the other executive officers and the unions which represent our employees to help them and their families deal with these problems.

CWA women remain active in all functions of our union as local officers, stewards, members and staff. Since the last convention, several districts have held women's conferences and others will be holding conferences this fall.

CWA continues to work with the Alliance for Better Child Care, the umbrella group seeking to develop a National Child Care Policy. The ABC Child Care Bill that has been introduced in Congress will significantly expand and improve child care options for American families.

CWA remains very active in the Coalition of Labor Union Women. Seventy-two CWA/CLUW members attended the convention held November 17-20 in Seattle. CWA women serve as Executive Board members, State Vice Presidents, and Chapter delegates.

Elected at the convention to represent CWA on the CLUW National Executive Board are Leonna White of District 1, Lani Moyers, District 1, Lorraine Darrington, District 9, Marie Malliett of District 9, and Dina Beaumont, Executive Assistant to President Bahr.

We continue to work with the National Committee on Pay Equity, the coalition of national organizations committed to pay equity for women workers. Many CWA members participated in the march for Women's Lives/Women's Equality that brought over 300,000 people to Washington, D.C. on April 9th.

The CWA National Women's Committee met at CWA Headquarters on April 5-6 to discuss issues of concern. The committee reports to the Executive Board of the union. The committee discussed plans for the Third National Women's Conference that will be held in 1990.

Members of the CWA National Women's Committee are: District 1, Doris Gibson, Local 1118; District 2, Gail Hall, Local 2100; District 3, Barbara Sims, Local 3203; District 4, Theresa

Ryan, Local 4010; District 6, Arline Jensen, Local 6222; District 7, Annie Hill, Local 7904; District 9, Maxine Hobby, Local 9400; and District 13, Sally Cassidy, Local 13500.

We remain committed in our fight for equality and to the passage of the Equal Rights Amendment to the U.S. Constitution.

Let me conclude by summarizing the activities in the Education Department. During the last few months, we have been busy providing necessary training on bargaining. Last year, we sponsored a week-long course on collective bargaining for the Bell bargaining Chairs. At that time, many of the Chairs and Vice Presidents expressed an interest in providing the bargaining committees with some form of training.

I am pleased to report that in April we began to provide a one-and-a-half-day collective bargaining seminar to Bell bargaining committee members. So far, we have trained the Bell Atlantic and Ameritech committees and will be providing Districts 6, 7, and 9 with the training at the conclusion of this convention. The other committees will be trained in May.

I am pleased to announce a new publications prepared by the Education and Development and Research Departments, designed to assist bargaining chairs and committees with the sometimes intimidating task of costing out the value of bargaining proposals and settlements. It is titled "How to Prepare and Use Economic Data in Collective Bargaining." In a short while, it will be available in the UOPM.

We continue to provide staff with basic and advanced educational opportunities. In March, 12 participants completed our two-week New Staff school held at the George Meany Center and another 50 staff attended specialized training courses in arbitration, health and safety and teaching techniques.

In addition, Susan Pisha, Administrative Assistant to Vice President Maulis, was selected to attend the intensive 10- week labor program at Harvard. Sue is the third CWA staff to attend the program. Sue represented CWA well and received high praise from the instructors.

I am very gratified with the enthusiastic response we have received on our "Learning About Work" kit -- a slide presentation which local union leaders and teachers can use to discuss workplace issues and the work of unions with elementary and secondary school children. We have received hundreds of requests for copies of the kit from teachers, other unions and universities. Every local, each one of you, received a complimentary copy in January. The production of the kits was made possible through a grant from the Beirne Foundation.

If you have not seen the "Learning About Work" kit, there is one on display at the Training Department booth.

I had hoped that the new stewards training materials would be available this month, but because of our commitment to provide educational programs and materials that support the current priorities of the union -- programs such as collective bargaining, mobilization and new staff training -- we have fallen a little behind in our production schedule for the new stewards training.

But that training package should be out and in your hands by September at the latest. We have field-tested the materials with a group of stewards and are putting the finishing touches on the materials. I know many of you are anxious to receive this material, and I hope you will be pleased with the final product.

I would like to thank the locals, our staff, and the various headquarters departments for their cooperative attitudes toward our operation and look forward to working with all of you during the coming year.

Mr. President, that concludes my remarks. (Applause)

PRESIDENT BAHR: Thank you, Nick, for that in-depth review.

It is now my pleasure to introduce one of the most energetic young men. You have seen him all over this union. He is so hyped up I don't take phone calls from him after 9:00 at night. Our Organizing Director, Larry Cohen. (Applause)

DIRECTOR LARRY COHEN (Organizing Director): Jobs With Justice!! (Applause)

Two years ago, in Miami, not only did we start Jobs With Justice, but we started what is for us a tradition. The organizing report of this union is not given by its director, but by workers on the front lines; workers who have come to feel the pain of trying to fight back in America in the 1980's, but also the joy, the love, the commitment and even the fun that you feel when you do this work.

They are working people like ourselves that come before us to tell their story, and it is not just their story, but it is our story. How long do we remember their stories? How long do we remember their names, their commitment?

Some of us are paid to do this work for them. Their pay is only the hope that they can prevail and that we will be there to help them do it. They are also here to warn us: We cannot continue with business as usual. We cannot continue to go to the bargaining table, do our best, leave, and say, "Nothing more could be done," yet agreeing to another drop in our standard of living, as wages fall behind the rate of inflation.

They are here to say to us, "We must mobilize; we must fight back." And we are also here to honor those who are doing it, local unions. Last year, our union added more than 10,000 members to its ranks, despite continued cut-backs in AT&T and other employers. (Applause)

That is because of your work, local unions who will be up here shortly, who fulfilled their organizing pledge as part of the organizing network.

We continue to live in a time where virtually every employer does everything they can to prevent unionization, looking for every loophole in the law.

Just last week, in White Plains, New York, Blue Cross and Blue Shield fended off an organizing drive by its workers and Local 1103, using every dirty trick in their union-buster's book. And that is a company that makes millions of dollars off of our union contracts.

They packed the unit, hiring 50 people after we filed for the election. They paid part-time workers, students who work five hours a week, two hours pay, to come in to vote. The Labor Board allowed them to have 20 observers present during the election, and the observers went from the election area directly back into the workplace, keeping track of who had voted.

They told workers on maternity leave that they had to come in to vote, and they knew which way to vote.

I only mentioned Blue Cross because if Blue Cross can do it, making those kinds of profits off this union, every employer does it and you all know that every employer does do it.

And before we hear their stories, let us remember too who were here before us. Irwin Hurd, who was here two years ago, fired along with 400 of his co-workers at MCI, as they shut down an entire office rather than have a union election. Today he still has only part-time employment, living in Detroit but still believes in fighting back.

And Ray Alvarez was here two years ago as a technician for PacTel Info Systems. They had just bought the company from Northern Telecom. And he described for us the union-busting of Pacific Telesis, as they bought and sold subsidiaries, determined to keep them union-free no matter what; and yet talking to us on the other hand about partnership.

Well, we won the election at PacTel Info Systems, and they never bargained with us. Instead, they split PacTel Info Systems into three companies and sold Ray's group back to Northern Telecom. And then they started a decert campaign. And Ray had worked either for Northern Telecom or PacTel, the same company, for nine years, a perfect employee, \$60,000 a year in income. And they fired him during the decert campaign as an example. They fired him supposedly for falsifying a laundry ticket on one voucher while at training for \$9.00. And that was in December and we are still waiting for the Labor Board to issue a complaint.

And Ray is still at the bargaining table because we won the decert election by all of one vote. And now our Local in Seattle will take up that challenge and continue to fight with Northern Telecom for dignity for those workers, along with Ray Alvarez.

And Fred Pomeroy, who we will hear from later, will tell us in part that the Canadians -- Northern Telecom is a Canadian company -- will be there along with John Hamilton and that Local Union and Ray Alvarez. (Applause)

So, as we listen to these stories, let us remember that we cannot continue to believe that organizing is someone else's work. We are all organizing as we mobilize around the contract, and we need to take that energy from mobilization and move it through the communities, through Jobs With Justice, and into unorganized workplaces, to help workers like the two we will hear from today.

First, from Local 1032, there is a woman who works at Franklin Services, which is a captive contractor of Frank Lorenzo's Continental Airlines. This is an amazing story. Local 1032 is a state workers unit in Trenton, New Jersey -- a big enough Local, no real need to organize. They have thousands of members on their own with four contracts, one employer. And yet,

believing in building the Labor Movement, in the last year they started to organize outside. And we will honor them later, as they are one of the Locals in the network; but they organized successfully eight separate units, from their group at Continental Airlines, the telephone answering services, to local government, without a loss.

And as Margo will share with us, the commitment of this Local Union -- its President is up here, Pete Peterson -- is critical to their victory and to the kind of energy that it takes in order to overcome employers like Continental Airlines.

Margo here has worked three years, cleaning airplanes at the Terminal C in Newark for Continental, at \$5.00 an hour, under terrible conditions. Despite that, she has been the leader of her organizing committee, a committee of eighteen -- five Spanish speaking, all women. She could easily get another job. She has been offered other jobs. She stays there to lead this fight. She does it not only for herself but for her four year old son.

I bring to you now Margo Knight, Chief Steward of her unit, a member of the bargaining committee at Franklin Services. (Applause)

SISTER MARGO KNIGHT (Local 1032): Mr. Chairman, Distinguished Guests, Delegates to our Convention, I bring you greetings of solidarity from my 200 Sisters and Brothers at Franklin Services in Newark, New Jersey, the only organized group of workers among tens of thousands working for Frank Lorenzo's Continental Airlines. We are proud to be members of CWA Local 1032. The workers wanted me to explain our personal accomplishment for this reason: Franklin Services has never been unionized. To me that is a great accomplishment.

We work for a Continental contractor, cleaning the inside of planes, preparing the aircraft for its next destination. Often we are required to clean planes immediately after they have been sprayed with insecticides; the fumes are unbearable. And while we get few holidays, if we are one minute late the day before or the day after a holiday, we do not receive the pay. We are without any type of insurance or health benefits. We work with cleaning solutions that never bear the names of their contents and many of us are allergic to it. There was no job justice either. We work seven days and all shifts.

To organize our group, we had to overcome language barriers and racial divisions. Yet, we were able to form a strong organizing committee with the necessary diversity to win our election 90 to 25, despite an unrelenting anti-union campaign.

Since we have organized, conditions have improved, yet we have still not been able to negotiate a contract with Franklin Services for modest improvements because of Frank Lorenzo's policies at Continental Airlines. Everything we negotiate must be approved by Continental or they can cancel the contract with Franklin Services and we lose our jobs. Of course, this is what conditions are like for all contract labor, whether in airlines, telecommunications or the public sector. That's the bad news. The good news is we believe that we may be close to settling a good contract at our next negotiating session.

If we can organize, others can also organize with your help. Local 1032's members who are public workers did not have to reach out to help us. Yet, they understood that we are all the same flesh and blood; that our fight is their fight.

We must work for the day when all contract labor conditions are eliminated, in all industries. We will never really have job protection or good conditions as long as we are contract labor. I hope you all will join us in that fight.

I am proud to be here with you and thank you ever so much for your most loyal support in our organizing campaign.

SOLIDARITY!!!

... The delegates arose and applauded ...

DIRECTOR COHEN: Jobs With Justice.

Next, in an equally amazing story, from Local 9410. Eight years ago, Frank Tanner, who is now Vice President of the local and sitting up here with Lee Direen, was organizing in the local, which shows, by the way, that he started as an organizer and now he's a Vice President. He organized a company called Taylor-Made Office Systems. It was 1981.

After we won the election, the company immediately said, "Well, we don't have to bargain. This is America."

For eight years, they have delayed bargaining with one appeal after another, until finally, just two months ago, the U.S. Supreme Court ordered Taylor-Made Office Systems, which is the

sole, exclusive distributor for Canon office equipment in Northern California -- they repair copying equipment -- ordered them to bargain with CWA.

Lee Direen is here to speak with us, and is one of those technicians. The group has now grown to 150. And they have not given up.

She is a member of the bargaining committee. She is a member of the organizing committee. She has faced discrimination there herself. And without further introduction, I present to you Lee Direen, her eight-year fight for collective bargaining at Taylor-Made Office Systems. (Applause)

SISTER LEE DIREEN (Local 9410): My name is Lee Direen. I have been a technician with Taylor-Made Office Systems for the past three and a half years. Myself and 16 co-workers repair and install Canon copy machines throughout Northern California.

Our branch of the communications industry is almost entirely unorganized. In fact, we are the first large unit of copy technicians certified by the National Labor Relations Board.

The work we do is physically difficult and the stress is enormous. We have a daily quota we must meet which often requires that we work through lunch. Our company does not pay overtime. Our pay and evaluations are based on meeting repair quotas. Back injuries are very common in our work. We stoop, bend, move and sometimes lift machines that weight 100 to 500 pounds.

Eight years ago, our bargaining unit voted for CWA representation. Yet, our legal system has allowed our employer to avoid negotiations for eight years, thanks to endless appeals. First, Taylor-Made filed objection to the election. This was followed by an appeal to the Board's regional director. That rejection prompted an appeal to the full Board in Washington, D.C. That was followed by an appeal to the U.S. Court of Appeals, then back again for a rehearing and finally to the U.S. Supreme Court. All of this took eight years and the company lost every decision.

Now we have begun bargaining and after a few sessions it is getting clear that the company has little intention of seriously considering our proposal. They have hired a new law firm that specializes in surface bargaining. This week, this attorney presented our committee with a two-page management rights clause with nothing for the employees.

In March, we got the news that Taylor-Made was selling the company to a large conglomerate, ALCO Standard, that earns \$3 billion a year in sales.

In spite of all this, our commitment to building our union is stronger than ever. We have developed an internal mobilization structure and are ready to take the fight to the public to win decent conditions. Under the banner of Jobs with Justice, we will seek help from our allies in the Bay Area labor movement as well as from the community. And we know that our local, 9410, and our brothers and sisters throughout all of CWA will be there with us. We know we are not the only ones facing these conditions.

Employers throughout America are turning back the clock on workers' rights. Yet we have faith that together we will win. And we thank you for being here with us. (Applause)

DIRECTOR COHEN: As we move now to honor those locals who have fulfilled their pledge, let's regain in organizing not just the pain and sacrifice that we have heard here, but also the love and commitment that comes from knowing that other people stand beside you.

After each campaign, there are new friends, and new bonds and new people for the next struggle. For two years we have built the organizing network. We have put most of the organizing budget back into those local union programs, to help you fulfill those pledges.

Before we honor those locals that have made the 100 new members from new units in just seven months, since the last convention, I want to mention a couple of others that are real special, and there are others that I won't mention. While they didn't have 100, they have done an incredible job.

In Chico, California, Local 9414, a very small local, previously only telephone workers. They successfully organized already two groups, bus drivers in the city, a food store, and they have petitions pending for another 1,000 people, the county social workers and the part-time faculty at Chico State University. (Applause)

Local 2066, which organized this year a major contractor of Bell Atlantic. After a very brutal campaign they were able to successfully organize C&D, which wraps and prepares directories for distribution. That one is important not only because they did it in a relatively small

Local, but because it is a signal to the rest of us that contractors like that and subsidiaries of these companies can and must be organized.

And Local 226, Vancouver, Canada, which successfully organized two groups this past year outside of printing and publishing, lost the third election, where one of their members went inside this place, took a job at a very low wage, was fired herself during the organizing drive along with many others. We did not win the campaign at the time, but they are doing an absorbing program and they expect to come back.

I know I am speaking for those Locals and the others that are doing organizing work, whether successful or not, in saying that we are glad we are there. It is a privilege to work with people like this, people that are willing to sacrifice, as well as experience the joy and the commitment and love of organizing in the USA.

At this point, I will turn it back over to President Bahr for the organizing awards. Thank you and Jobs With Justice. (Applause)

PRESIDENT BAHR: Thank you, Larry.

Before I get into that, let me give you the certified election results from the auditors of the run-off election for Public Workers Vice President.

Number of votes cast: 54,925; necessary for election: 27,465.

And the results are:

Connie Bryant, 24,265.

And Brooks Sunkett, 30,660 (Applause and cheers)

At last year's Convention, for the first time we honored 19 Local Unions that organized 100 or more members from new units into our Union. These Locals were among 104 Locals that had formed the organizing network at the Miami convention in 1987.

This year, only eight months since the last convention, 22 Locals have made that goal of 100 or more new units. In two different campaigns, in Atlanta and in Oklahoma, Locals worked together, not to bring new members into their own Locals, but to build the Union overall.

We have asked the President and the Organizing Chair of each local to come to the platform to receive a very special Award. As I call your local number, please step forward, let's all give each local a traditional one clap recognition.

... As each local was introduced to receive their Award, the delegation responded with a single clap of recognition: ...

Local 145, Montreal, Quebec organized 365 workers at 8 different employers. This makes two years in a row that Local 145 has earned the Award.

Local 1032, that you just heard about from Larry, the New Jersey Stateworker Local, organized 292 workers, including 200 workers at Franklin Services, an answering service, and several public sector groups.

Local 1044, Burlington, New Jersey, organized 285 employees of 3 different public employers. They are not here, and we will see that they get the Award.

Local 3108, Orlando, Florida, organized 108 workers at the Communications System Service Corporation.

Local 3172, Largo, Florida, organized 118 employees of two local municipalities. They are not here.

In Atlanta, Georgia, 6 locals invested money and volunteers to form the Metro Organizing Council to target unorganized workers in that area. In September of this year, they organized 1100 workers at the AT&T Financial Operating Center. This is the largest unit of unorganized workers to join the union this year. Please join me in recognizing Locals 48, 3204, 3215, 3218, 3250 and 3263.

Locals 6007, 6012 and 6016 are working together in an effort to organize 10,000 Oklahoma State Workers. As of today, 850 State Workers have signed membership cards.

Local 6171, San Antonio, Texas organized 400 employees at the Loadcraft Company in Brady, Texas.

I should have known better when I saw Richard -- it's St. Angelo and not San Antonio.

Local 6186, Austin, Texas, affiliated 137 members of two University of Texas Staff Associations. This makes two consecutive years of reaching the quota for Local 6186.

Local 7113, Council Bluffs, Iowa, organized 120 city employees.

Local 7707, Fort Collins, Colorado affiliated the association for 900 employees of Larimer

County.

Local 7777, Denver, Colorado organized 170 previously non-represented employees at US West and AT&T.

Local 7803, Renton, Washington affiliated 116 members of the National Cable Workers Union and organized 8 employees of the King County Water District.

Local 9400, here in Los Angeles, organized 120 employees at the AT&T Spanish Translation Center. This makes two straight years for Local 9400.

And, finally, Local 9402, Concord, California organized 110 employees in New Pac Bell Units.

These are the 22 locals. Let's show them our appreciation.

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

This sets the scene to present the President's Annual Award. This Award was first presented by Joe Beirne in 1972 as an inspiration to officers and staff to increase their organizing efforts, a goal Glenn Watts and I wholeheartedly share.

As a matter of fact, Joe would have wanted, as Larry Cohen and I want, one thing from each of you -- to care enough about organizing the unorganized, to make a commitment to yourself, your fellow members and to your union, to make organizing your number one priority.

That was Joe Beirne's vision, that each one of us would work on organizing, that none of us would consider organizing "the other guy's job".

In that spirit, Joe reached into his own pocket to create the President's Annual Award, which sits over there to my right in that glass container.

For those of you who have looked at the Award, you will note that the names of past winners have been engraved on it. And between Conventions this Award is proudly displayed outside of my office, where it's virtually impossible for anyone to walk in without seeing it.

And winners are chosen today just as Joe said they would be, back in 1972, by the President of the Union. And that is a tradition that Joe followed, that Glenn Watts followed and I now follow.

I do so with recommendations and suggestions from the members of the Executive Board, but the ultimate decision is mine.

So today I am about to announce a first. Instead of selecting a single winner, I am going to designate an entire CWA local.

Now that local union has a President, of course, and without him and his energy and his commitment to organizing, the local might not have made it.

So for the purpose of receiving this Award, I want to call on Wayne Smith, the President of CWA Local 6186, the Texas State Employees Union, to come forward. (Applause and cheers)

The 1989 President's Annual Award goes to Wayne, but not only to Wayne, it goes to the members of Local 6186, and I want to tell you why.

They have organized more than 4,500 members. Despite the fact they don't have the protection of a collective bargaining law, they don't have dues checkoff, and they more certainly don't have the right to strike, they are organizing the state workers in Texas under conditions that have not existed in the private sector in over 50 years.

They face a most formidable job, organizing the 180,000 workers of the State of Texas, men and women who work in over 120 agencies, in countless locations throughout the state, all the way from El Paso to Beaumont, from the Rio Grande Valley to Lubbock.

Today, many thousands of them wear a black armband every payday, as a symbolic protest each time they get take their paycheck, of the loss of their standard of living.

They have only had a two percent pay raise in the last four years, and their health benefits have been cut to the bone, resulting in the net effect in a wage decrease over five years.

And just a few days ago last Wednesday, April 26th, hundreds of them gathered in Austin, the state capitol, to tell their state lawmakers that it is time we got the pay raise we deserve. Some came hundreds of miles by bus and auto to lend their support.

They are, as you know, in an uphill struggle, fighting for Jobs With Justice in a state that doesn't recognize them as a union. And when they couldn't get dues check-off, dues were hand-collected by activists and stewards on the job. The union grew bit by bit.

By 1985, they had created a bank draft system that allows individuals to have dues deducted from their bank account on a monthly basis.

And, I would be remiss if I did not acknowledge the tremendous work they did with the workers on behalf of the workers at Stephen F. Austin University in Nacogdoches. Wayne Smith and the members of 6186 have helped these workers win union recognition, win a union contract and win a massive discrimination suit.

As I announced yesterday, a settlement was reached on behalf of these workers that will pay out \$800,000 and will bring a sad, sorry chapter in race relations to a close after a 17-year struggle.

Wayne Smith and the members of Local 6186 have built the union slowly, one on one, by talking to their co-workers. As Wayne Smith told this Convention last year, "We are building our union from the bottom up, one member at a time. There are those who said it could not be done. There are those who say we cannot do it. But we say to them, 'We can and we will. We have and we are.'"

I want the delegates to join me in leading the applause for Wayne Smith and the 500 activists in Local 6186 who are leading the way, determined to win Jobs With Justice and decent pay raise for Texas State Workers this year, and who are fighting an uphill battle to organize all the public workers in the State of Texas.

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

This is a replica of the original trophy designed by Joe, and it says, "The President's Annual Award to Wayne Smith, President, and members of Local 6186, in grateful recognition of dedicated service, as evidenced through wholehearted acceptance of CWA's growth policy and program, and dedicated effort directed towards making that policy effective." Awarded by the President of the Communications Workers of America, on behalf of the organization, May 1989, and signed by me.

Wayne. (Presentation - Applause)

Along with that is the same wording, or a replica of Joe's hat, suitable for framing in the office, and also in the form of a proclamation suitable for framing.

It's now my distinct honor to present to you the winner of this year's Award, Brother Wayne. (Applause)

DELEGATE WAYNE S. SMITH (Local 6186): President Bahr, members of the Executive Board. Local 6186 has been working for years with the support of the Executive Board and the Brothers and Sisters throughout CWA, to do a job in Texas that everyone has said couldn't be done.

We are proving them wrong every day. And we will continue to organize in Texas among state workers until we get the job done.

Our Brothers and Sisters in Nacogdoches will be receiving their checks on Friday of this week. One more chapter in that struggle will be over. (Applause)

And CWA will be there Friday to assist in handing out those checks and to tell our Brothers and Sisters in Nacogdoches that we will not stand for racial discrimination in the State of Texas, by the government of the State of Texas any more. (Applause)

For our first years or organizing state workers in the State of Texas, we were doing our job there without title, without a sense of a program. We knew we were doing something, we knew we were doing something dynamic, and then it crystalized with the momentum and purpose and dedication of CWA's Jobs With Justice Program. And now we know where we are going, and that is, to provide a vehicle and a movement in Texas for workers to have Jobs With Justice for everyone.

Thank you very much. We accept the Award with pride and dignity. (Prolonged applause)

PRESIDENT BAHR: Now I would ask all of the delegates to please rise and link arms in a show of solidarity and we want to take video pictures. The camera is off to the left, the fellow up on the ladder, so if you can kind of show your face around that way.

... The delegates arose and linked arms for solidarity ...

PRESIDENT BAHR: We stand in recess for 30 minutes.

... Recess ...

PRESIDENT BAHR: Please take your seats quickly.

A question was raised about the amendment to the Finance Committee report, made by Delegate Reimer, where he said, "We feel that the Union should take equal portions of the one

percent," et cetera.

I have interpreted that to mean that that was a recommendation as to how the one percent earmarked for the Defense Fund should be addressed within the Union's budget, and I believe that was the intent of the amendment.

Would the Escort Committee please bring President Pomeroy to the stage?

Last year the Communications and Electrical Workers of Canada conducted an heroic strike against Bell of Canada. The leader of the strike, and President of CWC, is Fred Pomroy. His message is very important to us.

We enjoy very close ties with the CWC. Fred, in fact, is a former CWA staff representative. He went to work for Saskatchewan Telecommunications in 1957 and soon became active in what was then the largest CWA Local Union in Canada. In 1970, Fred worked as a CWA staff representative servicing Locals in Ontario and Quebec.

Fred was elected the founding President of CWC in 1972 when it became an all-Canadian Union. When the Communications Workers merged with the Canadian membership of the International Union of Electrical, Radio and Machine Workers in 1984, he became the first President of the merged Union.

Fred is a member of the Executive Council of the Canadian Labour Congress and is active in the New Democratic Party.

Please give a CWA welcome to our Canadian Brother, President Fred Pomeroy of the Communications and Electrical Workers of Canada.

... The delegates arose and applauded ...

BROTHER FRED POMEROY (President of the Communications and Electrical Workers of Canada): President Bahr, members of the CWA Executive, and Guests and Brothers and Sisters: I cannot tell you how pleased and honored I am to be invited to attend your convention, and to have this opportunity to address you today and to bring you greetings from the officers and members of the Communications and Electrical Workers of Canada.

As Morty said, I am a former CWA member, so I have a very special interest in the activities of CWA. And I actually would go out of my way to have an opportunity to exchange points of view and information.

However, the incentive to come here was overwhelming. Coming to Southern California after a cold Canadian winter is something that you just cannot refuse to do. I am really happy to be here.

I guess it was probably 1968 when I attended my last CWA convention as a member of CWA. And I was really impressed with Joe Beirne. Joe Beirne was the President at the time, and I always thought that he would be an impossible or a very difficult act to follow. But I think it is a real tribute to you, the leadership at the local level and at the national level, and the members back home, that you were able to follow Joe's tragic death with Glenn Watts and now Morty Bahr, continuing in the strong leadership tradition that Joe Beirne set and building on that.

And I want to take this opportunity to congratulate you on your re-election, Morty, and those others who were either re-elected or elected so far in the election process.

One of the areas that is very obvious, I think, that we need to share experiences and ideas is in the field of collective bargaining. That is particularly so because deregulation and privatization and competition are putting strains on the bargaining process that require innovative new approaches to be able to protect our job security and our standard of living, as well as make progress for the future.

So I am going to use my time today to tell you about some of the things that we have been doing and the kinds of problems that we have been experiencing up in Canada in bargaining with Bell-Canada and its subsidiaries. And if you are from District 1 and you attended the conference a few months ago in Montreal, you might find my remarks a bit repetitive. But I would say that maybe you ought to pay attention anyway, because I am going to add a couple of new ones, and there is a test at the end of this to see if you really were keeping up. (Laughter)

By way of background information, I should tell you that ever since the breakup of AT&T in the States, we have had pressures coming across the border into Canada to deregulate and privatize the telecommunications industry. As the dominant union in that industry, we have found ourselves in a position where we have had to lead the fight in opposition to any of those kinds of moves.

I am not going to go into all of the details of how we have been doing that today, because I want to focus my remarks specifically on collective bargaining. But it might be useful for you to know that we have been using many techniques that we learned from you that you developed earlier on when AT&T was going through a breakup.

We have been setting up coalitions with consumers and other interest groups that share our desire for affordable, universal service. We have been conducting national campaigns against long distance competition, and against other attempts to fragment the industry. And a lot of effort has gone into on-the-job canvasses of our membership, or what we call grassroots campaigns, to get CWC members fully involved in the process, fully informed, and to get feedback and direction from them.

All of this has led us to a number of victories, the most significant of which was our ability to stop an application by CN Telecommunications for long distance competition three years ago.

We have also had a number of other initiatives that have had enough success that they have made the regulators and the politicians more conscious about bringing in changes that are going to have a negative impact on either employees or consumers.

We don't kid ourselves that we are always going to be able to fend off changes to the telephone company's monopoly. The battle over competition is going to heat up again this fall and we are currently gearing up to have another national campaign in opposition to the CNCP and Rogers Telecommunications' application. It will be heavily focused at the grassroots level, taking the issue to the community, in people's homes and shopping centers, and so on.

I just wanted to briefly mention the fights we have been having over deregulation and privatization, because they are having a spill-over effect on our collective bargaining, so much so that when we went into negotiations with Bell Canada in the fall of 1987, our members were so geared up and so up to speed on the issues and so committed to doing something about them, that they were simply not to be denied. They understood that the company was loading up with part-time employees and contractors in preparation for competition, and they had already experienced the increased job pressures that new technologies and work practices were creating.

Everybody knew the company's goal was to become lean and mean, and our job was to make sure it was not at the expense of our job security and working conditions. In fact, everybody was committed to making real progress in that set of negotiations, because Bell had been enjoying record profits and productivity growth during the life of our last collective bargaining agreement.

So, we started bargaining in September of 1987. It seems like a long time ago now, but it went very quickly. And, after a long and difficult set of negotiations, including conciliation with government assistance, we ended up taking strike action on June 27, 1988. The main issues in the strike were indexing of pensions to inflation, the use of part-time employees and contractors, shortening of work time for telephone operators because of job stress, wage increases and an intangible item called self respect.

We were out on strike for 17 weeks, with many people being out for 18 weeks by the time they were back in the return-to-work process, and I think a majority of our members would say that it was worth it. Over 88 percent voted in favor of the settlement, and I don't think that was because they were worn out.

We did not get everything we were after. We will candidly admit that. But we did get a major move on pension indexing. We got just over 900 part-time jobs, or 4.6 percent of the work force, reclassified to full-time. We got a clause where employees who work full-time, that are categorized as part-time, more than 80 percent of the time will be reclassified to full-time, and we got a new mechanism for the union and the company to meet over the use of part-time employees and contractors.

We moved the shortening of the afternoon-evening tour to 6-1/2 hours forward by about nine months, so we now have all tours except day tour either 6 or 6-1/2 hours in operator services. And we improved the company's wage offer and got a cost of living protection in both the second and third year of the contract, and we improved vacations.

But, most importantly, we got respect from the telephone company. Mother Bell thought they could clean our clocks in a relatively short period of time, but after four months on the picket lines, it was clear we were into a Mexican standoff.

In the 10th week of the strike, they tried to test us. They made a slightly revised offer,

which had to go to the members. And it was rejected strongly to make the message clear to the company that the membership meant business.

The company got that message and that message was that we were not going to be beaten, and they decided to sit down and do business at the bargaining table.

One of the most important factors for us to be able to stay out until an appropriate settlement could be achieved was the overwhelming support of the rest of the labor movement, and I am happy to say, Morty, that CWA was the very first union to send financial support. I can't thank you enough for that. (Applause)

You cannot win strikes without a very strong commitment to the goals you are trying to achieve. But money makes the world go round these days, and without your support we might well have died on the vine along the way.

As it was, the Canadian Labour Congress headed up a major fundraising drive that raised over \$6 million, which may not seem like a lot in the context of the size of America's labor movement, but is the most money ever raised for a Canadian strike, and it shows that solidarity in the labor movement is alive and well.

We have not completed a full post-mortem on the strike yet. Our annual convention is taking place in June, and we are going to be having a full discussion at our Bell Bargaining Units meeting on the various things that went on, and will come up with a list of the things that worked well and those things that probably should have been done differently.

But, I think there are some common points that most of the delegates are going to be articulating. I know they are being discussed at local meetings now.

The first thing was that we should have worked to rule and conducted rotating walkouts to wind the company down before we went on a full strike. We did that back in 1979, and a full strike only lasted a month. But we were not able to do it this time, because the local leadership and the membership would not buy it.

I am not saying that to put the blame on them. The fact is that in 1979 there were a lot of hassles over working to rule and rotating walkouts because some of the militants would decide that the program was too tame, and they would take off on their own, and this caused a lot of tensions on the people that were following the program and were being called chicken for doing so. And the leadership of the union at both the national and local levels were being challenged on a daily basis over it.

Another factor was the constant push for productivity in the three years leading up to bargaining. The members believed that the company simply could not survive for any length of time because there had been more work than they could have hoped ever to keep up with for a long period of time.

So, the end result was that we gave the telephone company a finely tuned machine, instead of running them into the ground, and demoralizing the management, before we went on strike.

We also underestimated the support the business community was going to give to the telephone company. We knew, or at least suspected, that residential and small business customers would be put on hold as soon as the strike started. And they were, but we never expected the big business community to put up with major service disruptions like they did. They clearly saw, to a degree they had never done before, that the issues that we were fighting, particularly the issue of pension indexing, which is a major issue across the Labor Movement in Canada was their fight.

The public relations war was also something more of a problem than we could have expected. Prior to the strike we had done our best to make it abundantly clear that we were opposed to any form of sabotage, because we did not want to turn the public against us if we could help it. We had built up a lot of good will with our campaigns over deregulation, and we had favorable public support that we thought would help us win the strike.

However, the company made it a priority right from the outset to expose every single cable that ever got cut for whatever cause and try to leave the impression that strikers or the strike was somehow responsible for everything that happened. And they did it in a rather nefarious way that were designed to divide our membership by publicizing events that took place in areas where it is largely French-speaking members, and down-playing things that happened in the English-speaking area of our union.

They were obviously out to create tension between the two and divide and conquer. About sixty percent of our membership in the Bell are English Canadians and forty percent are French Canadians. So, in the course of the dispute sabotage became such a high profile issue that we are convinced that when it was necessary, the company went out and cut their own cables if there were not enough happening on their own through the normal chain of events, because they wanted to keep the issue alive and in the public eye.

We also experienced more difficulties than we should have in communications within the union. Before we went into negotiations, we had adopted a fancy game plan that called for every local to be connected with the national union through an electronic mail system, but, for a lot of reasons that I won't go into right now, most locals did not do it. And, as a result, we ended up having to rely on more traditional forms of communications, while the company, with the most sophisticated technology, was able to disseminate information across a very vast territory almost instantaneously. And this gave Bell, I think, a decided advantage in the war of rumors that goes on in any big strike.

So, in the future, I think it is clear that we are going to have to have the most sophisticated and modern internal communications system we can have, and it is going to have to include every city and town in the territory, as well as the local headquarters, to be effective.

We received a lot of financial help from the rest of the Labor Movement, as I have indicated. But the financial pinch was made more difficult by the fact that people spend money differently when they think they are only going to be out for two weeks, three weeks or four weeks, than if they are going to be out on strike for a lengthy period of time.

We tried to get the message through well before the strike took place, that if there was a strike, the Bell System was gearing up for a lengthy one and that our members would have to be prepared to stay out for a long period of time to get a settlement and ought to be adjusting their financial affairs accordingly. But, for reasons I have already outlined, the workload and so on, far too many of our members simply did not believe it and thought the company would be on their knees in a couple of weeks, so they spent more money in the beginning of the strike than they should have, and, as a result, ended up being rather short when staying out counted most, towards getting a settlement.

In my view, this is an extremely difficult problem for the leadership at both the national and local levels in the union. If you push too hard in advance of the strike or early in the strike about how long things are going to last, you tend to sap the militancy of the strike and hurt people, reduce the risk or reduce your ability to achieve your goals. And if you don't tell people strongly enough what is coming, then they are caught out further along with not enough money to stay out and you end up wasting the effort that you put into the strike at a very crucial period in it.

So we have some work to do to convince people, when the indications are there, that the strike is going to be a long one, that they have to prepare with that in mind, both in terms of defense fund and in terms of how they spend their own money.

We also had another problem, and that was in trying to convince the rest of the Labor Movement that we really wanted them to use the company's facilities to the fullest. In most strikes that you see, workers are around asking people to boycott the employer because you are on strike. And they expected us to do the same. The rest of the people in the Labor Movement expected us to be after the same thing. But we did not want that. We wanted them using the system as much as possible, because we don't have as much competition as you have, and we wanted the system tied up trying to provide service to other unions and so on, so management would not have as much time to assist the business community.

In the United States, with the amount of competition you have, the thinking on that may have to be relooked at.

Another lesson we learned during that strike was we did a really good job I think of raising people's awareness of the issues, and why they had to do certain things to achieve certain goals. But we were not effective enough in convincing members about the vital role that they play in reaching a settlement. Consequently, well after the strike was underway, we still had too many people that believed that the presidents of the union or the mediator from the government or some other influential person could step in and reach a settlement with some kind of eloquent presentation.

Too few of our members had an adequate appreciation of how important their efforts are

on the picket lines, and this caused us some real problems with one of the most important schemes that we tried to introduce to put pressure on the Bell.

About ten weeks into the strike, we introduced a scheme that you have been talking a lot about: electronic picketing, which was really a scheme, as you know, to try to tie up the system or at least tie up important numbers and keep important people in the company busy and put pressure on them to settle with us.

If it was done right, we think that electronic picketing can be one of the most effective weapons in the telephone strike. However, I have to confess that we were not able to get it going right, and we are going back to the drawing board to try and iron out some of the wrinkles.

The program that we developed was supposed to work like this. Every member was given a list with about 100 phone numbers on it to call. They were supposed to call each number only once, engage the person at the other end in as much conversation as possible, and then move on to the next number. And when they got through the list, they were to start over. Pretty straightforward and reasonable, it would seem, on its surface.

The list of numbers was made up of the top officers of the company in appropriate locations, the board of directors and their associated companies in the appropriate locations, and strategic numbers that big businesses used within the company to do business with the telephone company; but not numbers that small business or residential customers would use.

And we also included in that the list of numbers of local suppliers, particularly strategic suppliers of services to the company.

Now, if everything had worked out the way we thought it was going to, every one of these people that were on the list were going to get hundreds of calls from hundreds of different people, and they would not be able to disconnect any of our phones because everyone was calling a different number each time they called for a legitimate business purpose, to convey our side of why we were on strike. And the recipients would not be able to ignore our calls either because they would not be able to distinguish those calls from other legitimate calls that were coming in.

So, it sounded good. It was the first time that we had really tried electronic picketing in an organized way, although we had done some smaller experiments with alarm companies. It was not all that successful because people were, frankly, too decent, and they were reluctant to make the calls, in some cases. In a few others, they got creative, and they started calling the same number over and over, which resulted in the police knocking on their door. When that happened, some other people who were more timid were afraid to get into the program, and so it became a self-defeating exercise.

The other thing that we did was inform the media of our plans, and, you know, there is always a temptation during a strike to get as much publicity as you can for everything that you can. But in retrospect, I think it was a bad move. It gave the company the opportunity or the opening to then say that anyone who couldn't get through on the telephone system after that, that it was because we were tying up the system.

But even though things did not work perfectly the first time around, we are not deterred. We believe that electronic picketing is a legitimate form of picketing, and that it has a real potential to be a weapon for shortening a strike. We are now looking at how we can do things like improve the training that members get before we get into the strike, so that we can try and remove many of the apprehensions that people have.

We want to concentrate on how important electronic picketing is to achieving the goals at the bargaining table, because people sometimes saw this as a harassment tactic rather than as a legitimate tactic to put strategic pressure on the company.

We are also looking at how we can computerize part of the process, because it is not necessary to have a conversation with every single number that you are calling. In some cases, the message gets through to the company loud and clear when they just have to answer the phone or a call that is being generated by a computer, and they can't ignore it because, as I said, they can't tell which is legitimate calls.

We are also looking at ways of setting up calling groups so that members can work in one location as part of a team rather than working at home. It will be run like a phone bank system that is now done for election campaigns.

Another idea that we are considering is setting up part of the operation in remote locations, beyond the company's territory, so they can't disconnect our telephone lines or

computers to avoid paying long-distance calls that may be necessary to focus in on 800 numbers and collect calls. We have not worked out all the mechanics on that yet.

Finally, I guess we have a lot of work to do on our target lists, to make sure that we have the most effective list of numbers for every person that is doing the calling. We are going to be doing a lot of work on that in the future.

I have covered a number of things that I think our members are going to identify. I am sure that there are going to be others. I could speculate on a few others, but I don't want to take all afternoon. But I think you have a reasonable picture of the difficulties we were faced with, what we attempted to do, and what we are trying to do to improve ourselves for the future.

I have concentrated deliberately on the numbers that we encountered in our strike at Bell, because those are the things that we all have to work hardest to solve for the future. But I can't go by without saying that we obviously did some things right along the way.

When you consider that over half of our union was on strike for 17 weeks, and by the company's own statistics there was only a handful of scabs, and we made progress on all of the major items that we struck for, without making any concessions on the items that the company wanted, I think we did do reasonably well.

There has been some concern in a number of circles that today's generation of sophisticated technology has made strike impotent, but I don't subscribe to that theory. I believe that we can still take effective strike action -- it just takes more preparation, and we have to continue to keep coming up with new innovative methods for putting pressure on the system, and also we have to be prepared to last longer financially and psychologically, because it takes more time now than it used to take.

But we can do it if we set our minds to it. And we have the necessary discipline to do what has to be done before we go out on a full scale strike.

Our experience shows that managers do wait out, they do get demoralizing, and the system does start to fall apart and they do need us. They don't have us at work everyday for nothing.

But we have to set them up for a very rough ride before we go out on a full scale strike.

Now I said at the beginning of my remarks, that we had learned a lot from working closely with CWA in the past, and I really do appreciate this opportunity to share some of our experiences in a very candid way with you.

I know that we are going to continue to work together in the future for the benefit of both CWA and CWC members. In fact, next week in Toronto I am going to be meeting with some of my staff along with Larry Cohen and others from Northern TelCom, to talk about ways that we can jointly work to put pressure on Northern TelCom. We are as embarrassed as can be about Northern TelCom because it's a Canadian multinational company that's now spreading its wings around the world, and it's changed its philosophy.

Twenty-five years ago Northern TelCom used to accept that there would be trade unions in all of their plants and operations. Today, they are one of the most vicious anti-union employers on the block; they do anything they can to frustrate people's abilities to organize and bargain collectively, and we are going to be working with you to do our best to put joint pressure on them to bring that to a stop. (Applause)

I think through the Jobs For Justice campaign and the current Take-A-Stand campaign that you are demonstrating why CWA is a world-class fighting machine for social justice and economic leadership. And you are providing the leadership and the inspiration to other people around the world that are fighting the similar challenges against similar corporations.

So in closing, I'd like to once again thank you very much for your assistance with your strike at Bell, and to wish you all the best in your deliberations this week. I know that your members back home are going to be well-served by the work that you do here this week, and I am really enjoying the opportunity to spend this time with you.

Good luck in your bargaining. If you are on the line in 79, we will be down to walk it with you.

Thank you very much.

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

PRESIDENT BAHR: Thank you very much, Fred. I think if any delegate had any doubts about the need for the closest of exchange of information and the mutual interest of our

members, Fred's remarks should have allayed those doubts.

His experiences and those of his members in their 17- week strike are known to us, and we are looking at them to avoid some of the pitfalls they discovered. And the CWC members can be sure that the experiences we have in our 1989 round of bargaining and the techniques that we developed certainly will be shared with them. It is only in this fashion that we will be able to deal with the trans-internationals, as they begin to work closer and closer with each other.

So, Fred, we appreciate your coming down to sunny California from that cold climate.
(Laughter)

But we would like to have you take back this token of not only our appreciation but, more important, our friendship and a renewal of that very old and strong alliance between our unions.
(Presentation - Applause)

I'd like to thank Fred's Escort Committee.

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

Joe Cooke, Local 2336.

Jim Learn, Local 4646.

Raymond Enyeart, Local 6360.

Jeff Hass, Local 13552.

William Saunders, Local 14002.

Karen Hicks, Local 14022.

Douglas Gray, Local 14030.

Morris Goldman, Local 14901.

Cleo Duckworth, Local 3808.

Thank you all, and thank you, Fred.

Would the Constitution Committee come to the platform, please.

I would like to introduce the members of the Constitution Committee.

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

Paul Alexander, President, Local 1038.

Mark Ledford, President, Local 3802.

Ava McLucas, President, Local 4630.

Charlotte Jamieson, President, Local 13100.

Alice Alvarez, Chair, President, Local 9505.

PRESIDENT BAHR: The Chair recognizes Delegate Alvarez.

CHAIR ALICE ALVAREZ (Local 9505, Chair, Constitution Committee):

REPORT OF THE CONSTITUTION COMMITTEE

TO THE CWA 1989 CONVENTION

The Constitution Committee met in the City of Washington, D.C. beginning February 27, 1989 through March 3, 1989 for the purpose of reviewing and considering proposed amendments to the CWA Constitution. All members of the Committee were present.

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

The Constitution Committee has held meetings in Los Angeles, California beginning on Thursday, April 27, 1989, to consider any additional proposals which may be received after the Preliminary Report was issued. No additional proposals were received. However, as reported in the Preliminary Report, the Constitution

Committee did receive timely notice on two Constitutional amendments. Since these amendments form the basis for Defense Fund Committee Report "B", they were remanded to the Defense Fund Committee to be incorporated into Defense Fund Committee Report "B". It is understood by this remand that the Constitution would be amended with respect to these proposals should Report "B" be adopted by the Convention.

The Committee has made itself available to any and all wishing to appear before the Committee to discuss any proposal to amend the Constitution.

At this time the Constitution Committee requests that the final report in its entirety be placed in the record of the daily proceedings.

... The following is the completed report of the Report to the Constitution Committee ...

- I. AMEND ARTICLE VI (Dues, Fines and Assessments), Section 2 (Per Capita Dues to Union), Paragraph (a) to read as follows:

Per Capita Dues to Union

(a) The Convention shall establish per capita dues to the Union. Locals shall be required to pay the per capita dues to the Union within the time and in the manner set forth by the Convention or the Executive Board; **provided that in bargaining units with clipboards where substitutes are actively seeking employment and working for absent situation holders, members in those bargaining units shall pay International dues on their actual straight-time earnings.**

(Submitted by Claire B. O'Neil-Prior, Local 14200)

The Constitution Committee has had extensive discussions with both the maker of this amendment and with Sector Staff (ITU) in addition to reviewing all pertinent documents, including the ITU/CWA Merger/Affiliation Agreement and the report of the Task Force that reviewed this matter.

The issues involved in this proposed amendment are somewhat clouded by certain terms used in the bargaining unit described in the proposed amendment (i.e., situation holders, substitutes and clipboards.)

A "situation" is a job and "situation holders" are members who have a regular full time job. In some instances they may elect not to work this job.

"Substitutes" are members who work the job (situation) whenever the situation holder elects not to work or when the employer hires them on an occasional basis. However, they have no entitlement or guarantee of work whatsoever.

"Slipboards" are work rotation lists for the substitutes.

The question in this case arises when a situation holder does not choose to work his/her job on a full time basis. This proposal would then permit a situation holder who has a regular full time job to pay per capita dues on actual time worked and the substitute would pay on his/her actual time worked. More simply stated, if adopted, the situation holder and the substitute would both pay per capita dues on a prorated basis when in reality the situation holder is a regular full time employee and the substitute works intermittently.

The Committee agrees with the Task Force, President Bahr and Secretary-Treasurer Booe in its decision as to the application of per capita dues. Thus, a situation holder does pay per capita dues on their projected earnings thereby protecting their job/situation and the subs pay per capita on their actual earnings.

This per capita dues application is designed to be reasonable and equitable in determining the per capita application in this unique situation.

The Committee would also like to reaffirm that per capita dues are owed the

Union for the privilege of being a member. The per capita dues are not based on a job, a title, or the amount of time worked.

The maker of this proposal wants to use a unique application of the per capita dues for a unique situation; to agree would give a different treatment of per capita dues to those in bargaining units with this type of employment practice. The Committee feels that since per capita dues are for the privilege of membership in CWA, they should remain universal in their application.

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

- II. AMEND ARTICLE XVII (Collective Bargaining), Section 3 (Bargaining Committees), Paragraph (a) to read as follows:

Section 3 - Bargaining Committees

(a) The members of a bargaining unit, by popular vote, through delegates representing them at a Convention, or by any other method approved by the Executive Board, may select the members of a Bargaining Committee for its unit to represent the members of the unit in contract negotiations and determine their terms of office, subject to such financial and numerical limitations as may be imposed by the International Union and such other limitations as may be set out in this Constitution. **The Bargaining Committee for a unit, for its full term of office, shall be consulted in the negotiation of all agreements entered into between the employer and the Union that amends or augments the agreed upon contract.**

(Submitted by Laura Unger, Local 1150).

The Committee took considerable time to discuss this proposal, and in addition, met with President Bahr to seek additional input.

While the Committee understands the need to improve communications, it is felt that this proposal would place an extremely cumbersome burden on the administration of the 1,000 agreements we are responsible for. In meeting with President Bahr, the Committee received assurances that the issue precipitating this proposal has been addressed administratively for **all bargaining units** and would require consultation with those Locals impacted by a Company proposal in advance of an agreement or stipulation being reached. Therefore, the Committee feels that the need for this amendment has been alleviated.

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS PROPOSAL.

- III. AMEND ARTICLE XXVI (Union Publication) to read as follows:

The Union shall print, publish and distribute to its members an official publication at least month **no less frequently than bimonthly. Publication dates shall be at the discretion of the President.** Said publication shall be sent to all members and shall contain matters pertaining to Union functions, policies and activities as well as matters of labor and public interest generally. **Monies saved from reduction in frequency of publication shall be used only for public relations activities in bargaining years.**

(Submitted by George Sonnik, III, Local 2105)

The Constitution Committee has been asked to consider a reduction in the distribution of the CWA News to bimonthly. This change also specifically earmarks the monies saved to be used for public relations in bargaining years.

The presenter of this amendment cited a recent change in the AFL-CIO newsletter format to bimonthly suggesting that the CWA News be published to

coincide with this change.

After researching this recommendation, the Committee has found that there is a misunderstanding about the frequency of the AFL-CIO publication. It is actually published on a biweekly schedule and would actually not fit the intent of this amendment.

In addition, after much deliberation, the Committee believes that the Union would not benefit by reducing communications to the membership. To cut the frequency (or size) of the CWA News to any degree could leave a tremendous information void which might be filled by specialized and regional publications of the Union— creating the impression of a "union of special interests" rather than one Union. The Committee also feels that the \$500,000 savings suggested by the proponent would in fact provide very little public relations at the expense of keeping the member in touch with his or her Union on a monthly basis. It is important to note that the annual cost per member for the CWA News is only \$2.16.

Since 1951 the CWA has provided each member with a constitutional guarantee that the CWA News would be published at least monthly and be distributed to every member. If this amendment were adopted, our members would no longer have such a guarantee. We know of no other International that has taken such pains to make sure that the member is serviced in this manner. We are proud of this commitment, and see no compelling reasons to change this.

THE COMMITTEE DOES NOT RECOMMEND ADOPTION OF THIS AMENDMENT.

CHAIR ALVAREZ: Since the Committee makes no recommendation to change the Constitution, this completes the work of the Constitution Committee.

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

DELEGATE LAURA UNGER (Local 1150): I move that Proposal No. 2 of the Constitution Committee report, which calls for amending Article XVII, Section 3, paragraph (a). to require consultation with the bargaining committee on agreements that amend or augment their contracts be placed on the floor of this Convention, and I move adoption of the proposal.

... The motion was duly seconded ...

PRESIDENT BAHR: It has obviously been seconded by the delegates from the floor. You may speak on your motion.

DELEGATE UNGER: Brothers and Sisters, in 1986, the ATTIS and ATTCOM contracts were signed. First we voted for bargaining committees. We prepared demands, struck for 27 days and voted again. And in only three years, these contracts have been amended over 80 times.

These agreements and stipulations were not just tying up a few loose ends. These were about basic things -- whole new job titles; new methods of pay in phone stores; who gets laid off and who gets a buyout and who does not; quotas in sales departments; new technology for operators. This isn't fine-tuning. This is a whole new contract.

These stips come from real changes. The telecommunications industry is changing and will keep on changing. The players change with every issue of the Wall Street Journal. New technology, re-organization, regulation/deregulation, lawsuits, new subsidiaries and more competition, driving a more vicious, blood-thirsty management.

This is not just about the last three years. And it wasn't just at AT&T. We have seen the future of collective bargaining and changing contracts midterm through stipulations is a big part of that future and it is going to keep on happening. We will never again sign a contract that will deal with everything and will hold for three solid years. So if we are stuck with stips, let's do them right.

Too many of these stipulations have been signed in private. Rarely was there discussion with the locals or the bargaining committee before, or after, signing. One of the worst parts of any union officer's job is when a member calls to say "Management is talking about a deal the union made with the company. Why didn't we know about this?" Our members always ask that. I used to say, "Don't believe management. They lie. Demand to see it in writing." (Applause)

Then the first few stips were pulled out, with a Union signature on them. We had to back off because they were signed and the local officers just didn't know about them. That's just not right. (Applause)

I've been told, "This is a problem of the AT&T unit. Solve it there." We tried in January 1988 at an AT&T Leadership Conference. The motion was ruled unconstitutional. We were told not to worry; that the problem would be handled. But in those 17 months, the stipulations have kept piling up.

Since I submitted this amendment, I've been finding out it is not just an AT&T problem. It happens in the BOC's. It happens to public workers involved in constant negotiations with city government. It can happen in the printing industry with the level of technological change there.

This is not a problem of one member of the Executive Board or one overzealous staff rep. The problem is with the way the Union deals with collective bargaining. We mobilize and meet once every three years, then go back to business as usual. That's just not the way bargaining works anymore. (Applause)

If it's not broke, don't fix it. I believe that. (Applause) But if it is broken, then we have to fix it. That is what this amendment is trying to do. It says that a bargaining committee should function for their whole term and be consulted before agreements are signed that change or add things to their contract.

Is there a reason we elect bargaining committees? There sure is. Do we really believe that representatives out of the locals who are out there every day are needed in bargaining? I think so.

Do we believe what we preach; that we need a mobilized membership to win fair agreements from management all the time, not just once in three years? Yes. That is the kind of union that CWA is. Then we should say it in our constitution. This amendment does not usurp the power of the President, Vice Presidents, or Executive Board to approve agreements. All it says is, "Talk with our bargaining committee before you sign. Consulting is not cumbersome; it is right."

I am sorry, but the April 27th policy statement from the Executive Board helps, but does not solve the problem. If you read it, it never requires anything. It just states a strong belief that locals should be consulted. We have been given assurances before and, God knows, assurances are not guarantees. This statement does not carry the clout of the constitution stating "shall consult."

If the Executive Board agrees we should be consulted, why not put it in the constitution? The company knows what is in our constitution. With this amendment, if the company says, like they have so often, "Sign now or else" (applause), we can say, "Sorry, Charlie. We can't sign it until we talk to our bargaining committees. Our Constitution says so." (Applause)

In closing, I would like you to look into the center aisle. Our contracts are the size of two short paperbacks. These are just some of the stipulations signed since 1986. If I had all of them, they would stretch to the Mexican border. (Applause and cheers)

Brothers and Sisters, vote for this amendment. Together we have a lot of knowledge. Together our members have a lot of strength. Let's use it. It is the right thing to do. (Applause and cheers)

... The list of stips was stretched out across the room as the delegates arose and applauded and cheered ...

PRESIDENT BAHR: On microphone 4, Delegate McBryde.

DELEGATE DELBERT McBRYDE (Local 9510): Mr. Chairperson, fellow Delegates, I rise to oppose this constitutional amendment that gives to the local bargaining committees the right to intervene in the day-to-day operations of the International Union.

We elect the International Union officers, Vice Presidents from each district, and three more from the different national units every three years. In many cases, they run unopposed and have a white ballot cast showing our support.

Today, with the many changes that are affecting our industry on a daily basis, the decisions that have to be made to protect our members' jobs, we don't need three or four more people that we have to play telephone tag with before an agreement can be reached.

In the past, there has been a large turnover of elected officers that serve on bargaining committees for the specific purpose of conducting contract negotiations.

There is protection built into the CWA constitution for correcting the communication problems that affect a specific unit that are not communicating with the local officers.

You go to the communicator or vice president and work out the problems, or you eliminate the non-communicator through the election process.

At the last CWA convention, we passed a resolution that put bargaining responsibility back into the President's office where I feel it should be. We show our support for the International Officers and then turn around and try to build into the CWA constitution an area of distrust by having them consult people who are elected to bargain a specific contract.

If the Local Presidents at this convention had to consult with their stewards, their executive board before they could settle the problem or reach an agreement with a company, could they truly operate and represent their members?

I urge you to defeat this constitutional amendment and support the recommendation of the Constitutional Committee. Thank you. (Applause)

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

DELEGATE DAWN SCHNICKELS (Local 7200): I have just one question, Morty. What is the Executive Board's position on this amendment?

PRESIDENT BAHR: I personally gave Delegate Unger assurances, first, that I fully concurred with her intent; that I, as a Vice President, practiced it; that I, as President, practice it when I am in that position; and that the motion adopted by the Executive Board goes further than what her amendment does, since it not only says "consultation with the bargaining committee," but, even perhaps more importantly, consultation with a particular Local Union or Local Unions that are impacted.

Our only objection was not with the intent -- and I want to make that absolutely clear -- there is no one in dispute. But do we resolve a grievance -- and there has been a grievance -- by amending the constitution of the Union? And that is where the dispute is. The only dispute is how you deal with it.

You are entitled to a second question.

DELEGATE SCHNICKELS: That is the only question I had. Thank you.

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

DELEGATE JOE L. SMITH (Local 3803): President Bahr and Fellow Delegates: I rise to speak in favor of the constitutional change proposed for Article XVII, Section 3, Bargaining Committees. We learn and grow as a Union with both our successes and mistakes. As the past three years have proven, bargaining is not finished with the end of a contract or with the end of a strike.

There have been 80 or more stipulations signed in the AT&T units alone, and I have no idea how many in the other units.

I feel the best qualified people to understand what the company's intent and meaning is behind these stipulations is the people on the bargaining committees. These people have studied the contracts, they know what the intent of the company across the table was, and they know how it will impact our members. And these people would be a valuable asset to our leaders in advising our leaders whether the stipulation would adversely affect our members or whether it would be a benefit for them.

I feel like with these bargaining committees being consulted, our leaders would not make mistakes. I feel like our leaders would be better informed, and I feel like we could make intelligent decisions that way.

I ask you to support this constitutional change and I thank you for your time. (Applause)

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

DELEGATE DAN E. DOLAN (Local 7400): I would like to move the previous question. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: The motion is in order. It will close debate. It is not debatable, and requires a two-thirds vote.

... The following prepared remarks were presented to the court reporter for inclusion in these proceedings, as follows:

DELEGATE ANN PRINCIOTTA (Local 1023): I ask you to support this constitutional change. Our local attempted to correct this problem at the ATT conference in Las Vegas. We

presented a resolution to the conference, asking the union's Executive Board to in fact do what this amendment will now require to be done.

We were ruled out of order, since that conference was not able to set policy for the Union. However, because of the support that was shown by the delegates there, we were promised that our resolution would be accepted as a recommendation and would be followed through and acted upon.

Since then many stipulations have been negotiated with the company, none of which the locals made aware of either before or after the fact.

Since that promise was not kept, this is the only route we have to be sure that our members are represented and protected.

It is our responsibility as officers to do everything in our power to protect our members.

Stipulations that were made to cover members in Atlanta did not include Local 1023's members in Parsippany, New Jersey, under the same circumstances.

It is not that we don't trust our Executive Officers, as one of the delegates has stated. But, you cannot be expected to know every detail of every unit across the country.

This amendment will be a safeguard to assist the officers and to protect our members so they will not be hurt by inadvertently having them fall through the cracks.

On behalf of my members, I thank you for your support. ...

PRESIDENT BAHR: All those in favor of the motion to close debate, indicate by raising your hand. Down hands. Opposed by a like sign. The motion is adopted. (Applause)

The motion before you is to approve Constitutional Amendment No. 2. All those in favor, indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted. (Applause and cheers)

Delegate Sonnicks, microphone 1.

DELEGATE (Alternate) BILL SONNICK (Local 2105): I move the adoption of Amendment 3, an amendment to Article XXVI, Union Publication.

PRESIDENT BAHR: Is there a second?

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. You may speak for five minutes on your motion.

DELEGATE SONNICK: There is a saying on the streets that says, "What goes around comes around." What went around yesterday when Plan "B" to the Defense Fund as amended was passed, has come around today.

When I initially proposed this amendment to the distinguished Chair of the Committee in February, I had asked, as you see by the report, that any savings be used for PR activities.

With the passage yesterday of the amended Plan "B," however, the General Fund of the Union will need any surplus funds. So I do not now direct where any savings would go.

Let me say in addition that I have no axe to grind with the "CWA News." It is an excellent publication that fills a definite need in the Union -- but a reduction in frequency of publications at the discretion of the President is just that: at the discretion of the President.

President Bahr or his successors down the line may never feel the need to reduce the frequency of publications; indeed, they may at some future time have budget surpluses go to a biweekly schedule.

This may not be a popular idea, but I say to each of you that none of the cuts which will surely be coming will be any more palatable. If, for example, "CWA News" were to go to a five-week schedule, there would be a decrease in the frequency of publications, but one scarcely noticeable to anyone. Even a six-week schedule would, I feel, not be terribly noticeable and would not adversely affect the information stream from the International to the rank and file.

As I said, there will be other cuts which the union will have to make, but no others appear to need a constitutional change.

Brothers and Sisters, I urge you to give our President, who you trusted yesterday with an unopposed re-election, the flexibility to decide when the "CWA News" should be published. Thank you. (Applause)

PRESIDENT BAHR: There are no delegates at any microphones. So I will put the motion to you.

The motion is to approve the Amendment No. 3. All those in favor indicate by raising

your hands. Down hands. Opposed by like sign. The motion is defeated. (Applause)

PRESIDENT BAHR: On behalf of the Convention, I would like to thank the Constitution Committee for the work they have done to make this Convention move in such an orderly way. Thank you very much. (Applause)

Would the Resolutions Committee return to the platform.

The Chair recognizes the Chair of the Resolutions Committee as soon as he is ready.

CHAIR DiNUNZIO: Thank you, Mr. President. At this time, I would like to call on Committee member Rod Williams to read the Resolved part of Resolution 51A-89-4, entitled "A Fair Minimum Wage."

DELEGATE ROD WILLIAMS: If the Delegates will please turn to Page 5 of the Resolutions Committee Report, I will read Resolution No. 51A-89-4, entitled "A Fair Minimum Wage."

Resolution 51A-89-4

A FAIR MINIMUM WAGE

The minimum wage, which today stands at a meager \$3.35 per hour, is the difference between welfare dependency and self-sufficiency for millions of hardworking Americans. Yet after years of inflation, the minimum wage, which has not been increased since 1981, is hardly a living wage. It is imperative that we raise this wage to the threshold of decency.

In the 1960s, the minimum wage provided about 52 percent of the national average weekly wage. In 1988, it matched only 36 percent of the average wage.

A full-time year-round minimum wage worker earned enough in the 1960s and 1970s to support a family of three above the official poverty line. By 1988, the minimum wage worker took home only enough to cover 77 percent of the poverty standard. In recent years, more than nine million Americans worked, but were still stuck below the poverty line.

Both the House and Senate have passed all-important legislation to raise the minimum wage. It's been a tough battle just to get a meager increase, long overdue. And we've had to compromise on matters such as so-called training wages which, if not carefully monitored, will be used by unscrupulous employers to create a permanent category of sub-minimum wage earners, hired and fired before the "training period" expires.

Worse yet, President Bush, who promised a "kinder, gentler" administration, has declared the minimum wage his Alamo. He's vowed to veto the pending legislation, proving what a tough guy he can be when it comes to poverty-level wages. At the same time, he proposes to increase the wages of high-level federal government employees, federal judges and the like. Moreover, he wants to give the top one percent of all taxpayers, those with incomes in excess of \$200,000 an average capital gains tax cut worth nearly \$31,000 a year. It's absurd and unfair that President Bush would advocate a \$30,000 tax cut for those already well-off, while drawing the line at a small minimum wage increase of 30 cents.

Congress will have an opportunity to set the President on the right course when the veto override vote comes before them. We are counting on them to enact the bare bones of economic justice, an increase in the minimum wage.

RESOLVED: That the Communications Workers of America calls upon President Bush to sign the minimum wage legislation when it comes before him; and

RESOLVED: That should the President fail to sign this all-important legislation, we call upon Congress to override his veto.

Mr. President, the Resolutions Committee moves the adoption of Resolution 51A-89-4, "A Fair Minimum Wage."

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the motion. It has been seconded. Are there any comments?

There are no delegates desiring to speak. All those in favor of the motion indicate by raising your hand. Down hands. Opposed by like sign. The resolution is adopted.

CHAIR DiNUNZIO: Thank you, Mr. President. I would like to call on Committee member Kay Samaripa to read the Resolved portion of Resolution 51A-89-5, entitled "Pension Assets Belong to Workers."

DELEGATE KAY SAMARIPA (Local 6016): If the delegates will turn to Page 6 of the Resolutions Committee Report, I will read Resolution 51A-89-5, "Pension Assets Belong to Workers."

Resolution 51A-89-5

PENSION ASSETS BELONG TO WORKERS

Pensions are a vital part of labor's gains for union members since they help to preserve a worker's standard of living after retirement. Pension funds were established to assure that workers' deferred compensation would be held in trust, unviolated and protected, so that plan participants and their beneficiaries would be guaranteed an income after retirement.

Employer contributions to pension funds are the deferred compensation of workers. We believe that those monies and the interest earned on those monies, belong to the workers. Workers, therefore, have a fundamental right to pension fund assets, and should have a right to influence how their pensions funds are managed.

All too often, however, the pension trust is violated by managements who abuse the promise of pension protection and who look at pension assets as another reserve of cash to be used to achieve corporate goals.

In the private sector, employers terminate pension plans in order to skim off excess pension assets to finance corporate mergers and takeovers. Such actions seriously jeopardize workers' retirement security. The Department of Labor estimates that participants lose an average of 45 cents for every dollar they would have received.

In the public sector, retirement fund investment managers "wheel and deal" with plan assets, using them to finance "leveraged buy-outs" and other merger and takeover activity. Such activities expose workers' pension funds to increased levels of risk.

Pension fund managers in both the public and private sectors emphasize short-term corporate or financial gain, but neglect their primary fiduciary responsibility of protecting the plan assets for participants and their beneficiaries.

When pension funds are used in unproductive merger and takeover actions, not only are the plans, and ultimately the worker's benefit security, put at risk, but the mergers and takeovers disrupt local communities, and often result in job loss.

RESOLVED: That CWA calls upon Congress to enact legislation that protects workers and retirees by restricting use of so-called "excess pension assets," including guarantees that excess assets must first be used to assure benefit security and that once the goal of benefit security is met, excess assets should be allocated among employers, employees and retirees with financial incentives to encourage the continuation of defined benefit plans; and

RESOLVED: That CWA shall attempt to secure union representation on public pension boards and investment boards. Through such increased union representation, CWA shall seek to influence public pension plan investment

policies by including a Code of Fair Community Practices which would require investment managers to consider broader economic issues and to take the general welfare of communities into account as they manage the retirement system's assets.

Mr. President, the Resolutions Committee moves the adoption of Resolution No. 51A-89-5, "Pension Assets Belong to Workers."

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the motion. It is seconded from the floor.

And on Microphone No. 3, Delegate Hart.

DELEGATE KARIN A. HART (Local 9415): President Bahr and Fellow Delegates: I rise in favor of this motion. When I went to work for Pacific Telephone, I was 19 years old. I soon became active in CWA, first as a member and then as a steward. Besides representing members, I had a personal goal for changing the company's pension vesting rules from benefiting only employees with ten years accrued after age 22 to just ten years regardless of age.

Through a lot of hard work by a lot of people, not only has this goal been reached, but our pensions are now vested at five years as a matter of federal law.

But I ask you, what good is any pension, whether vested at five or ten years, or a full service pension at 30 years, if there is not sufficient funding because of a leverage buy-out?

We must ask ourselves, who can we trust? Yesterday, Secretary of Labor Liz Dole told us that she would be going to the Congress to testify on pensions and job training. I have only the greatest respect for Secretary Dole; however, no matter how much respect we might have for any one administrator of a governmental office, we must remember whose administrators they are.

The executive administration of this country in the past eight and a half years is clearly no friend of unions, and no friend of the worker. We cannot count on this President or his administration to represent our best interests for those who need the pensions the most: working people.

Now, we know that we cannot trust the employer. We need only learn from what happened to our Brothers and Sisters at other unions. Many of their employers failed to protect their pension rights and hostile corporate raiders did a takeover, raping their retirees' pension funds.

Now, that leaves the ball here in our court. We must be the ones to go to Congress. There is not a printer, telephone worker, public employee, or other member in our Union who can afford to leave the protection of our pensions to anyone else. We must do it.

Therefore, I urge your support of this resolution calling for CWA to demand Congress' action to protect our pensions from the corporate greed, and seek to extend our influence on public pension boards.

But, Brothers and Sisters, we cannot stop here. After going to the Congress, we must go to our own state legislatures, to the county boards of supervisors, and all the way to the steps of City Hall, until we have the laws and the support for the protection of workers' pensions found throughout the whole country.

Brothers and Sisters, I ask your support. (Applause)

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

DELEGATE JOHN J. EGAN (Local 4034): President Bahr, I rise in support of this resolution which demonstrates CWA's commitment as the community minded Union by including a provision for a code of fair community practices. This resolution furthers our values as a family oriented Union because just as a family supports each other in the golden years of life, this resolution attempts to support and preserve the standard of living for all of our Brothers and Sisters in Labor after retirement.

I also applaud the provision to secure Union representation on public pension boards and investment boards because pension fund assets are workers' deferred compensation. Therefore, the investment of our monies should be directed or at least influenced by our beliefs.

President Bahr, I believe the economic leverage of pension funds has been successfully utilized by the Construction and Building Trades of the AFL-CIO. And I hope the delegates to this convention not only pass this resolution but work vigorously to successfully represent our values of fairness in the investment of our pension funds.

Brothers and Sisters, I urge you to adopt this resolution. (Applause)

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

DELEGATE DAVID P. AKERS (Local 2201): Mr. President, I move the previous question.

... The motion was duly seconded ...

PRESIDENT BAHR: There is a motion to close debate. It is not debatable. It requires a two-thirds vote.

All those in favor indicate by raising your right hand. Down hands. Opposed by a like sign. The motion to close debate has passed.

Before we vote, I would just like to share some information with you. Senator Metzenbaum is presently conducting hearings into the first part of the Resolved. He has a bill in the Senate.

I had the privilege of testifying before his committee about two weeks ago in my capacity as chair of the AFL-CIO Committee on Pension Reversions and terminations.

I want to share one thing that the Senator said. But, first let me tell you about the bill. In the last Congress his position was that pension assets totally belonged to the retirees and those who will be retiring, that in effect it was deferred wages. But, being a realist, and knowing that it could not pass the Congress, and be signed by either a Reagan or a Bush, he introduced a new bill this year which says that the assets, the pension trust funds, the excess assets, belonged jointly to those already retired, those who have the promise of being retired, and, under certain conditions, to the employers.

And, after I testified, he offered this comment in this very crowded hearing room. He said, "I have discussed this individually with many chief executive officers on a one-on-one basis, and on each occasion, when I talked to them about the question of fairness, that the retiree, the prospective retiree, and the company, all have an interest rather than only the company, they agreed.

"But then," he said, "something happens to them when they get together. The question of fairness goes right down the toilet."

So, the only way this will happen is through legislation, and that unfortunately will require corporate leaders in America to act fairly.

Now, we unfortunately do not have the number of the bill with us. But we will. Barbara Easterling will be getting it out, the name of the bill, and we will be notifying you as to how to pursue this extremely important subject.

With that, all those in favor of Resolution 51A-89-5 indicate by raising your hand. Down hands. Opposed by like sign. The resolution is adopted.

The Committee.

CHAIR DiNUNZIO: Thank you, Mr. President. I would like to call on Committee member Frances Randall to read the Resolved of Resolution 51A-89-6, "Vietnam Women's Memorial Project."

DELEGATE FRANCES RANDALL (Local 2205): If the delegates will please turn to Page 7 of the Resolutions Committee Report, I will read Resolution 51A-89-6, entitled "Vietnam Women's Memorial Project."

Resolution 51A-89-6

VIETNAM WOMEN'S MEMORIAL PROJECT

During the twelve year period of the Vietnam War, 250,000 women served their country; none were drafted. Ten thousand American military, mostly nurses, and an unknown number of civilian women actually served in Vietnam. Each was a sister, a daughter, a mother, answering her country's call to serve. No laws made them risk their lives and leave their homes to endure the war's enormous stress, discomfort and pain.

Too often, the sacrifices of these veterans are forgotten. As the nation slowly comes to grips with the passion, frustration and pain of the Vietnam era, women's contributions are mostly unheralded or overlooked.

Eight years ago, delegates at the 43rd CWA Annual Convention passed a

resolution in support of the construction of the Vietnam Veterans Memorial and many Locals helped in raising the necessary funds for the project.

Today in Washington D.C., the black granite wall in honor of those who lost their lives has been joined by a flag and a statue of three infantrymen. The Vietnam Women's Memorial Project believes a statue of a female veteran from that era should be added to this poignant image expressing our respect and remembrance.

This statue will be a moving tribute to the 10,000 women, from all walks of life, who served in Vietnam. Together with the wall, the flag and the statue of the men, it will be a visible symbol of America's appreciation to the brave women who also served.

RESOLVED: That the delegates to the 51st Annual Convention of the Communications Workers of America stand in recognition of the "Unsung Heroines of Vietnam" and call upon all Locals and members to support the construction of the Vietnam Women's Memorial Project, forever leaving a legacy of healing and hope.

The Resolutions Committee moves the adoption of Resolution 51A-89-6, "Vietnam Women's Memorial Project."

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the resolution. It is seconded from the floor. On Microphone No. 3, Delegate Sickman, Local 13000.

DELEGATE DAN SICKMAN (Local 13000): I am Dan Sickman, Local 13000, the State of Pennsylvania, and a member of Local 13000's Vietnam Era Vets Committee, formed in 1986, as well as serving with the 3rd Marine Division, Northern I Corps' 1968-69's Tet offensive.

I rise to speak in favor of this resolution. I am sure many of us have had the opportunity and honor to visit our nation's Vietnam Veterans Memorial in Washington, D.C. Those who have not can try to picture this. There sits a long black granite wall, with the names of thousands of men and women who have died in a war etched in that wall.

You can see the statue of three young men gazing over the wall to our nation's flag. All the splendor of the seasons enhance the scene.

You might say it was a perfect balance. But, where does my sister stand? More than ten thousand women served in Vietnam. That fact has gone unnoticed by the majority of Americans. They do not realize that our sisters witnessed first-hand the horrors of war or that many also have given the ultimate sacrifice. The time has come for us to welcome our sisters home. Let them stand with their brothers. Thank you. (Applause)

PRESIDENT BAHR: Microphone 3, Delegate Schultz, Local 9408.

DELEGATE JIM SCHULTZ (Local 9408): President Bahr, fellow delegates, I am proud to speak in favor of this resolution. It is years past due.

I am a Vietnam veteran, a member of the Vietnam Veterans Chapter 247 in Fresno, California.

While serving in Vietnam it was my honor to serve and work with the great women of this country. I can tell you I have not forgotten the unsung heroines of the Vietnam War. I remember the Doughnut Dollies that worked for the Red Cross, that brought us a little bit of home while we were sitting over there, thousands of miles away. I remember the women of the USO shows, trying to make a little bit more bearable the time we spent during a very tough war.

Probably, most of all, I remember the nurses in the Air Force that cared for me when I was injured during a firefight in Vietnam.

Please honor the women that served their country by supporting this very overdue resolution. Thank you. (Applause)

PRESIDENT BAHR: On Microphone 3, Delegate Calhoun, Local 9503.

DELEGATE DEWEY CALHOUN (Local 9503): I would like to support this resolution 100 percent. As I stood, a few years back, and supported the original resolution to support the memorial.

Having gone to personally visit it at the Washington Convention we had, it was a moving

experience for me to see, even though I did not serve in Vietnam. I call it the American wailing wall, because at that place, when I went there, I saw a great many parents and big burly guys who had lost friends all crying at the wall. And what brought me to tears was not the rosary beads that were lying there, or the Hallmark wood pen, but it was when I saw a baseball with signatures on it that a father must have left, because his son was a lieutenant who died, and he must have been in Little League.

Over the years of my married life I have been lucky enough to have seven sons and one daughter. Not one of those sons had to go to Vietnam. But when I looked at the book of those who had died, under the name "Calhoun," 13 Calhouns had died and one who was missing in action. And I remember saying, "There but for the grace of God could have been one of my sons."

I say this all to you be because if one of my sons was there, but mainly your sons, your brothers and sisters, these women, if these sons of yours who died over there or brothers had had the chance to get back by helicopter to one of these stations, these fine women would have been the last person that would have given them a tender, loving, touching care.

So I support this 100 percent. I don't know if it has to go through Congress and the Senate to get some money raised, but, Barbara, I know you are busy as can be, but I sure would appreciate it if you would look into it, if you would stand before Congress and the Senate sometime. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Richter, Local 4008.

DELEGATE CARL W. RICHTER (Local 4008): I wish to amend the last sentence of Resolution 6, Paragraph 1, Lines 3 and 4, which read as follows:

"No laws made them risk their lives and leave their homes to endure the war's enormous stress, discomfort and pain."

PRESIDENT BAHR: You propose to delete that?

DELEGATE RICHTER: Yes, I do.

PRESIDENT BAHR: Is there a second to that motion?

... The motion was duly seconded ...

PRESIDENT BAHR: You may speak five minutes on your motion.

DELEGATE RICHTER: The reason I wish this to be deleted is I feel this states that the men that served in Vietnam did not volunteer, that they were forced to serve, and I feel that that is an injustice to all the men that served over in Vietnam.

PRESIDENT BAHR: There is no delegate desiring to speak on the amendment. The amendment is to delete the last sentence in Paragraph 1. All those in favor indicate by raising your hand. Down hands. Opposed by like sign. The amendment is defeated.

On Microphone 3, Delegate Simmons, Local 3511.

DELEGATE ALVIN D. SIMMONS (Local 3511): I speak in support of the resolution, Resolution 51A-89-6.

I became a Vietnam veteran before I became a CWA member. I will always be a proud Vietnam veteran, just as I will always be a proud CWA member.

The passing of this resolution means more to the women who served in Vietnam than anyone other than a Vietnam veteran could ever know. I cannot express to you, the delegates of this 51st Annual Convention, how much the black granite wall honoring the ones who lost their lives has helped the healing of the Vietnam vets, their families, and their loved ones.

The statue of the three infantrymen was, again, a positive step towards the respect and remembrance, except for one thing. It did leave out the women of this great country who served.

I am proud to belong to an organization that supports the construction of the "Vietnam Women's Memorial Project," and I urge your support.

Let's leave that legacy of healing and hope. Let's show that CWA cares.

Thank you.

... The delegates arose and there was prolonged applause ...

... The following remarks were presented to the reporters for inclusion in the proceedings regarding Resolution 51A-89-6:

DELEGATE SARAH CHURCH (Local 4303): I rise in support of Resolution 51A-89-6. In Canton, Ohio, a memorial has been erected in honor of the first woman (Sharon Tate, a nurse from Canton) to lose her life in Vietnam.

I rise to support the construction of the Vietnam Women's Memorial Project to honor all women who followed her in death while participating in the Vietnam War ...

PRESIDENT BAHR: On Microphone No. 1, Delegate Garcia, Local 9415.

DELEGATE RICK GARCIA (Local 9415): I move to call the question. (Applause)

PRESIDENT BAHR: The motion has been made to close debate. Before we take the vote, there are, I think, three or four people who desire to speak, and on this particular issue. If you have remarks -- I am informed they are on the next one.

Okay. Well, if there are no delegates desiring to speak on this one, I guess we don't have to act on the motion to close debate.

What we have in front of us is Resolution 51A-89-6. All those in favor of this resolution please stand.

... The Delegates arose and applauded ...

PRESIDENT BAHR: The resolution is adopted unanimously.

Those who are at Microphone No. 3, because we are approaching the orders of the day, the Resolutions Committee will pick up with Resolution No. 7 tomorrow.

At this time I would like to ask the two top winners of the 1989 Newsletter Awards and the Oscar Jager Award winner to come forward to receive their Awards.

While they are approaching the platform, let me announce the Telephone Platform Observers for tomorrow. They are:

Marion Spain, President, Local 2260.

Rudy Francis, Job Steward, Local 3410.

The Invocation will be given by Father James Kelling of Our Lady Chapel. His Escort Committee will be:

Judie Gradisar, President, Local 7702.

Mariam Tyson, President, Local 7108.

Hector Fabala, President, Local 9550.

Frank Tanner, Vice President, Local 9410.

And they should report to CWA Doug Stearman backstage at 12:15.

I want to thank the Telephone Platform Observers for their work today.

The announcement I would like everyone to pay attention to is that the rally in support of our members at GenTel of California, who have been struggling to obtain a fair contract, will be held tomorrow morning. Buses will be in front of the hotels at 6:30 a.m. sharp. They will be departing at 6:30 a.m. sharp.

The delegates will be returned to their hotels about 10:00 a.m. A thousand of you have signed up, and I expect a thousand -- 999 have signed up. I am the thousandth, and I will be there. I expect to see the other 999 there. (Applause and laughter) And please wear red. Please wear red.

And don't forget the dance at the L.A. Hilton tonight at 9:00 p.m.

Now I want to share with you my hope that every Local Union represented at the Convention has a Newsletter that goes to your members, and I hope those of you who don't have me on your mailing list will put me on, because many in this room know I read it, as I have written comments many times, a letter to the editor of your newspaper.

If your Local is not publishing a newsletter, I suggest that when you return home you get one started.

The CWA Local Newsletter Contest is now in its sixth year, and it is our way at the national level of honoring those locals that make a real effort to keep their members informed on union activities.

I agree with this year's judges who say, "Ultimately the winners in this competition are CWA's members whose union is just a little stronger and more effective thanks to the dedicated corps of editors who enhance the internal communications function."

Communicating with our members is vital to a healthy organization. It's especially important during 1989, when we will be negotiating contracts for more than 80 percent of our members.

The Newsletter Contest is open to all Locals that regularly publish newsletters. The winners are selected by professional editors and journalists.

This year's judging panel included Henry Fleisher of Fleisher Associates and Robert J.

Kalaski, Director of Communications for the International Association of Machinists.

Several Awards for feature writing, news writing, and other categories have already been presented this week at District meetings by the respective Vice Presidents. Those editors attending the Convention can get a copy of the judge's report from the Local Editor's workroom.

At this time, I want to present the top Awards to the winners in two separate categories. These are the General Excellence Awards in the categories of mimeographed publications and professionally printed publications.

The basic criterion the judges used to assess General Excellence was: Does the publication serve its members well? The judges felt two publications did just that in a special way.

The General Excellence Award in the professionally printed category goes to "The Communicator," the publication of Local 3517, Wilburn Hood, Editor.

According to the judges, "The Communicator", in the tradition of southern journalism, shows the effectiveness of a conversational writing style and avoids the trap of too busy formats and cluttered pages.

Congratulations to Wilburn and Local 3517. (Presentation - Applause)

The General Excellence Award in the mimeograph, office copier publications category, goes to "The Informant," publication of Local 7803, Editor Nancy Osborn.

The judges, in selecting "The Informant," say it "contains a sparkling writing style, coupled with substantial discipline from a strong editor who obviously believes in the old adage: Keep it simple, very clean, careful, and inviting graphics."

Accepting the Award on behalf of Nancy is Local President Ron Nygaard. Please extend our congratulations to Nancy. (Presentation - Applause)

Our next Award is special to me because it is dedicated to a pioneer in labor journalism and my friend, Oscar Jager.

Oscar was the first Editor of the publication that ultimately became the CWA News. He passed away last year. He was a student of trade unionism and an astute observer of the telephone industry, a chartered member of 1150. So we established this Award in his honor.

In assessing entries for the second annual Oscar Jager Award, the judges tried to select the writer who dug into the facts and got "the whole story," as Oscar was so famous for.

The winner of the 1989 Oscar Jager Award is "The Borderline," the Newsletter of Local 7090, Writer Terry Siville and Editor Mark Warren.

The judges say the winning story, "Buy American," is a topic vital to working Americans, was treated with high impact simplicity.

Mark isn't with us in Los Angeles, but I'm sure Terry will extend our congratulations to him as well. Congratulations. (Presentation - Applause)

The Chair recognizes Secretary-Treasurer Booe.

SECRETARY-TREASURER BOOE: I have some announcements.

... Secretary-Treasurer Booe reads Convention and Committee announcements ...

SECRETARY-TREASURER BOOE: District 2 has a meeting scheduled, a District meeting tomorrow at 12:00 in Room 214A and B for the purpose of electing the Defense Fund Oversight Committee member and alternate.

And District 9, the meeting will be held at 11:00 a.m. tomorrow in Room 211. The purpose is to elect the District Defense Fund Oversight Committee member and alternate.

And District 13 will have a meeting at 11:45 tomorrow morning in the Convention Center, in the District 13 Room. The purpose is to elect a Defense Fund Oversight Committee member and alternate.

Three Locals from Columbus, Ohio, Local 4354, 4310, and 4320, are sponsoring "Clerical Recognition Day" on Wednesday, May 10th. The purpose is to focus attention on the problems of clerical workers. They have handbills, T-shirts and a rally. You may purchase badges from Local 4320 that say, "I am not just a clerk" for one dollar.

... Further Convention announcements by Secretary-Treasurer Booe ...

SECRETARY-TREASURER BOOE: The Northern California Council still has raffle tickets for a round trip for two to Hawaii. Please see the delegates from Northern California. That is in District 9. The drawing will be held tomorrow afternoon and the proceeds go to COPE.

PRESIDENT BAHR: We will see you on the buses at 6:30. We stand in recess until

12:30.

... The Convention recessed at five-thirty, p.m. ...

WEDNESDAY SESSION

May 3, 1989

The Convention reconvened at twelve-thirty o'clock, p.m., International President Morton Bahr presiding.

PRESIDENT BAHR: Would the Convention come to order. ... The Delegates arose and began chanting in unison, "Union Busters Gotta Go, Hey Hey, Ho Ho" ...

PRESIDENT BAHR: The juices are still flowing.

... The Delegates continued chanting, "Union Busters Gotta Go, Hey Hey, Ho Ho" ...

PRESIDENT BAHR: What do we want?

... Cries of "Contracts" ...

PRESIDENT BAHR: When do we want it?

... Cries of "Now" ...

PRESIDENT BAHR: It almost seems anticlimactic to begin the proceedings today with the usual prayer for guidance.

I know all of us, all 1,500 of us, who were marching today and marching for justice, marching on behalf of our Brothers and Sisters at GTE, certainly were praying that the management would realize the error of their ways, and that as negotiations begin, hopefully in the next few days, that a peaceful settlement would be reached.

I want to thank you on behalf of Vice President Ibsen, and all of our Locals and members in GTE, not only in California because the ripple of this morning will flow across the GTE system. (Applause)

You all demonstrated that indeed you care. (Applause)

It is now my privilege to introduce Father James Kelling of Our Lady Chapel Church.

Father Kelling.

FATHER JAMES KELLING (Our Lady Chapel, Los Angeles, California): Since you already have the spirit, shall we pray.

Lord, God of the Universe, in our declaration of independence we declare that all people are created equal, but sometimes we forget that as humans we are limited and imperfect, and that we need Your help, which You always make available to us, and that we also need the help of our Brothers and Sisters.

Lead us all to the understanding and appreciation that alone we are weak, but united we are strong; alone we have a small voice, united a strong one; alone, our rights can be ignored, united our rights must be addressed.

Bless all in this Union as they struggle against those things which divide them. And, with Your help, allow them to reach among themselves the unity they need, the peace it brings, the respect they deserve and the justice it demands.

In gratitude for this Union, we praise Your holy name. Amen.

PRESIDENT BAHR: Thank you very much, Father Kelling, and the Escort Committee.

The Platform Observers for today are Bob Parks, the Executive Vice President of Local 2202, which is a change from what was announced yesterday; and Rudy Francis, Local 3410.

It is now a sincere privilege for me to introduce to you for the purpose of the installation and administering of the Oath of Office, to the Officers you have elected, I would like to introduce to you our Secretary-Treasurer Emeritus Louis B. Knecht. (Applause)

SECRETARY-TREASURER EMERITUS LOUIS B. KNECHT: 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 fill 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 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've demonstrated in electing them and translate that faith into concrete action. They are a living symbol of our trust and faith and signify our belief that they will act in accordance with the responsibilities of the high positions we have bestowed upon them. Their work of service for us and all people will be consecrated, since it is Godly work to bring justice and equity here upon this earth.

In that spirit, we ask that they demonstrate all humility in the assumption of their duties and obligations. It is, then, in the name of the membership and of the sacred cause of Free Labor that I administer this Oath of Office to our elected Officers, reverently asking our Creator to look after them and care for them in the execution of their solemn obligations.

Will the Vice Presidents please come to the podium.

... The newly elected Vice Presidents came forward to the podium...

SECRETARY-TREASURER EMERITUS KNECHT: 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 and to uphold the Constitution of the Communications Workers of America at any and all times?

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 PETER G. CATUCCI: To this, I, Peter G. Catucci, Vice President of District 2 of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

... Vice President Catucci signed the CWA Constitution ...

VICE PRESIDENT GENE C. RUSSO: To this, I, Gene C. Russo, Vice President of District 3 of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

... Vice President Russo signed the CWA Constitution ...

VICE PRESIDENT ROBERT D. JOHNSON: To this, I, Robert Johnson, Vice President of District 4, Communications Workers of America, do solemnly swear, so help me God. (Applause)

... Vice President Johnson signed the CWA Constitution ...

VICE PRESIDENT T.O. PARSONS: To this, I, T.O. Parsons, Vice President of District 6, Communications Workers of America, do solemnly swear, so help me God. (Applause)

... Vice President Parsons signed the CWA Constitution ...

VICE PRESIDENT WALTER F. MAULIS: To this, I, Walter F. Maulis, Vice President, District 7 of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

... Vice President Maulis signed the CWA Constitution ...

VICE PRESIDENT HARRY IBSEN: To this, I, Harry Ibsen, Vice President, District 9, Communications Workers of America, do solemnly swear, so help me God. (Applause)

... Vice President Ibsen signed the CWA Constitution ...

VICE PRESIDENT VINCENT J. MAISANO: To this, I, Vincent J. Maisano, Vice President, District 13, Communications Workers of America, do solemnly swear, so help me God. (Applause)

... Vice President Maisano signed the CWA Constitution ...

VICE PRESIDENT JAMES E. IRVINE: To this, I, James Irvine, Vice President of Communications and Technologies of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

... Vice President Irvine signed the CWA Constitution ...

VICE PRESIDENT T.O. MOSES: To this, I, T.O. Moses, Vice President of Telecommunications of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

... Vice President Moses signed the CWA Constitution ...

VICE PRESIDENT BROOKS SUNKETT: To this, I, Brooks Sunkett, Vice President of Public Health Care and Service Workers of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

... Vice President Brooks Sunkett signed the CWA Constitution ...

SECRETARY-TREASURER EMERITUS KNECHT: Will these members of the Executive Committee, the Executive Vice Presidents and Secretary-Treasurer, please form a semicircle about the podium.

... The members of the Executive Committee, the Executive Vice Presidents and Secretary-Treasurer formed a semi-circle about the podium ...

SECRETARY-TREASURER EMERITUS KNECHT: Do you, on your honor, accept your respective offices as Executive Vice President or Secretary-Treasurer of the Communications Workers of America; and solemnly swear that you will truly and faithfully fulfill the responsibilities of your office and, to the best of your ability, perform the duties belonging to this office; and carry out decisions, orders and regulations of its duly constituted authorities. 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?

Will each of these officers step forward, place his/her left hand upon the Bible, raise his/her right hand and pledge himself/herself to the oath and sign the copy of the CWA Constitution which is beside the Bible, as a symbol of his/her resolution to fulfill the principles of his/her oath.

EXECUTIVE VICE PRESIDENT M.E. NICHOLS: To this, I, M.E. Nichols, Executive Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

... Executive Vice President M.E. Nichols signed the CWA Constitution ...

EXECUTIVE VICE PRESIDENT BARBARA J. EASTERLING: To this, I, Barbara Easterling, Executive Vice President of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

... Executive Vice President Barbara J. Easterling signed the CWA Constitution ...

SECRETARY-TREASURER JAMES B. BOOE: To this, I, Secretary-Treasurer of the Communication Workers of America, do solemnly swear, so help me God. (Applause)

... Secretary-Treasurer James B. Booe signed the CWA Constitution ...

SECRETARY-TREASURER EMERITUS KNECHT: Will the President's Escort Committee bring the President to the podium.

... Applause and cheers as President Bahr was escorted to the podium ...

SECRETARY-TREASURER EMERITUS KNECHT: Do you, Morton Bahr, as duly elected President of the Communications Workers of America, on your honor, swear that you will honorably and faithfully fulfill the solemn responsibilities embodied in the office of President of the

Communications Workers of America, and that you will, to the limit of your ability, perform the duties associated with this office?

That you will truly and faithfully observe the Constitution of our Union at all times and will carry out the decisions, mandates, policies and objectives legislated by the duly constituted bodies of this Union?

That you will honorably and faithfully strive to promote the good and welfare of the membership of the Union, and 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, 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?

Will the President place his left hand upon the Bible, raise his right hand and pledge himself to the oath, and sign the Constitution, as a symbol of his resolution to fulfill this pledge?

PRESIDENT BAHR: To This, I, Morton Bahr, President of the Communications Workers of America, do solemnly swear, so help me God.

... The Delegates arose and applauded as President Morton Bahr signed the CWA Constitution ...

SECRETARY-TREASURER EMERITUS KNECHT: Will the Officers we have installed, the local officers, delegates, alternate delegates and visitors stand and bow their heads in silent prayer. Let each of us in our own way, each of us in our own words, pray for eternal guidance and the strength and will from Almighty God to do His work on earth. Shall we pray.

... The entire delegation arose and bowed their heads and prayed in silence ...

SECRETARY-TREASURER EMERITUS KNECHT: The Installation is now complete. (Applause) These elected leaders of the Communications Workers of America have been duly installed in the name of the membership. The Installation ceremony stands adjourned. (Prolonged applause)

PRESIDENT BAHR: At a time like this, many things run through your mind, and what was going through mine was really how few countries in the world do workers have the privilege to participate in what we just did.

It should reinvigorate our objective to see that free trade union movements are encouraged in every way possible. It is the only way that democracy can flourish. I just hope we can always keep this in the forefront of our thoughts.

The Chair recognizes Delegate Flavin at the Privilege Microphone.

DELEGATE ROBERT J. FLAVIN (Local 1170): I would like, with the Chair's permission, to urge a voluntary donation from each guest, member and even some of the delegates where the chairs are vacant for the Eastern people, particularly the Flight Attendants who have no strike assistance.

I think their cause is our cause. We must help them. I would urge each delegate to give at least five dollars. Thank you, Morty. (Applause)

PRESIDENT BAHR: From the applause, I take it the recommendation is well taken.

I will ask the Sergeants-at-Arms to quietly circulate through the auditorium, and you contribute whatever it is you see fit.

At the same time we have several thousand Lorenzo stickers, and the Sergeants-at-Arms will have them with them as they go through, and the contribution will get you a sticker.

The A. Philip Randolph Institute is one of the most important organizations allied with Organized Labor. As President of the Institute, Norman Hill works to strengthen the ties between the civil rights movement and organized labor.

Since joining the Institute in 1967, he has organized over 180 local APRI chapters, whose membership is basically made up of Local Union members. These groups are engaged in voter registration, voter education and get-out-the vote campaigns.

He served as the National Program Director of the Congress of Racial Equality from 1961 to 1964. For the next three years he was a legislative representative and civil rights liaison for the Industrial Union Department.

Norman worked with Bayard Rustin on the 1963 March on Washington. He was in the

labor delegation on the Selma-to Montgomery March against racial discrimination in voting. He helped coordinate the Memphis March at the time of Dr. Martin Luther King's assassination in 1968.

After joining APRI in 1967, he became Executive Director in 1975 and President of the Institute nine years ago. He is a member of Local 3 of the Newspaper Guild.

I ask you to join me in welcoming a good friend of CWA, a good friend of all workers, the President of the A. Philip Randolph Institute, Norman Hill. (Applause)

BROTHER NORMAN HILL (President, A. Philip Randolph Institute): Thank you very much.

To President Bahr, Secretary-Treasurer Booe, all of your recently installed officers and board members with whom I share this platform, fellow trade unionists, A. Philip Randolph Institute activists and leaders throughout this audience, I am glad to be here with you today, because this is a crucial time for us and for you.

The reason is that the 1980s has seen right-wing conservative White House policies and economic developments make it absolutely essential for us to re-examine where we are at in the Randolph Institute in the name of what we call the Black Labor Agenda.

So, today I would like to discuss briefly how recent economic fiscal and social policies have interacted with prevailing economic trends to jeopardize the livelihood and security of blacks and all workers. Then I would like to consider what the black-labor agenda should be in light of this situation. And what the political prospects are for achieving that agenda.

First, let me note some additional reasons why this is an appropriate time and place to discuss these matters. For one thing, this is the 100th birthday year of A. Philip Randolph, America's foremost black labor leader and the founder of the A. Philip Randolph Institute. He made a unique contribution toward developing and promoting the black-labor agenda.

It was A. Philip Randolph, who said, in concert with our fellow workers, black people can take decisive control of their own destinies. With a union they can approach their employers as proud and upright equals, not as trembling and bowing slaves. Indeed, a union contract, he felt, was in another sense an emancipation proclamation.

It was as early as 1963, at an American Federation of Labor meeting, that Randolph argued that white and black workers cannot be organized separately, as the fingers on my hand, he said. They must be organized altogether, as the fingers of my hand when they are doubled up in the form of a fist. If they are organized separately, they will not understand each other. They will fight each other, and they will hate each other. And the employing class will profit from that condition.

He inspired black people all over America by leading a small band of Sleeping Car Porters, black working men, towards a magnificent victory, by winning their twelve-year struggle in 1937 against the powerful Pullman Company. The Brotherhood of Sleeping Car Porters, under A. Philip Randolph's bold leadership, demonstrated that working class blacks determined, dedicated, fighting together, could strike an important blow against the economic bondage that has been an integral part of our system.

All great and important labor struggles since owe an enormous debt to the lowly struggles of the Sleeping Car Porters many decades ago.

Randolph believed that the interests of blacks are best served by the union movement. In fact, he believed that since blacks are the most exploited segment of the work force and they have even more to gain than other workers by joining and participating and playing leading roles in organized labor. So, his centennial year is an especially apt time to review that agenda.

This is also a very appropriate place to be in conducting such a review, because CWA members are participating actively in the Randolph Institute throughout this country, and over the last three years CWA members have attended our national conference in greater numbers than any other union, with the exception of last year, when our conference, combined with the 25th anniversary of the March on Washington for Jobs and Freedom, conflicted with your own International Convention.

I suspect that you will be bidding at this year's national conference next month, June 22-25, in New Orleans, to reclaim your place as the number one union participating in the Randolph Institute. (Applause)

It will be somewhat less pleasant to begin my discussion with a recounting of the dismal

Reagan legacy. But, to know where we are, we have to look at where we have been.

In the realm of economics, the late Reagan administration subscribed with mindless consistency to the doctrine of laissez-faire. Even when our industries were faced with unfair foreign competition based on exploitative wages and unfair import regulations like Japan's, Reagan did nothing. You would think that he would at least have cared about the national security implications of the decline of our basic industries. But, no, marketplace ideology prevailed over common sense.

When he applied that ideology to international trade, the effect was to speed up the loss of millions of decent paying, mostly union jobs in the manufacturing sector. These jobs have been replaced mostly by low-paying, non-union service sector jobs.

A 1988 study by the Joint Economic Committee of Congress found that of the nine million new jobs created between 1979 and 1985, over 44 percent paid less than \$7,000 per year.

The deindustrialization of America has, of course, been disastrous for workers of all races, but especially for blacks. That is because blacks in particular have moved up the economic ladder through the types of jobs that have been disappearing, particularly in manufacturing and construction.

These shifts in the labor market have tended to polarize society into rich and poor and to create a growing inner city underclass. This underclass, which is disproportionately, but by no means exclusively black, is cut off from the rest of society and is mired in many, many difficult problems.

Now back to Reagan. We have already seen that he refused to even try to reverse the labor market trends which have caused these conditions. His fiscal and social policies have cut vital government assistance to that unfortunate group of people. We all remember the 1981 tax cut legislation that gave the rich the biggest cuts and left the budget unbalanced.

Since Reagan was increasing the defense budget at the same time, where would money for social spending programs come from? This was no problem for Reagan. He didn't like social spending anyway. In his addled mind, hundreds of thousands of "Welfare Queens" owned fleets of shiny new cars, and most food stamp recipients were using their stamps for liquor instead of food. So for him, the budget deficit provided a wonderful excuse for cutting back on social programs that he was not for in any case.

And that is what he did. While these cuts in safety-net programs are bad enough, even worse in the long run have been reductions in programs that give the poor a ladder for escaping from poverty. I am referring, for example, to the cuts in programs to provide compensatory education for children of the underclass, the poor and the unemployed.

Now that we have pinpointed some of the major problems that the Reagan Administration has left in our laps, we have to ask ourselves two questions: First, what kind of agenda do we need to overcome these problems? And second, what are the prospects for this agenda in the current political environment?

The most crucial characteristic of what we at the A. Philip Randolph Institute call the black-labor agenda is that it must transcend race. It is true that blacks are particularly hard hit by deindustrialization due to remaining discriminatory practices and the legacy of historical discrimination and inequality. The Reagan Administration contributed to discrimination by its assault on affirmative action, voting rights laws, and other civil rights provisions.

But today, the most fundamental cause of economic want and insecurity for both blacks and whites is the growth of foreign economic competition and the power of the right wing conservatives in Washington, D.C. The late Bayard Rustin, co-founder of the Randolph Institute, wrote that, "The problems of the black underclass are not the problems of blacks, but problems of the poor. Clearly, today's black agenda must be part of an agenda for all Americans."

At the Randolph Institute, we believe that the agenda must be a plan for economic prosperity and growth that incorporates the goals of broadening economic opportunities and reducing poverty. The federal government must be willing to commit substantial resources to a comprehensive plan for addressing the social and economic ills that are undermining our ability to compete in the international marketplace and contributing to class polarization.

Our agenda must include the following items:

First, we need a national commitment to protect and expand basic industries, with increased investment in the goods-producing and manufacturing sectors. A national industrial

policy must make it a top priority to save beleaguered domestic industries from unfair competition by adopting equitable trade policies.

Second, there must be a national commitment to excellence in education and to federal programs in vocational and job-training to help blacks and others enter an increasingly specialized and competitive job market. As a result of deindustrialization, education is more important than ever for success in the job market. The federal government should vigorously enforce statutes mandating equal educational opportunity. Federal grants and scholarships must be expanded to assure that higher education does not become a preserve of the rich in this era of skyrocketing college tuition. There must be a unified effort by business, trade unions and government to retrain workers and to sustain them at a just pay rate during that retraining.

Third, there must be a renewed national commitment to social spending for the poor and the ill-trained to help break the cycle of joblessness, poverty and crime that threatens a growing segment of our society. In addition to safety-net subsistence programs, there must be a renewed commitment to public housing and health care.

Probably even more importantly, the \$4.55 minimum wage backed by both Houses of Congress should become law. Even that level would not compensate entirely for the inflation that has occurred since the current \$3.35 per hour rate went into effect in 1981. And the \$4.25 that the Bush Administration insists upon is clearly inadequate. If necessary, the veto must be overridden.

Fourth, we must have a national commitment to safeguarding civil rights and anti-discrimination laws and regulations. These have been indispensable to social and economic progress for blacks, Hispanics and other minorities, and women. For eight years, the Reagan White House sought to dilute the effectiveness of these provisions. Now it is time for the federal government to get back on track and assume its traditional role as a guarantor of social justice for all.

Fifth, there must be a continued commitment by Organized Labor to advance democracy outside of the United States, particularly in the Third World, by supporting the development of free trade unions around the world, whether it is in Poland or South Africa. This will both reduce the extent to which workers are exploited and decrease the likelihood that the goods that they produce will undercut jobs here.

Clearly, Organized Labor is better able than any other institution to spearhead the drive for this five-point agenda. More than any other organization, trade unions transcend racial issues to serve the economic interests of all workers. In an era when the voices for justice are muted and when politicians run from the word "liberal" as if they were running from a plague, it is more than ever our responsibility to lead the fight for economic and social justice.

Within the ranks of the Trade Union Movement, I believe that you, the Communications Workers of America under the outstanding leadership of Morton Bahr and your fellow officers, it is one of the most and best prepared unions to fight for our common agenda. The theme of your Convention shows that you are actively working to strengthen yourselves by mobilizing your membership to become more active, not just within the Union but in our common fight and common struggle,

Another thought on your vitality is that your Union has been given a well-deserved reputation for tough, hard, innovative bargaining in this period of rapid economic and social change.

A. Philip Randolph said, "At the banquet table of nature, there are no reserved seats. You get what you can take, and you keep what you can hold. If you can't take anything, you won't get anything; and if you can't hold anything, you won't keep anything. And you can't take anything without organization." (Applause)

I am sure that you are prepared to practice that simple but profound credo at the bargaining table this year. If all of Organized Labor is as alert and active as you are, the Trade Union Movement will make a strong fight for the type of agenda I am presenting today.

But we also have to assess the political prospects for achieving the black-labor agenda. During the last few months, I observed that President Bush appears -- and I underline "appears" - - to be more receptive to the concerns that I have outlined. His call for a kinder, more gentle America, his stated determination to fight discrimination, his promise to increase aid for children in need, and his desire to be known as "the Education President" all bode well.

But I caution you, there is a difference between rhetoric and concrete policies and programs. It is also true that he is far from an ally on whom we can count. His position on the minimum wage is a clear reminder of that. We are not going to be getting any free rides on the Bush train. The price of admission will be hard and intelligent work, payable in advance.

But let's take heart. Just recently, conservatives sought special House races in Indiana and Alabama. In the Alabama campaign, the voters overwhelmingly rejected a particularly aggressive and obnoxious effort to scare voters with the dreaded "L" word. The political experts see this as dealing a body blow to right-wing hopes for taking over Congress in the near future. The passage of the \$4.55 minimum wage by both Houses of Congress reinforces that point.

There are other signs that the political pendulum is changing direction. Bush's "kinder, gentler" pledge was a politically astute recognition of this change. The question is, however, who is to be included in that kinder, gentler America? Are working people, Union members, poor people, minorities and women to be a part of that kinder, gentler America? That is part of our fight to make sure that we are included.

So we have reason to take heart. However, the improving political environment is not a signal to take it easy, but to forge ahead full steam. The opportunities may be there, but remember that there is no free ride. We will have to earn everything we win.

I will sum up what I am trying to share with you this afternoon by suggesting that we do face a great challenge, but not for the first time. We are enjoying better times to stand together with trust in one another, and with a solidarity that the mission demands, but not for the first time.

We are summoned to change and growth, but not for the first time. We see across the dangers the great future and we rejoice because we are refreshed by giants like A. Philip Randolph for the great visions are yet to be won.

I conclude by suggesting that we together use this occasion, in spite of all our current troubles and difficulties, to stand once more straight and proud and tall, and proclaim our message loud and clear. We do not intend to abandon our struggle for jobs, justice and social progress, and just distribution of the wealth of this nation and, indeed, of the world.

We have learned from our own direct experience that the fight is never over. But as long as we remain unified in spirit and commitment, as long as we have breath in our bodies and blood in our veins, for us there will be no final defeat on any battleground.

We may have lost the round, but we will be back again and again.

I firmly and clearly believe that we are going to win, because we are not going to quit. Not today, not tomorrow, not as long as we live and breathe. Thank you. (Applause)

PRESIDENT BAHR: Thank you very much, Norman. You can count on, as in the past, that in the future the members of the Communications Workers of America will be standing shoulder to shoulder with the API, AAPRI leadership in the agenda that you put forward.

Your agenda is our agenda, and together we will overcome.

As a token of our friendship and good feelings, we'd like you to take with you this little token of our appreciation of your being with us here today. (Presentation - Applause)

Thank you again, Norman.

I would like to thank Norman's Escort Committee:

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

Elaine Allman, Treasurer, Local 1180.

Maevon Garrett, President, Local 2110.

Booker T. Lester, President, Local 3310.

Connie Henry, President, Local 4201.

Tony Hill, Executive Vice President, Local 6320.

Edward Munero, President, Local 7011.

Jessie Wilson, President, Local 9415.

Ed Graham, President, Local 13550.

PRESIDENT BAHR: The Chair recognizes the Resolutions Committee.

CHAIR DINUNZIO: Thank you, Mr. President.

I would like to ask Committee member Kay Samaripa to read the Resolved portion of Resolution No. 51A-89-9 entitled "A. Philip Randolph."

DELEGATE KAY SAMARIPA (Local 6016): If the delegates will please turn to page 10

of the Resolutions Committee Report, I will read Resolution No. 51A-89-9, entitled "A. Philip Randolph."

Resolution 51A-89-9

A. PHILIP RANDOLPH

A. Philip Randolph, as founder and President of the Brotherhood of Sleeping Car Porters, elevated the living standard of, and brought dignity to, one of the most exploited groups of American workers.

Within the AFL and later as a Vice President and member of the Executive Council of the AFL-CIO, he worked tirelessly, and successfully, to end the discriminatory practices of some of their constituent unions in the interest of a stronger, more unified Labor Movement.

He strove to foster a working partnership between organized labor and the Civil Rights Movement.

He consistently applied the values of democracy in all of his activities.

By virtue of all of this, he is universally regarded as the nation's foremost black labor leader.

This is the centennial year of his birth.

RESOLVED: That CWA pays tribute to the memory of A. Philip Randolph and pledges to pursue the values that guided him during his lifetime; and

RESOLVED: That CWA work to further his goal of creating an alliance between the black community and the Trade Union Movement.

Mr. President, the Resolutions Committee moves the adoption of Resolution No. 51A-89-9, "A. Philip Randolph".

PRESIDENT BAHR: You have heard the motion.

.... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. On Microphone No. 3, Delegate Bates.

DELEGATE CHARLES D. BATES, JR. (Local 2101): President Bahr, International Officers, Fellow Delegates, Alternates and Guests: I rise in support of Resolution 51A-89-9, "A. Philip Randolph".

No other leader has so vigorously influenced the impact of the black worker in the Labor Movement. It was his persistent fighting with the Pullman Company that eventually won that company's recognition of the Brotherhood of Sleeping Car Porters as a bona fide union and a force to be reckoned with.

Once again, his persistence prevailed when he was successful in convincing the late George Meany that the Sleeping Car Porters should be allowed to affiliate with the AFL-CIO.

A. Philip Randolph's fight was not only in the Labor Movement but it extended into the Civil Rights Movement as well.

A close look at the photographs of the famous marches of Dr. Martin Luther King, Jr. will clearly reveal A. Philip Randolph walking at the side of Dr. King.

Randolph not only spoke up for what was right, but he fought for what was right; he marched for what was right, and he stood for what was right.

Brothers and Sisters, in this the centennial year of his birth, I urge the adoption of this resolution. (Applause)

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

DELEGATE WILSON (Local 9415): Sisters and Brothers, I rise in support of this resolution, because A. Philip Randolph had a vision of what we could achieve for all races if we pool our resources.

Our resources consist of people with ideas, talent, knowledge, strength, ability and concern for one another, and together we can move mountains.

Brother Randolph also believed in having the affected group get involved in the fight and work towards a solution.

He taught his friends and followers as well as some would be non-believers to maximize their friends and minimize their enemies in the fight for a better standard of living for everyone.

The A. Philip Randolph Institute that is named in his honor encourages black members to work in the mainstream of their unions, to further the goal of meeting the needs of members and help create an alliance with the black community.

If he was alive today there is no doubt in my mind that he would have already marched on Washington with every homeless and jobless person in the U.S. with him.

He would also be shoulder to shoulder with the CWA and the other unions in the Jobs With Justice rallies, because he was an organizer and a fighter, because he believed in involving the masses.

He would applaud CWA's back to basics, one on one mobilization process because face to face contact is how we can organize effectively.

Because CWA is a community minded union, many of us combine voter education, voter registration efforts with the APRI Chapters. It brings us allies that know us as neighbors and friends when it's contract time and good working partners in the community.

CWA members who are members and leaders in APRI support the alliance between Organized Labor and the black community and encourage this Convention to adopt this resolution and lend a hand in making the alliance materialize.

Thank you. (Applause)

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

DELEGATE BARBY SAUNDERS (Local 9586): Mr. President, Executive Board, Brothers and Sisters, I rise to the occasion in support of Resolution 51A-89-9, "A. Philip Randolph," founder and President of Brotherhood of Sleeping Car Porters.

Mr. Randolph was once labeled as a Communist and the most dangerous man in America.

The duties of a Sleeping Car Porter were cooking, making a bed, shining shoes, cleaning the quarters.

During these times we could clean up the quarters but not sleep in them. We could cook the food but not sit in the dining room to eat.

I say to you, my Brothers and Sisters, we have come a long way. Yet we still have not arrived to the justifiable goal of equality.

This is a step in the right direction in celebrating Mr. Randolph's one hundredth birthday. Thank you. (Applause)

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

DELEGATE LINDA L. HINTON (Local 4310): Brothers and Sisters, I rise in support of Resolution 51A-89-9, "A. Philip Randolph."

Asa Philip Randolph's tireless efforts to raise the standard of living and his continual effort to unify the Labor Movement are accomplishments we all should be proud of.

His struggle for equality lives on through the A. Philip Randolph Institute.

Today, CWA has and continues to be one of the strongest union activists involved with the A. Philip Randolph Institute.

Asa Philip Randolph was not only regarded as one of the nation's foremost civil rights leader, but also a true trade unionist, and in our own CWA language, he, too, was a mobilization coordinator.

As an active member of the A. Philip Randolph Chapter in Ohio, I urge your support of this resolution.

Thank you. (Applause)

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

DELEGATE LINDA JAMES (Local 6171): I move the previous question.

... The motion was duly seconded ...

... The following prepared remarks were presented to the court reporter for inclusion in these proceedings, as follows:

DELEGATE RUDY FRANCIS (Local 3410): A tribute to Asa Philip Randolph.

Some called him a "Gentle Warrior." Some said he was the most dangerous black in America.

Standing over six feet tall, Asa Philip Randolph had the slender, but durable, build of a long-distance runner. He dressed like a man to whom style was important and who took a certain pleasure in how well he looked.

A. Philip Randolph was born April 15, 1889, in Crescent City, Florida. There he received his education in high school and college. Twenty-two years later he traveled to New York City's Harlem and met Miss Lillian Green and later married her in 1913.

Seeking employment in the city, he became attracted to the Socialist Party and the Labor Movement. He helped organize a Shakespearean Society in Harlem and played the roles of Hamlet, Othello and Romeo.

Randolph joined the Socialist Party and later founded a black socialist magazine called "The Messenger." At one time, Mr. Randolph was a candidate for the New York State Comptroller, but lost the election with 202,000 votes in 1920. Mr. Randolph was arrested for speaking out against World War I.

Between the years of 1925 and 1927, Mr. Randolph led a campaign to organize Sleeping Car Porters. Twelve long years after that he was elected President of the Brotherhood of Sleeping Car Porters Union. He was successful in getting the Pullman Company to sign a contract with them.

Mr. Randolph succeeded in getting black workers included under the provision of the Railway Labor Act; in organizing thousands of black workers; and in receiving membership for his union in the American Federation of Labor. This contract reduced working hours and increased wages for the workers.

In the early 1940's, Mr. Randolph toured the country, building support for a march on Washington, D.C. He hoped a mass protest by blacks in the nation's capital would force the government to end discrimination against blacks in defense industries. The march was cancelled after President Franklin Roosevelt signed an executive order which banned discrimination in civilian defense plant jobs. Later, he won an executive order from President Harry S. Truman to ban discrimination in federal jobs and to end segregation of the races in the U. S. Army, Navy and Air Force.

In 1956, when the AF of L merged with the CIO at their first convention, Mr. Randolph was elected as a Vice President to the AFL-CIO.

Mr. Randolph formed the Negro American Labor Council whose job was to present black workers' demands to the Labor Movement. He believed that in a bread and butter world, jobs were the passport to dignity.

As his efforts continued, he organized the 1957 prayer pilgrimage for the Civil Rights Bill. He inspired the 1958 and 1959 marches for school integration.

In 1963 he led 250,000 persons in a march on Washington in the struggle for jobs and freedom.

The A. Philip Randolph Institute was established in 1964, the year in which the black struggle won one of its greatest legislative victories, the Voting Rights Act.

Mr. Randolph retired as president of the Brotherhood of Sleeping Car Porters after forty-three years in office. ...

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

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

In front of us is Resolution 51A-89-9, "A. Philip Randolph." All those in favor indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted. (Applause)

The Chair recognizes the Committee.

CHAIR DiNUNZIO: Thank you, Mr. President.

At this time, I would like to call on Committee member Henson to read the resolved portion of Resolution 51A-89-7, entitled "Catastrophic Health Care."

DELEGATE BEN HENSON (Local 3304): If the Delegates will please turn to page 8 of the Resolutions Committee Report, I will read Resolution 51A-89-7, entitled "Catastrophic Health

Care."

Resolution 51A-89-7

CATASTROPHIC HEALTH CARE

In 1988, the Congress enacted and the President signed into law the Medical Catastrophic Coverage Act— considered at that time to be the crowning achievement in the realm of health care for the elderly.

This new law, to be phased in over the next five years, is aimed at protecting the 32 million Medicare beneficiaries from catastrophic costs by capping the amount they can be required to pay for hospital care, doctor's bills and other services covered by the acute-care program. The law also for the first time provides Medicare coverage for all prescription drugs and for "respite" care for those who tend severely disabled Medicare beneficiaries at home.

To finance these new benefits, the law gradually increased the monthly premium most beneficiaries already pay for the optional Part B program, which covers physician and other outpatient costs. This premium, which goes up every year with inflation, has been raised by \$4 per month this year, and will rise to \$10.20 per month in 1993. In addition, the lawmakers felt that these premium increases would be too steep for beneficiaries with modest incomes, so they decided to collect just over 60% of the costs of the new program via an income-related "supplemental premium" that will increase according to a beneficiary's federal income tax liability. The 60% of beneficiaries who owe less than \$150 in income tax per year would pay only the flat Part B premium increase; but the remaining 40% could be required to pay up to \$800 extra per year this year, and up to \$1,050 per year in 1993.

This "supplemental premium" method of financing the new catastrophic benefits has placed an undue economic hardship on the middle-class elderly. In 1989, single beneficiaries will be asked to pay a total annual (supplemental and flat) catastrophic premium of \$768; or 1.92 percent of total income, and married couples could pay up to \$1,671, which would represent 2.09 percent of their income.

Complicating the situation is the fact that soaring health care inflation is forcing up costs for Medicare beneficiaries, even without the new premiums. The government has put cost-containment measures into effect, but payments to physicians under Medicare are continuing to grow at double-digit rates. Since it is the physician portion of the program that determines the Part B premium, these costs are expected to accelerate in the coming decade.

RESOLVED: That this 51st Annual Convention of the Communications Workers of America calls upon the Congress of the United States to review the financing provisions of the Medicare Catastrophic Coverage Act to relieve the undue pressure that is being placed upon the middle class elderly of this country.

Mr. President, the Committee offers the following amendment to Resolution 51A-89-7. On the last line of the resolution, following the word "country," add the following:

"AND BE IT RESOLVED: That Congress be urged to pass legislation providing for a long-term care, a provision unfortunately left out of the Catastrophic Coverage Act.

"AND BE IT RESOLVED: That the Congress is urged to seriously consider proposals for a universal comprehensive care program as the only practical answer to the health needs of the American people, without the devastating impact of inflationary cost."

Mr. President, the Committee moves the adoption of Resolution 51A-89-7, "Catastrophic

Health Care," as amended by the Committee.

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the resolution. It is seconded from the floor.

On Microphone No. 3, Delegate Kines.

DELEGATE D. E. KINES (Retired Members Council, District 3): Thank you, Mr. Chairman. We support this resolution. The catch word was "catastrophic," and the Reagan administration used it to sidetrack some of the more important proposals on health care. The possibility of passing the good things in the Catastrophic Coverage Act gave Labor and our friends in the Congress a feeling of positive achievement. In their haste, a few things were forgotten.

One of the greatest concerns of the elderly is how to pay for long-term care. This was left out of the law. The conscious effort of ultra-conservatives is to drive a wedge between the young and the elderly. It reached its peak with the financing of the benefits. "Social Security recipients," they said, "are living high on the hog. Let's bill them for the benefits."

Not only were they billed an additional amount on their monthly Medicare premium, but had a surtax placed on their income tax. This violated every principle of our government's tax procedure.

Do the more successful farmers bail out the bankrupt ones? Do the rich S&L's bail out those facing bankruptcy? And, of course, the answer is, no. We all support and pay taxes for the schools, even though not all have children in school. And that is as it should be.

So we ask you now, why should the elderly be taxed for their benefits of those that are less fortunate?

We can make a major contribution by passing this resolution and encouraging our membership to get involved in their Locals and communities in the campaign to deal with the problems of health care, in the one way that really matters, and that is to provide health care for all the people, rich and poor.

We spend more on health and get less for it than any other country. It is time we made a change. United, young and old, working and retired, we can achieve a universal comprehensive health program.

Yesterday morning, on the tables of the Delegates were copies of "Journeys," a newsletter for retired members. And if you will notice in the "o" of "Journeys," there is a sign, a symbol, which represents the cycle of life: infancy, youth, middle age, old age; like the seasons, spring, summer, fall and winter. Without one we cannot have the other.

The Retired Members Council urges you to work for and adopt this resolution. Thank you. (Applause)

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

DELEGATE RITA BIONDO (CWA Retired Members Council Executive Board Member): I speak in favor of this resolution. The Catastrophic Health Care Act recently passed by Congress places an undue burden upon some of the retired elderly in this country. Those who save for their retirement, and perhaps are fortunate enough to be receiving dividends and interest from their savings, as some of our retirees do, are now being unfairly taxed. Why is this particular group of our population forced through the surtax to bear an undue economic hardship to help finance this catastrophic health care plan?

This is not the way Medicare was funded before. The government, in other situations, does not place an extra tax on a particular group in any other social situation that needs help. Why do this to senior citizens who are forced into Medicare and then forced to have this extra tax burden on them in their retirement? The finance mechanism in this law is discriminatory.

Also, the catastrophic health care plan does not address our biggest need in catastrophic care: long-term care, or custodial care.

Many of our citizens, both elderly and young, are fixed with the tremendous cost of having to pay for nursing home costs for their spouses or parents or other elderly residents, or having to try to face the burden of trying to care for them at home. This is a sorely needed part of the law.

Finally, because of escalating costs of health care and the problems we face with this item in negotiations at this time in this country, we urge this 51st Annual Convention to seriously seek out and support pending or future legislation proposals for universal health programs that

will cover all segments of the population, young and old, rich or poor, with good quality health care.

The statistics show the United States is one of only a few countries left that does not have a universal health care program.

All of our CWA Union members, active and retired, should work together for this resolution and serving all of our health care problems. The mindset of this Union and this entire body, both active and retired, has to be united. When we care for each other and our needs and help each others, this will help to make us a stronger Union. When you support the retirees in our problems with health care and pensions, you are helping yourselves also.

And I can promise you, with the mindset of oneness, we will be behind you with all of our strength, with your needs, even to the picket line.

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

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

DELEGATE JERRY LLOYD (Local 6171) : I make a motion to move the previous question.

... The motion was duly seconded ...

PRESIDENT BAHR: It is a motion to close debate. It is not debatable. It requires two-thirds.

Before I conduct the vote, we have already been requested by the Delegate lined up to speak whether her remarks could be included in the record, and I will so agree. All you do is bring it up to the end of the table.

All those in favor of the motion to close debate indicate by raising your right hand. Down hands. Opposed by a like sign. The debate is closed.

The resolution before you is 51A-89-7, "Catastrophic Health Care." All those in favor indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted.

I think it is clear from the discussion we heard from the last two speakers that the action this Convention had taken last year, to give one of our most valuable assets, our retirees, a voice at this Convention was certainly very wise. (Applause)

CHAIR DINUNZIO: Thank you, Mr. President.

I call upon Committee member Kathleen Fikes to read the Resolved portion of Resolution 51A-89-8, entitled "Ergonomics -- A Human Condition."

DELEGATE KATHLEEN FIKES (Local 1123):

Resolution 51A-89-8

ERGONOMICS—A HUMAN CONDITION

More than ten years ago, CWA members began to witness the introduction of visual display terminals (VDTs) into their workplaces. Today, as the information age has evolved, more than 450,000 CWA members use VDTs to perform their jobs. In the future, these numbers will continue to grow.

Although VDTs have created several positive changes in the way work is performed, the VDT workplace has produced a marked increase in the occurrence of member visual, musculoskeletal, and job stress effects. Although not scientifically proven, VDTs may also be the cause of several reproductive problems.

Over the last decade, CWA has been in the forefront addressing VDT operator concerns. Since 1979, CWA has written and distributed several written and audio-visual training and educational VDT materials. These educational materials have been distributed to and utilized by CWA International, District and Local leaders and members.

Since 1980, CWA has sponsored and conducted several VDT occupational

safety and health studies. In part, data from this research has been translated into improved working conditions.

Beginning in 1981, CWA began initiating and sponsoring VDT administrative and legislative activities. For example, in 1983, CWA's Occupational Safety and Health Program helped draft VDT guidelines in New Mexico and, in 1987, helped draft similar guidelines in New York.

Since 1981, CWA has played a key role in the introduction of VDT National and State legislation. On the Federal level, legislative hearings have been conducted. VDT legislation has been introduced in nearly 30 States. However, it was not until 1989, after CWA introduced VDT legislation in Suffolk County, New York, that such legislation was enacted. The legislation includes provisions for ergonomic VDT workstations, rest breaks, eye exams and eyeglasses. This legislation was passed as a result of an effective political coalition involving other unions and community groups and the public education of VDT member health problems.

Of utmost importance, continuing investigations by the Union's Occupational Safety and Health Program have demonstrated that member VDT operator musculoskeletal repetitive motion health symptoms are occurring in catastrophic proportions. In many cases, the hand and wrist, arm and shoulder, neck and back, and leg pains result in disabling illnesses. The causes of these health symptoms—the poor design of VDT working conditions—can no longer be tolerated. Employers must understand the importance of this issue and provide well-designed VDT work environments.

RESOLVED: That the Communications Workers of America place increased emphasis upon the issue of properly designed VDT working conditions. This includes augmented education activities, the introduction of National, Provincial, State and Local legislative activities throughout the U.S. and Canada. CWA leaders and members should play an instrumental role in these campaigns. Where possible, these activities should include other unions, COSH groups, and community organizations. The adoption of such measures will help alleviate the occurrence of VDT health symptoms; and

RESOLVED: That CWA encourages the Occupational Safety and Health Administration to ensure that employers provide VDT workers with safe and healthful workplaces and that the National Institute for Occupational Safety and Health conduct scientific research to more accurately identify the relationship between poorly designed VDT workplaces and worker health symptoms.

Mr. President, the Resolutions Committee moves the adoption of Resolution 51A-89-8, "Ergonomics -- A Human Condition."

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the motion. It is seconded from the floor.

On microphone No. 3, Delegate Mary Blue.

DELEGATE MARY BLUE (Local 7777): Sister and Brother Delegates: I rise in support of Resolution 51A-89-8.

Over the past several years in Denver, Colorado, operators have been reporting problems with repetitive motion syndrome. This escalated to near epidemic proportions in 1988 with 183 operators out of 500 reporting these symptoms to company medical. This phenomena necessitated the company spending a little over \$1 million to modernize the workplace after experts determined it was the fault of the antiquated equipment which created the injuries.

The horror stories are many. Several operators have had to submit to over five separate surgeries, sent to one specialist after another, injections in their necks, their spines, and are left permanently disabled. Many don't have full use of their hands due to the severe daily pain left from their injury. They are the walking wounded and they are scared. How do they provide for themselves and their families?

Many returned to the same job under company medical supervision and were forced into a gradual increase of repetitive motion to build a tolerance which resulted in additional pain and injury. Others were made to report to work and sit idle in the front of the room. At one point, the injured were corralled into one room separate from the rest of the workers and treated as lepers.

U.S. West has been deaf to our demands to institute job redesign to limit repetitive motion and deaf to building in additional rest periods, despite their own medical department's agreement. U.S. West has their own solution: They "Axe 'em."

To date, eight CWA members have been terminated, with more scheduled for the axe in the future. The company has contract labor in many jobs that are not repetitive and yet it refuses to place the very employees they have injured into these jobs.

U.S. West has registered over \$2 million per day in profits to its stockholders. Where is the integrity of a company that terminates loyal employees because they become injured on the job, and rewards its CEO with a 51 percent salary increase?

New cases are being reported and the company claims it cannot afford additional rest periods or job redesign. I say it is time to take a stand. We cannot allow corporate America to place our jobs before our health and safety. We must refuse to be the guinea pigs for modern day technology.

And we must put a stop to the CEO's that ride the gravy trains while our members are forced to the unemployment lines.

Obviously, as exemplified by U.S. West, we cannot depend on our employers to do the right thing. We must push for protective legislation. Our members' lives may depend on it. Thank you. (Applause)

PRESIDENT BAHR: On Mike 3, Delegate Galery.

DELEGATE AUDRELL E. GALERY (Local 2336): I rise in support of this resolution, No. 51A-89-8. I have been a service rep since 1970. Our office in Washington, D.C. was the trial office in 1975 when VDT's were introduced.

During my tenure in this workplace, I have seen the effects of VDT on the employees. Their illnesses began to manifest themselves by having their eyesight fail, carpal tunnel syndrome, pinched nerves, anxiety, and new complications become more and more prevalent each and every day.

These elements prevented the employees from either reporting to work or from performing their jobs, or all of the opportunities of their jobs. Subsequently, these employees have either been demoted or terminated. These experiences have been very painful for these employees and for me.

For these reasons, I urge you to support this resolution. Thank you. (Applause)

PRESIDENT BAHR: On mike 1, Delegate Murphy.

DELEGATE CHARLIE MURPHY (Local 1058): Mr. Chairman, I move the previous question.

... The motion was duly seconded ...

... The following prepared remarks were presented to the court reporter for inclusion in these proceedings, as follows:

DELEGATE NOLA GRAY (Local 3310): I rise in support of 51A-89-8. I, and many other VDT workers, are suffering health problems due to various problems, a few of which I will list.

1. One reason is no training on proper usage of VDT equipment. I have worked on VDTs approximately ten years and have yet to be given proper usage training by the company.

2. Another reason is antiquated equipment. The VDT on which I work is about twenty years old. It is so antiquated that when a part breaks, new parts cannot even be ordered, but instead must be taken from "dead" terminals.

3. A third reason contributing to the health problems is poorly designed work stations. Although the proper design has been known for years, most often the proper design is ignored. Recently the company I work for moved about 120 service reps to a newly renovated office and still many improvements are needed.

I urge your support.

DELEGATE KIM YOUNG (Local 1112): I rise in support of Resolution 51A-89-8. As an elected officer, representing Operators and Clerical employees, all working with VDT equipment, and having experienced twelve years of using VDTs personally, I strongly support this resolution.

Over the past few years, I have personally witnessed our members suffering and our employers' callous disregard to employee health problems of severe neck, arm and shoulder pain, skin eruptions, eyestrain, including the inability to focus after extended usage, numbness of limbs, multiple miscarriages, children born with spinabifida, and the list goes on.

A devastating number of members have had corrective surgery for carpal tunnel, ganglions, cysts and back injuries.

The problems associated with VDT usage are real. This issue should not be pushed into the closet. Our members' health depends on our actions.

We must do more than unanimously pass this resolution. The VDT issue must be a high priority on every collective bargaining agenda, in every state legislature, and in the Congress of the United States.

CWA has led the way in many fights that have substantially improved our members' working conditions and their lives on the job. We must lead this fight as well. To do anything less would be an injustice to all workers.

I am urging the delegates to support unanimously this resolution and commit the human and financial resources necessary to ensure reasonable and safe working conditions for all workers. Thank you. ...

PRESIDENT BAHR: The motion to close debate has been made and seconded. It requires a two-thirds vote. All those in favor indicate by raising your hands. Down hands. Opposed by like sign. The debate is closed.

The motion before you is the adoption of Resolution No. 51A-89-8, "Ergonomics -- A Human Condition." All those in favor indicate by raising your hand. Down hands. Opposed by like sign. The resolution is adopted.

The Chair recognizes the Committee.

CHAIR DiNUNZIO: Thank you, Mr. President.

I now call upon Committee member Richard Herrero to read the Resolved portion of Resolution No. 51A-89-10, entitled "United Farm Workers Grape Boycott."

DELEGATE RICHARD HERRERO (Local 9403):

Resolution 51 A-89-10

UNITED FARM WORKERS GRAPE BOYCOTT

Since the 1960's, the United Farm Workers of America union has helped farm workers and consumers to win protection from dangerous pesticides such as DOT, Aldrin and Dieldren, long before the Federal Government took any such appropriate measures. Grape growers are using such deadly poisons as Captan, Methyl Bromide, Phosdrin, Parathion and Dinoseb that poisons farm workers and cause increases in the cases of cancer and birth defects among children, and leave harmful residues that may be hazardous to the consumer's well-being.

Through the actions of California Governor George Deukmejian, the California Labor Relations Act has ceased to be an effective vehicle to empower farm workers, or encourage them to engage in the collective bargaining process. Furthermore, farm workers have lost their constitutional rights to organize and participate in free and open elections through growers' refusals to negotiate fairly, as well as their sponsored practices of violence and harassment.

RESOLVED: That the Communications Workers of America urges all of its Local unions to use every means possible to support this struggle: for dignity, the health and the lives of the farm workers and their children, and safe food for consumers; and

RESOLVED: That the Communications Workers of America urges all of its Local unions to in turn encourage their members not to purchase California table

grapes, and to tell their local store manager to stop carrying California grapes which threaten their own, as well as their children's health.

Mr. President, the Resolutions Committee moves the adoption of Resolution 51A-89-10, "United Farm Workers Grape Boycott."

... The motion was duly seconded ...

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

Before I recognize the first speaker, there has been a request on the previous resolution, Resolution 8, for those who have prepared remarks to have them entered into the record. I will so agree, and they should be brought up to the front of this table.

On Microphone 3, Delegate Fabela, Local 9550.

DELEGATE HECTOR FABELA (Local 9550): Fellow Delegates, last summer Cesar Chavez fasted for 37 days to draw attention to the deadly overuse of cancer-causing pesticides. Cesar drew national and international attention to the grape boycott. Cesar is presently traveling through the U.S. and Canada, promoting the grape boycott and asking unionists to fast for one to three days, to draw the attention of your members to the grape boycott and to share in the suffering of the cancer victims.

Also I want to share with you my personal experience with Cesar Chavez and Dolores Puerta. Both were at my home recently. As most of you know, Dolores was beaten in San Francisco by the San Francisco police for passing out leaflets where President Bush was campaigning then for the Presidential race. This kind of treatment is inhumane. She had to have her spleen removed, and she also suffered some fractured ribs.

Now both Cesar and Dolores are fine and back to work and trying to get more public awareness. But, most importantly, I will never forget one of the most memorable experiences in my life with labor.

In closing, I want to urge all of you to fast at least one day a week in support of the United Farm Workers and their boycott. They need the help of each one of us.

Talk to your friends and neighbors, also to your local supermarkets, and, with your help, Cesar and Puerta, we can win. Thank you very much. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Peralez, Local 9411.

DELEGATE PETE PERALEZ (Local 9411): President Bahr, Delegates and Guests: I rise to speak in favor of this resolution. The gigantic machinery of agribusiness has been intent on abusing not only the workers they employ, but all consumers as well. They abuse their legal rights and are employing illegal tactics as well in their long history of anti-union, anti-worker activities. They understand only one thing, and that is the impact on their pocketbook.

I remember as a child working in the fields and being sprayed overhead by airplanes. The pesticides were dangerous then, and research and development in chemical pesticides have made them many times more dangerous now.

More and more the struggle of the UFW has been moving to the wings of the attention of the media and ourselves as consumers. Let's make this resolution a step in the revitalizing of this campaign of constant struggle in support of the UFW.

I urge you to support this resolution and continue to be leaders in uniting workers across all unions. (Applause)

PRESIDENT BAHR: Microphone 3, Delegate Torres.

DELEGATE WILLIAM A. TORRES (Local 4310): Union Sisters and Brothers, I rise in support of this resolution.

These fellow Union Sisters and Brothers of the United Farm Workers, many of whom happen to be Hispanic, perform an agricultural job that most of us would not do. They labor under deplorable, unsafe working conditions for long hours, exposed to dangerous pesticides, the short and long-term effects of which are not known to their health and their families.

We, as consumers, are also exposed by the residue that remains on these grapes, residue that is not easily washed off, as the growers claim. We should be outraged by the callous attitude of the growers as they pursue blindly the accumulation of more and more dollars at the expense of the health of their workers and the consumer.

I implore you, Sisters and Brothers, to do everything you can to end this injustice, to lobby the government to educate the public and, lastly, boycott all California table grapes.

Finally, como un miembro hispano de la CWA le pido a todos mis hermanas y hermanos

hispanos de la CWA que apoyan a esta resolución.

Nuestras hermanas y hermanos, de la United Farm Workers están luchando para la justicia y la dignidad que merecen como trabajadores. Ellos desean trabajo con justicia. Ellos necesitan trabajo con justicia. Juntos podemos hacer ese deseo una realidad para ellos. Trabajo con justicia. Trabajo con justicia. Gracias. (Applause)

(ENGLISH TRANSLATION)

Finally, as an Hispanic member of the CWA, I ask all my Hispanic Sisters and Brothers of the CWA to support this resolution.

Our Sisters and Brothers of the UFW are fighting for justice and dignity that these workers deserve.

They want Jobs With Justice. They need Jobs With Justice. Together we can make this dream come true. Jobs With Justice. Jobs With Justice. Thank you.

... The following prepared remarks were presented to the court reporter for inclusion in these proceedings, as follows:

DELEGATE JOHN KELLY (Local 1033): President Bahr, Members of the Executive Board, Staff, Guests, Brothers and Sisters: I rise in strong support of this resolution. The Farm Workers' struggle is based on three important concepts: freedom of association, good faith bargaining, and the removal of toxic pesticides.

First, freedom of association. Farm Workers who sign a union card may lose their jobs, get blacklisted, beaten up or be murdered. In 1979, on a picket line in Imperial Valley, a Farm Worker was killed for the crime of walking the line. In 1984, during a California State-supervised representation election, a 24-year-old voter was shot in the face and killed. In both cases, the murderers were agents hired by the growers.

In the area of good faith bargaining, after certified elections for as long, in some cases, as nine years, growers refuse to negotiate with the union, and the California Labor Board does nothing. Under former Governor Deukmejian, the Board appointments are all pro-grower. Even when the CLB on occasion declares unfair practices or refused to negotiate, the growers ignore this.

Between '75 and '79, 80,000 workers, even under threat, voted union.

Lastly, the removal of toxic pesticides, with which most people associate the grape boycott. As stated in the resolution, Captan, Dinoseb, Phosdrin, Parathion and Methyl Bromide are five dangerous chemicals to both worker and consumer that must be removed from the grape-growing process. Dinoseb is a cousin to Thalidomide -- remember the birth defects from widespread Thalidomide use in the '60s? Methyl Bromide, in its chemical configuration, resembles the type of nerve gas used by the Nazis in World War II. Cancer rates in children in the San Joachin Valley are 600 times the national average, birth defects in the same area are 800 times.

The Farm Workers succeeded in removing DDT from grapes two years prior to the FDA ban.

In summary, for consumers' safety and basic human rights, boycott grapes. Thank you.

...

PRESIDENT BAHR: There are no other delegates desiring to speak on this resolution. We have before us Resolution 51A - 89-10, "United Farm Workers Grape Boycott."

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

The Chair of the Committee.

CHAIR DiNUNZIO: Thank you.

I ask Committee member Rod Williams to read the Resolved portion of 51A-89-12, entitled "Annual Stockholder Meetings."

DELEGATE ROD WILLIAMS (Local 4039): If the delegates will please turn to the Supplemental Resolution distributed today, I would read Resolution 51A-89-12, entitled "Annual Stockholder Meetings."

Resolution 51A-89-12

ANNUAL STOCKHOLDER MEETINGS

The need for labor involvement and mobilization in corporate stockholder meetings has never been more urgent than it is today. The decisions made by the corporate leaders, in industries where we represent the majority of workers, have the potential of affecting us both at the job site and in the political arena.

In recognition of this growing importance and to demonstrate to our membership and to the corporate leaders that stockholders have a responsibility to the corporation's employees as well as to insure profitability, we strongly encourage the participation and mobilization of our membership by local and district leadership to attend and have a voice at stockholder meetings where feasible. By increasing our presence, we will increase our importance.

Already, many CWA locals and districts have undertaken strategies involving corporate stockholder meetings at CWA-represented companies like AT&T, the Regional Bell Operating companies, GTE, United and others. However, CWA members employed by any other company should examine this resolution as to whether it could apply to their company.

RESOLVED: That CWA's 51st Annual Convention recognize the increasing role that local and district leadership may play in the struggle to represent our membership not only on the job site, but also with a presence at corporate stockholder meetings; and

RESOLVED: That the 51st Annual Convention encourage local participation through its mobilization structure, where feasible, to solicit and obtain proxy voting cards from all active and retired employees and that designated union representatives take forth those votes to the meetings so our "one voice" may be heard.

Mr. President, the Resolutions Committee moves the adoption of Resolution 51A-89-12, "Annual Stockholder Meetings."

PRESIDENT BAHR: You heard the resolution. From the line at Microphone No. 3, I will assume it has been seconded from the floor.

The Chair recognizes Delegate Edwards.

DELEGATE ELLYN EDWARDS (Local 9503): Brothers and Sisters, I rise to speak in favor of this resolution, as this issue is one that is close to my heart. Annual stockholder meetings, that we as district and local leaders deem to be essential, can be an important forum to confront corporate executives about their ethics and practices. A record number of emotionally charged shareholder resolutions are bombarding U.S. companies in the 1989 annual meeting season, on topics ranging from South African involvement to bans on animal cruelty and nuclear weapons.

We in District 9 submitted several resolutions to the 1988 agenda of the Pacific Telesys stockholders meeting, and we were not surprised when they rejected them all. The process called for review of that decision by the Securities and Exchange Commission, and we made shareholder history when one of our resolutions, authored by District 9 Local President Cliff Bryant, was passed onto that agenda.

That resolution dealt with asking the corporation to interact with their labor partners to study the impact on the employees and the communities before closing down a plant facility. Out of 36 locals in District 9 with Pacific Bell employees, 32 of those locals became passionately involved in that project, and we waged a mobilization campaign that surpassed all our previous campaigns, as we solicited our members, non-members and retirees for their proxy votes.

That meeting was held last Friday, April 28th, here in Los Angeles, and, while we were cautioned by analysts that we would be lucky to walk away with one percent of the vote the first time, we were elated when it was announced that we were awarded eight percent of the vote in our favor.

We came together. We worked together. And we truly were one union, one voice, at that

meeting.

Mere discussion of the issues at stockholder meetings has raised management awareness and sensitivities in many industries. AT&T published a report on its plant closing policy and practices in response to a church shareholder resolution in 1987.

The education department of the national union should be encouraged to provide training and assistance to districts and locals to facilitate this endeavor; at the very least, we should research and question who sits on the board of directors of the corporations we work for. We found in Pacific Telesys that several were involved in union-busting activities at other corporations. They must be questioned as to whether they endorse such tactics today.

This resolution before you works in conjunction with CWA being the community-minded union, as we have an excellent opportunity to profoundly affect change in corporate policy by building coalitions with special interest groups who hold large blocks of stock.

As President Bahr said yesterday, "We must begin at some place to raise the level of awareness of our membership."

I say let's begin today by voting yes on Resolution No. 12. (Applause)

... Secretary-Treasurer Booe assumed the Chair ...

SECRETARY-TREASURER BOOE: At Microphone No. 5, Delegate Gorman, Local 4900.

DELEGATE GORMAN (Local 4900): A few years ago we were on the Resolutions Committee and had a resolution that was submitted to us along these same lines. At that time our resource people told us that it would take hundreds of thousands of dollars to meet all of the requirements of the federal government to handle these proxies. Has that changed?

SECRETARY-TREASURER BOOE: Obviously, yes.

DELEGATE GORMAN: Do we have an idea what the cost would be to the locals?

SECRETARY-TREASURER BOOE: To implement this resolution?

DELEGATE GORMAN: Yes.

SECRETARY-TREASURER BOOE: No. We do not have any specific calculation, but we have been able to do this without breaking anybody so far. So it is done. It is possible.

At Microphone 3, Delegate Unger, Local 1150.

DELEGATE LAURA UNGER (Local 1150): I rise in support of the resolution to mobilize our proxy votes. I do not think we can win bargaining demands at shareholder meetings. I am also not naive enough to believe that we can ever amass enough votes to turn our employers' heartless drive for profit into concern for its workers. But, last year we successfully collected proxies in my name to speak out against a racist proposal at the AT&T shareholders meeting in Denver, and this year Vice President Pierce made us proud with his speech at the AT&T shareholders meeting in New York.

I know our members want us to be their voice, and when our members want us to speak for them, we should speak for them. And every opportunity we get to state our members' case, we should use.

Our members hate signing their proxy votes to those they consider their enemies. And they hate the powerlessness they feel when they throw their votes in the garbage when most of them do.

A lot of mobilization activity is mainly symbolic, but it builds unity and hope.

This resolution speaks to unity and hope. I think we should support it. It builds our Union. (Applause)

SECRETARY-TREASURER BOOE: At Microphone No. 1, Delegate Calhoun, Local 9503.

DELEGATE CALHOUN (Local 9503): Mr. Chairman, I would like to make a motion to move for the previous question.

... The motion was duly seconded ...

SECRETARY-TREASURER BOOE: I have a motion to close debate, or move the previous question. It requires a two-thirds majority. It is not debatable. Those in favor of the motion to close debate signify by raising your hand. Down hands. Opposed, by like sign. The motion carried.

For those that are in line, if you have remarks that you want entered into the record, bring them, written out, to the recorder at the end of the platform, and we will see that they are inserted

into the record.

... The following prepared remarks were presented to the court reporter for inclusion in these proceedings, as follows:

DELEGATE NANCY E. SERVIS (Local 4603): President Bahr, Executive Board, Fellow Delegates. I rise in support of this resolution, 51A-89-12. All too often, we as members of CWA fail to use all avenues open to us to show both the company and the shareholders that we are united.

The time has come for all of us to rise and be heard, not only at the bargaining table and in grievances but at the Annual Shareholders meetings.

It has been said that in elections every vote counts and can make a difference. By combining our votes we can have a loud voice that will have to be heard and dealt with.

Brothers and Sisters, I urge you to vote yes on Resolution 51A-89-12, Annual Stockholders Meetings, and let our voice be heard.

DELEGATE PETE PERALEZ (Local 9411): President Bahr, Delegates and Guests, fellow stockholders. I rise to speak in favor of this resolution. For too long have we gone without giving the companies, of this once great industry, the benefit of our knowledge and experience. For too long has the history of corporate America to stockholders been written without the message that CWA and American labor can so well deliver, if we are present to speak.

When we walked past those doors at that stockholder meeting we opened the door to an endless list of future possibilities. We are still in the infancy stage of this idea. What needs to be done is to move with boldness and resolve into those ivory towers to present our side, to ask our questions, to make our presence felt.

We have the ability to be a voice for our members and working people throughout America that have a stake in corporate America in which we not only invest some money, but our whole working lives.

Doesn't it make sense to be involved in something that gives direction to our corporate officers? Doesn't it make sense to be sure that our vote is cast on issues that can affect us? Doesn't it make sense to vote our total strength in numbers and shares and at the same time take those votes from the company?

The resolution that came to the floor of the stockholder meeting for Pacific Telesys from CWA made history and marked the beginning of changes that can be made.

As an employee our members find themselves as subordinates to management, as a stockholder they can become one of "their many bosses". We are beginning to realize that we are not only the life's blood of a business because of the work that we do, and profits that we generate, but because of the money that we invest and the input that we can contribute.

As I see it, we can choose. We can choose to talk to them from behind the wall where they cannot hear, or we can choose to walk in and talk to them from Microphone numbers 1 through 5 where they cannot ignore us. We can choose to ask each other why, or walk in and ask them why. We can choose to ask what happened, or be there to make it happen.

I don't know what your choice will be, but I hope it will be to walk in to the stockholder meetings across the nation and show them that we know where they live and we're going to be there. I hope we will choose to be there for our members in all fronts from the workplace to the capitols across the country, from the grievance meetings to the stockholder meetings.

I believe it's one of the many things that we must do to move this Union forward as the representatives of our members to '90 and beyond.

I urge your support for this resolution and I hope we all choose to go forward and begin the necessary changes that must happen in corporate America. It's for the good of our members, the good of our Union, and the good of the communities in which we all live and work.

DELEGATE A.C. BRYANT (Local 9431): Mr. President, Fellow Brothers and Sisters of CWA. I rise to speak in favor of this resolution. It is important, to all of us, for the following reasons:

It gives CWA leaders at the local and national level a new and effective tool in making the voices of our members heard at the highest levels of management of the companies that we have organized.

It brings CWA into a high profile, high visibility role, to the companies, to our union members, and to the press and news media.

By passing this resolution we take an important step in moving CWA into the future. If we are to remain a great labor union we must develop new tactics and new methods that keep the interests of our Union members at the forefront of corporate America.

One of those new tactics must be a presence at the stockholders meetings. As we, in District 9, have just found out, when it comes to stockholders meetings CWA can make a difference.

CWA has already made historic accomplishments in the area of stockholder meetings. As has been reported by the CWA news and the Convention news handout Monday morning, we were successful in setting Securities Exchange Commission precedence by submitting our plant closing resolution. It should now be possible for all of us to put this same proposal in front of every stockholder meeting where we have union members working.

At the Pacific Telesys stockholder meeting, held this Friday here in Los Angeles, we were able to professionally and accurately put forth important union issues to the stockholders and corporate officers without jeopardizing any of our bargaining positions.

The involved District 9 Officers and staff, Local Presidents, their Officers, and Union members found it both challenging and educational at our first stockholders meeting, and, we intend to get better and better at Pacific Telesys meetings.

When I submitted the proposal on office closings I did so out of compassion for the thousands of CWA members nationwide who have been sacrificed, all in the name of corporate profits. I did so because the training and education I have received in CWA over 20 years has taught me, like it has taught you, that we must fight corporations for fairness and equality for all our Union members, that we must use every forum available to us to achieve our Union's goals.

I strongly encourage each of you to vote yes on this resolution. Go back to the companies you represent. Start a proxy vote campaign, submit issues to be discussed at stockholder meetings, get your members involved in the campaigns.

I assure you, it will become one of your most valuable tools. Thank you.

DELEGATE GORDON CUDAHY (Local 4621): In order for CWA to utilize all avenues available to us, I support Resolution 51A- 89-12. The stockholders meetings have been neglected as a tool to continue to spread our message. Merely by increasing our presence, we will increase our importance.

DELEGATE KENNETH RUCKER (Local 2323): I rise in support of Resolution No. 12. The unification of many voices into one is the backbone of the Labor Movement. This resolution directs CWA to assert this "one voice" in a new and essential medium. In today's economic arena, we, the American Labor Movement, can no longer sit silently by and let others direct the companies for which we toil. While we may never gain a controlling interest in any of these meetings, we can at the very least get "our" positions and concerns heard so that the decisions can be made with the whole story before stockholders.

I urge your support. Thank you. ...

SECRETARY-TREASURER BOOE On the motion itself, the adoption of Supplemental Resolution 51A-89-12, all those in favor indicate by raising your right hand. Down hands. Those opposed? May it note in the record that it is unanimous. (Applause)

Those of you who are bringing remarks to be included in the record be sure you have your name, your local number, the resolution number, so that we can identify the remarks with the appropriate part of the record.

Morty is on break right now.

Would the Savings and Retirement Trust members please come to the platform?

In the interim, while they are coming up here, there are some messages, greetings, that have been received by us. One is on the stationery of the Congress of the United States, addressed to President Bahr.

Mr. Morton Bahr
President, Workers of America
Communications K Street, N.W.
1925 Washington, D.C. 20006

Dear Mr. Bahr:

I wanted to join you in welcoming the 3,000 delegates to the 51st Annual Convention of

the Communications Workers of America.

CWA has been an essential participant in the economic prosperity of the past 50 years. I have long admired the skill, commitment and expertise that the Communications Workers have contributed to building a vibrant, adaptable American economy. Equally important, CWA has used that same dedication to ensure that American workers share equitably in that success.

Advances in information age technology will present new and constantly changing challenges for CWA. I am confident that CWA will approach these challenges with the creativity and energy necessary to assure the continuation of a dynamic and compassionate American economy. I look forward to working with you as we prepare to address these issues of common concern.

Congratulations and best wishes for a successful and enjoyable convention.

Sincerely,
s/Thomas S. Foley
Majority Leader

Mr. Morton Bahr
President
Communications Workers of America
1925 K Street, N.W.
Washington, DC 20006

Dear President Bahr:

The more than 1.3 million Hispanic men and women workers associated with LCLAA throughout the country join me in wishing you and the CWA our heartfelt congratulations on the occasion of your 51st Annual Convention.

We take this opportunity to wish you and the more than 3,000 delegates from the United States and Canada a very fruitful and enjoyable Convention in Los Angeles, California. We also hope that your deliberations and resolutions will further contribute to the strengthening of the American labor movement and in particular of that great sister union the CWA.

We in LCLAA are proud to have several CWA members as leaders of our national organization -- Rudy Mendoza, Francis Valencia, etc., as well as other CWA members who participate at the local and state chapter structure.

The goals and objectives of LCLAA are the same as those of the CWA, and we take this opportunity to thank you, the leadership, and the membership of the CWA for the support you have given our organization since our founding in 1972.

Best wishes and may you have a successful and historic convention.

Sincerely,
s/ J. F. Otero,
National President,

Morton Bahr, President
Communications Workers of America
1925 K Street, NW
Washington, DC 20006

Dear Mr. Bahr:

The National Organization for Women sends greetings to our sisters and brothers in the Communications Workers of America as you meet during your 51st Annual Convention. We hope you will have a wonderful convention in Los Angeles and we know that in the future we will be working together on issues of concern to the working men and women of America.

The women's movement in this country faces a crisis as does the trade union movement. President Bush seems as determined as President Reagan was to break the unions. We know this would be a disaster for the gains which labor has made for the dignity of working men and women in achieving a decent standard of living. Just as we cannot see the gains you have made eroded, so we trust you will stand with us so that we will not see the constitutional rights we have

gained for safe and legal birth control and abortion eroded. We know too that you will stand with us once again as the campaign to pass the Equal Rights Amendment takes place in Congress and moves to the states for ratification.

Yours for women's rights,

s/ Molly Yard
President,

Now I would like to introduce the members of the CWA Savings & Retirement Trust.
They are:

... As each member of the CWA Savings & Retirement Trust was introduced, as follows, the delegation responded with a single clap of recognition: ...

Terry Daly, District 1
Donna Batson, District 2
Arthur Copple, District 3
Burne Hill, District 4
John D. Marshall, District 6
Richard Evanoski, District 13
Anthony Bixler, District 9, Vice Chair
Tom Anesi, District 7, Chair
James B. Booe, Secretary-Treasurer, National Trustee
Brother Daly is not with us this morning.

I call on the Chair of the Committee to make a report.

CHAIR TOM ANESI (District 7, Chair, Savings & Retirement Trust): Mr. Chairman, fellow Delegates: As reported at last year's 50th Convention, the CWA Savings & Retirement Trust was going through some difficult times. We are pleased to report that the problems are under control. We have taken the necessary steps to resolve the record-keeping and reporting problems. We have retained Zenith Administrators, located in Washington, D.C., as our new and permanent plan administrator and recordkeeper.

In the few months that Zenith has been responsible for our plan, they have done an excellent job. In addition to correcting and reconciling the historical problems of the Trust, they have worked very hard to provide the plan participants with an accurate and timely record of their account. Statements have been mailed to reflect account balances through the end of 1988 and the first quarter of 1989 will be issued later this month. We are confident that all future statements will be mailed on a timely basis.

We are also pleased to note that the plan registered a 9.14 percent investment return for 1988.

At the present time the plan is enjoying an annualized gain of 10 percent for the first quarter of 1989. Currently, the Trust has assets in excess of \$32.5 million and is still continuing to grow.

With the correction of these past problems, we are now in a position to reopen discussion with AT&T and Ameritech to resume contributions to the plan again.

While some companies already permit 401(k) contributions, the resolving of our administrative problems will now allow us to go forward and ensure that more CWA members can be afforded the same benefit.

If you have any questions or wish further information, please stop by our booth in the back of the hall.

Mr. Chairman, this concludes our report.

SECRETARY-TREASURER BOOE: I want to express the thanks of the Convention to the Committee and note that the report of the Savings & Retirement Trust is now received. Thank you very much. (Applause)

... President Bahr resumed the Chair ...

PRESIDENT BAHR: Thank you, Jim. And thanks to the committee.

Would the Appeals Committee come to the platform?

I would like to introduce to the Convention the members of the Appeals Committee.

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

James Hilleary, President, Local 2207.
Ed Kenily, President, Local 4321.
Maxine Golightly, President, Local 6118.
Louise Rogers, Executive Vice President, Local 9509.
James Mahoney, President, Local 7201, Chair.

PRESIDENT BAHR: The Chair recognizes Delegate Mahoney.

CHAIR JAMES MAHONEY (Local 7201, Chair, Appeals Committee):

The Appeals Committee convened on April 26th, 27th, 28th 29th, and 30th, 1989 at the Hilton Hotel, Los Angeles, California and on May 1 st and 2nd at the Convention Center for the purpose of reviewing and disposing of appeals referred to it in accordance with the CWA Constitution and the Appeals Procedure of the Union, as established by prior Conventions and/or the Executive Board.

The Committee was available on April 29th and 30th between the hours of 2 p.m. and 6 p.m. Outside of these hours, the Committee was available by appointment.

I call on Delegate Kenily, member of the Appeals Committee, to read Appeal No. 1, the appeal of Michael C. Davis, member of Local 6508.

DELEGATE ED KENILY (Local 4321):

APPEAL #1

Michael C. Davis, member of Local 6508, on April 4, 1989, appealed the decision of the CWA Executive Board upholding the Local 6508 Trial Court.

Mr. Davis contends that to date he has not been served written specific charges, has not been provided a reasonable time to prepare a defense, nor afforded a full and fair hearing.

On May 1, 1988, the Chair of the Trial Court served Mr. Davis with the charges brought against him. The trial was set for Saturday, June 25, 1988. Mr. Davis was also notified that if he required more time to prepare a defense to please contact the Chair of the Trial Court.

On June 22, 1988, Mr. Davis requested a new trial date because of prior commitments. On June 25, 1988, in an effort to ensure an opportunity to address the charges, the Chair of the Trial court notified Mr. Davis of a new trial date, Saturday, Jul. 9, 1988. Mr. Davis did not appear at the Local Trial Court and was subsequently notified that he was found guilty of the charges brought against him.

Mr. Davis requested in writing that the decision of the Local Trial Court be appealed to the membership at the August 15 1988 Local Membership Meeting. Although offered the opportunity to appear, Mr. Davis was not in attendance for his appeal at the August 15, 1988 Local Membership Meeting and subsequently appealed the decision to the Secretary-Treasurer's Office on September 27, 1988.

On March 6, 1989, CWA's Executive Board upheld the decision of the Local Trial Court and membership of Local 650t and denied the appeal of Mr. Davis.

After careful consideration of all the facts, the Committee finds no evidence to substantiate Mr. Davis' appeal.

For this reason, the Committee recommends that the CWA Executive Board's decision be upheld and the appeal be denied.

CHAIR MAHONEY: I move that the recommendation of the Appeals Committee be adopted.

PRESIDENT BAHR: You have heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: Seconded from the floor. The Chair recognizes Delegate Connor.

DELEGATE JAMES CONNER (Local 6508): President Bahr, Brothers and Sisters. One of the things we can be most proud of is that we are a democratic union and have procedures set up to process any complaint that we might have.

This is my third term as a local president and one of the most difficult decisions I've ever made was to process charges against a member. But this member continually violated the Constitution of this Union and the Bylaws of Local 6508 by acting in a manner which could easily bring the Union, the local and our members into disrepute.

A local trial court found Michael Davis guilty and fined him accordingly. The Executive Board thoroughly investigated the Appeal filed by Michael Davis and upheld the decision of the trial court.

The Appeals Committee thoroughly investigated this Appeal. I made myself available to the Committee, as did the prosecutor in this trial and all members of Local 6508 delegation.

The Committee, after reviewing all documentation, has recommended the denial of the Appeal and agrees with the Executive Board decision to uphold the local trial court. It is only fair and right to support those who have spent so many hours investigating and ruling on this matter.

I urge each of you to support the decision of the Appeals Committee and deny this Appeal. Thank you very much. (Applause)

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

DELEGATE DEBBIE OWEN (Local 6508): President Bahr, Brothers and Sisters: First, I would like to say that I acted as the prosecutor in this particular trial. In the 11 years that I have worked in the local, I have never faced such a difficult task, to prosecute my own Union Brother, one who served as a committee member, a steward and a chief steward, and yet had knowingly and wilfully violated the Constitution of this Union and the Bylaws of Local 6508, which could have easily brought CWA, Local 6508 or its members into disrepute.

It was much more difficult than prosecuting members who scab or cross our picket lines. However, the accused had made serious unfounded charges against the local in a letter that appeared to be for the purpose of seeking support to attend another labor organization's meeting, even though he had not attended a membership meeting of Local 6508 in more than three years and CC'ed copies of that letter to three newspapers. There really is no excuse for such behavior.

I believe as leaders of this Union we have one real fault. It is that sometimes we hesitate to do the right thing when it could be politically unpopular. But the job of a leader is to lead, and that means to do the right thing for CWA, for the Local, and for the members that we represent regardless.

I am proud that James Conner, the President of Local 6508, did the right thing and processed charges against Michael Davis. It is clear from the trial court decision that they felt a trial was the right thing, and that he was guilty of violating the Constitution and the Bylaws of the Local upon hearing the evidence.

They in turn did the right thing and fined him accordingly.

I would ask that you support both the Executive Board decision and the decision of the Appeals Committee, which is to uphold the trial court decision and deny the Appeal of Michael C. Davis. Thank you. (Applause)

PRESIDENT BAHR: Are you ready for the question?

... Calls for the question ...

PRESIDENT BAHR: We have before us the recommendation of the Appeals Committee to sustain the Executive Board's decision that upheld the local trial court.

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

CHAIR MAHONEY: Committee member Louise Rogers will read Appeal No. 2.

DELEGATE LOUISE ROGERS (Local 9509):

APPEAL #2

Anatoli Haritonovich, a member of Local 4340, on September 13, 1988 appealed the decision of the CWA Executive Board upholding the Local 4340 Election Committee.

Mr. Haritonovich appealed the December 29, 1987 rerun election for the office

of Local 4340 President on the grounds that the Local Bylaws and CWA Constitution had allegedly been violated. In the rerun election 1195 votes were cast for Mr. Hill and 867 votes were cast for Mr. Haritonovich.

After careful consideration, the Committee finds no reason to overturn the Local Election Committee, the Local Membership and the CWA Executive Board.

The Committee recommends that the CWA Executive Board's decision be upheld and the appeal denied.

CHAIR MAHONEY: Mr. Chairman, I move that the recommendation of the Appeals Committee be approved.

PRESIDENT BAHR: You have heard the motion.

... The motion was duly seconded ...

PRESIDENT BAHR: It's adopted from the floor.

Seeing no delegate at the microphone, all those in favor of the Committee's recommendation indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

CHAIR MAHONEY: That concludes the Committee's report.

PRESIDENT BAHR: On behalf of the Convention I'd like to thank the Appeals Committee for their work, and also point out to the delegates that although in the last week or so several decisions were handed down by the impartial umpire with regard to jurisdictional disputes between locals, that the locals have indicated that they were willing to live by the decision and no Appeals were presented to the Appeals Committee. (Applause)

And I think again it indicates that we have now found a most constructive way to deal with this most difficult problem. Thank you very much. (Applause)

The Secretary-Treasurer.

SECRETARY-TREASURER BOOE: Some further greetings to the Convention.

On the letterhead of the Public Employee Department of the AFL-CIO, directed to President Bahr:

"On behalf of its 33 affiliated international unions representing some 4.5 million federal, postal, and state and local government workers, the AFL-CIO Public Employee Department extends warm fraternal greetings to the officers and delegates assembled in the 51st Annual Convention of the Communications Workers of America.

"Your meeting this year, symbolized by the theme "Tough and Together", comes amid some of the most formidable challenges ever to face the labor movement. Our nation has seen years of reactionary leadership assault workers' interests, seeking to subvert our basic collective bargaining laws and turn them into useless instruments.

"Yet, even in this climate, the Communications Workers of America has managed to meet the challenge, undaunted in its struggle to protect the interests of its members as well as those of all American workers. We salute you and take this opportunity to express our appreciation for the support and helpful role played in PED affairs by your union. Such cooperation is essential to a strong labor movement. It has allowed us to safeguard our successes and will be vital for expanding the protections of collective bargaining to all our brothers and sisters in both the private and public sectors.

"Our hearty good wishes for a most successful Convention."

It's signed by Al Bilik, the President, and John F. Leyeden, the Secretary-Treasurer of the AFL-CIO Public Employee Department. (Applause)

Another letter addressed to President Bahr on the letterhead of the Department for Professional Employees, AFL-CIO:

"On behalf of the officers, executive board, and staff of the Department for Professional Employees, I send warm greetings to you and all who have gathered in Los Angeles for a successful convention.

"The theme of your Convention, "Tough 'N Together," seems especially appropriate, not only because it comes at a time when CWA is bargaining on behalf of over half a million men and women in telecommunications, public service and publishing, but also supported by CWA and the entire labor movement, on behalf of the workers of Eastern Airlines. As CWA well knows, only by standing "Tough and Together" in union can we match the power of the Lorenzos of this world.

Only by standing "Tough and Together" can we hope to improve living standards for union members and all working people; only by adopting this position can we hope to achieve job security measures, improved benefits, and a better life for everyone.

"Repeatedly leading the way to the ideas and programs necessary to organize and serve the rapidly growing and rapidly changing white collar, professional, and technical work force, CWA has time and again demonstrated its awareness of the problems facing our entire society.

"On the occasion of your 51st convention, DPE congratulates CWA for its forceful and progressive work, and looks forward to many more years of marching in solidarity with you."

Signed, "Sincerely and fraternally, Jack Golodner, Director of DPE." (Applause)

And a letter on the letterhead of the Industrial Union Department of the AFL-CIO.

"It is my honor and pleasure to send greetings to the Communications Workers of America on the occasion of its 51st annual convention.

"During the past year, the CWA under your leadership has continued to demonstrate its firm commitment to the highest principles of trade unionism and to the service of your members. Speaking on behalf of the Industrial Union Department, we have been particularly pleased to work with you and your colleagues in the Jobs With Justice program, which has inspired a new dimension of trade union activity in every part of the nation. We have been also gratified to have helped the CWA and three other unions in the newspaper industry to develop structural coordination which we are confident will lead to a renewal of the gains for workers in this industry.

"Please accept our best wishes for a great convention, and for continued progress in the challenging months ahead."

Signed, "Sincerely, Howard D. Samuel, President of the Industrial Union Department of the AFL-CIO." (Applause)

And now, some information first. There was a distribution this morning of an envelope, a bill envelope with CWA Government Relations printed in the corner and a note that important legislative information was inside.

All of the tables from my left to right in the very front of the hall, from the first cross aisle this way, did not get that distribution because we didn't have enough of them prepared before we opened the hall today, so if all the delegates that are at the tables, at the front of the hall, the table from the first cross aisle this way will go to the legislative political booth, they will be able to pick up this document. You shouldn't forget it because it's all important information.

Secondly, we are aware that one of the hotels that's being used this week, the Best Western Inntowne, has a situation that needs to be explained.

First, when we contracted to come to Los Angeles, we had more than enough union rooms, as is our policy. After we were committed, about three months ago, the Hyatt Hotel Downtown was sold to Japanese interests and they decided to close it, which deprived us of about 500 rooms.

We had to scratch around and we worked through the Hotel and Restaurant Workers and we were not able to find total replacements in union hotels. But we did have some overflow of hotels, of which this Best Western Inntowne was one of them in which the union, the Hotel and Restaurant Workers, Local 11, was attempting to organize them.

I am aware now that the management of the Best Western Inntowne is distributing a typical anti-union Question and Answer thing to their employees, and we have been in touch with Salvador Moreno of Local 11 of the Hotel and Restaurant Workers; Martha Somano is the organizer working for that union, and they ask that our members who are staying at the hotel, let the hotel management know that we are in full support of the employees, and, further, that we advise the hotel management that they should be allowing their employees to organize freely, without harassment. (Applause)

The local phone number for Local 11 is 281-8530. They have not asked us to have a demonstration, but I am sure they would appreciate calls in solidarity, letting them know that we are in support of them in their efforts to organize that hotel. Again, the Local 11 phone number, Local 11 of the Hotel and Restaurant Workers, is 481-8530.

The District 13 delegates will be meeting during the Convention recess this afternoon, in Room 214-C, all delegates of District 13.

We have a preliminary count of the money that was collected for the Eastern Air Line strikers, and it adds up to \$5,242.14. (Applause)

Anybody who didn't get a chance to contribute to the fund for the Eastern strikers may leave their contributions with the Sergeants-At-Arms, or I have the bucket up here with the loot in it and you can bring it up here and we will just keep filling the bucket.

Local 4008, Macomb County, Michigan, has a COPE Raffle in which they raffle off some custom hand-crafted golf clubs: three woods, eight irons and a deluxe golf bag and some, here we go again, union balls. (Laughter)

Please announce that they are still selling these tickets. Later on today they will have a winner, so if you are interested in those kinds of prizes, you can find them at Local 4008.

Bill Hirsch from Local 7060, I have here information that he won the Local 7026 50-50 Draw, and he can pick up the winnings at Microphone No. 4. (Applause)

All those who participated in the Local 7026 50-50 Raffle, the winning ticket is number 920748. These were the red tickets. The winner will receive \$136.00. The ticket was drawn by the Assistant to the Vice President of District 2, Barbara Lephardt, and the winner of ticket number 920748 may pick up your winnings from Marguerite Lane, Local 2336, who is also near Microphone No. 4.

And then I have a strange one that is -- is Dave Layman in the auditorium? He's from District 2.

Dave Layman, I have a note that indicates that at lunch today you lost your doggy bag. (Laughter)

Someone has found the doggy bag and brought it up here and turned it in at the podium.

If you will come up, you can have what is in the bag.

... Laughter as he displayed a bag of dog food ...

Is this yours, Dave? (Laughter) It's not the one you lost? (Laughter)

Dave says this is not the doggy bag he lost. (Laughter) I am going to have to start recording where these things come from.

That concludes all the announcements, Mr. President.

PRESIDENT BAHR: I hate to do this to Barbara Easterling, to follow a doggy bag (laughter), but it is indeed a pleasure for me to present to you the cornerstone of the Executive Committee for her report. Barbara Easterling. (Applause)

EXECUTIVE VICE PRESIDENT BARBARA EASTERLING: Thank you, Morty. I appreciate the fact Jim brought to your attention the envelope containing the legislative material.

In addition to the front tables, the Alternates and Guests should be aware that we do have additional materials in the COPE booth, and that they are more than welcome to pick them up.

One of the things that you should be aware of is that in that envelope, you have the 1989 CWA Guide to Congress, as well as how we rated Congress in this last session and who our heroes and zeroes are.

We also have fact sheets on issues of importance to you that we are dealing with at the federal level. I think it is very important that you not only read these over yourselves, but that you take them back to the legislative chair, because there is a great deal of work to be done in this session, and they need to get moving on it immediately.

Everything that I will be reporting to you today is a result of the involvement of one or more of my outstanding staff, and so at this time, I will ask them to stand to be recognized by you.

... Applause as they arose ...

EXECUTIVE VICE PRESIDENT EASTERLING: Leslie Loble is working with the Resolutions Committee and obviously has been delayed.

One year ago, I stood before you and asked for your help in putting a true friend of labor in the White House. You answered that call, as did thousands of CWA members from coast to coast.

So, I just want to take a moment, before I go into the other activities of last year, to thank you for all of your support and hard work. We may not have won that election, but we built a network of commitment and dedication, of enthusiasm and participation that will carry beyond November 1988.

In October of last year, President Bahr assigned to me the overall responsibility for our CWA-COPE and Political Affairs program, in addition to the legislative activities I had been doing. As you know, our political programs were coordinated by Secretary-Treasurer Jim Booe for the

previous 12 years. Twelve years he spent building CWA's political action and fundraising operation into one of the most successful and respected both inside the labor movement and out in our communities. Please join me in applauding the excellent job Jim has done. (Applause)

Jim continues to represent CWA on the Democratic National Committee, while also serving as Secretary of the DNC Labor Council.

Well, we may have lost the White House last year, but we can take great pride in CWA's successes in the Congressional elections. Our winning percentage of CWA-COPE-endorsed candidates in those 1988 elections was an astounding 83 percent. (Applause)

But before we ever had a chance to kick off our shoes and relax, the campaigns for 1990 were underway.

There are 34 U.S. Senate seats up in 1990 -- 16 Democrats and 18 Republicans -- along with all 435 U.S. House seats. And candidates for both Senate and House seats in 1990 have been streaming through our doors since January of this year. They are looking for our support, our votes and our CWA-COPE contributions.

Speaking of which, CWA-COPE PCC, our federal PAC, contributed \$731,000 to 26 U.S. Senate candidates and 197 U.S. House candidates in the 1987/88 election cycle. A report issued by the Federal Election Commission on April 9th reveals that CWA-COPE PCC ranks 18th among the top 50 labor PAC contributors to federal candidates.

Ten labor PAC's contributed from \$1 million up to \$1.9 million, and two contributed over \$2 million. Among those ahead of us are the UAW, the Letter Carriers, AFSCME, the Carpenters and IBEW. And just for your information, AT&T's PAC contributed over \$1.3 million to federal candidates, and they were also the number one money raiser of the top 50 corporate PAC's, raising over \$3 million in the 1987/88 election cycle.

With that kind of competition, it is most distressing to report that our 1988 fundraising drive for CWA-COPE and CWA-COPE PCC dropped below our record in 1987. We raised \$1,230,000 last year compared to the over \$1,234,000 we raised in 1987. This is the first time in the past 15 years that we have not broken the previous year's record.

My friends, something is very wrong. And I wonder if complacency has set in. Do we just not care anymore about election politicians who will listen to us? Have we forgotten that we need the friendly interest of elected officials when we are in a bargaining crunch? Or do we now think we can get child care, a ban on monitoring, or decent health care if we don't raise the money to elect those who support this kind of legislation?

We all know the answer to those questions is a resounding "No." So what can we do about it?

We must embark on a campaign now to sign up more members on payroll deduction for CWA-COPE. Only 6 percent of our eligible members are giving through payroll deduction. Each and every CWA local should set a goal today of getting at least 20 percent of its members signed up this year.

That is not an impossible task, The easiest way in the world to raise money is to ask for it. Ask your members to sign up for payroll deduction for CWA-COPE. It is a painless way for them to invest in their own future and that of their families. And let's never forget: CWA-COPE helps elect those politicians who can help us when we need it.

Now, let me share with you a few of the legislative and regulatory priorities which have concerned us this past year. The Union continued its efforts to enact legislation to provide jobs for telephone workers laid off after divestiture of the Bell System. With the loss of more than 140,000 jobs at AT&T and the seven regional Bell operating companies, CWA urged Congressional lawmakers to co-sponsor the Telecommunications Employees' Protection Act. This bill would provide a preferential right of rehire for former Bell System workers who were terminated after divestiture.

Only CWA continues to remind the policymakers in Washington that the breakup of AT&T affects people as well as money, rates and stock certificates. Telephone workers are not Dixie cups. They are not disposable objects to be thrown out by corporate executives who know the cost of everything but understand the value of nothing.

We are determined to continue our efforts to protect our members, and we are not going to support legislation to help out AT&T or the RBOC's unless and until they show equal concern for our members. (Applause)

The regional Bell telephone companies desperately want legislation to lift the restrictions imposed by divestiture. But they know without CWA's help, they will never get it through Congress.

We have told them that we would support information services entry, and even manufacturing as long as it is in the United States. But -- and this is a very important "but" -- we will not work to enact this legislation until employee protection language is made an equal partner.

They have asked us to remain neutral. I have told them that it is not CWA's nature to "ride the fence." We will support the bill or oppose it, and if we oppose it, we will do so by forming coalitions and testifying against the bill. (Applause) They may attempt to "end-run" us by approaching our members directly, so I am alerting you today to be on the lookout for such activity.

You know, sometimes the company reminds me of some members we know, that we go out and we win a grievance for, and they say to us, "What have you done for me today?"

Well, I am going to tell you what we have done for them today, and you can share this with the companies if they raise it with you.

Over the past two years, AT&T and the regional companies have been working to obtain the "Price Caps" method of regulation, which would replace rate-of-return regulation. Although the Chair of the FCC set the enactment of "Price Caps" as his number one goal, he could not overcome the opposition of Congress until CWA entered the picture.

At a reception recently, he personally thanked me for CWA's activities on the "Price Caps" regulation, and did not hesitate, in front of some of our regional companies, to give CWA all the credit for its adoption. (Applause) We will always help the company when it is in the best interest of our members.

Last year, we also made legislation to ban secret eavesdropping on employees a top priority. And thanks to your help, we were enormously successful despite the odds. We ended up with 174 House and Senate sponsors of the legislation to require a beep tone whenever a supervisor listened in.

Encouraged by that support, as well as educated by the opposition, we decided this year to expand the jurisdiction of the bill. We have drafted legislation that will restrict management's right not only to secretly listen to phone calls, but also to use computer monitoring like AWT. (Applause)

This bill, just introduced this week in the House as HR 2168 entitled "Privacy for Consumers and Workers Act" or "Privacy for CWA," requires employers to notify workers as to what kind of monitoring will take place, its degree and extent. Also, monitoring cannot be the exclusive basis of a disciplinary action. We expect Senate introduction very soon.

Yesterday, President Bahr mentioned the Pension Protection Act which is in the House. I would like to give you the numbers of the 12 bills. One in the House is HR1661. Congressman Clay is the sponsor of that bill. In the Senate, the bill number is S685, and that was a bill referred to by President Bahr, the one that Senator Metzenbaum has introduced.

Another top priority for us has been Alternative Operator Services, the scam of the '80s. AOS companies charge double triple, and sometimes even ten times the AT&T rates for long distance calls. They negotiate cozy deals with hotels, hospitals, nursing homes and other businesses to turn transient residents into captive customers. Thousands of complaints from ripped-off, ticked-off consumers have flooded the Federal Communications Commission and state regulatory bodies.

We, of course, are equally concerned with the worker abuse suffered by too many AOS company employees, and our own operators that must deal with the irate customer that somehow always dials "0" to complain. Consequently, CWA has been in the forefront of the fight against the AOS. We have pushed, prodded and petitioned the FCC to take some action, and they have. It is far from enough, but it is a start.

We have also endorsed HR 971, introduced by Jim Cooper, our good friend, the Democrat from Tennessee, and Mat Rinaldo, a Republican from New Jersey. This bill would require fair and reasonable rates, consumer notification of rates and services, and guaranteed access to the long distance carrier of choice. We look forward to its quick enactment, and we are working daily to make sure it is enacted.

In the public sector, we have been working hard to ensure the fairest possible federal budget. Most important, we have tried to resist the political pressure, led by Bush Republicans, to give away critical tax dollars to the rich and powerful.

We are also keenly aware that millions of public workers at the federal, state and local level have been denied their right to fully participate in the political process due to restrictions imposed by the Hatch Act. Many public workers are unable to exercise such basic constitutional freedoms as running for elective office, managing campaigns, soliciting contributions or working on phone banks while off the job. To correct this inequity, we supported legislation to overhaul the federal Hatch Act in the hope that similar laws will be enacted at the state level to overturn the so-called "Little Hatch Acts" which have placed public workers in a political straitjacket.

Another major focus for us has been the enactment of a decent national family policy, specifically the Family and Medical Leave Act, and the Act for Better Child Care. These bills are modest efforts to ensure that today's family will not have to face the terrible choice between job and children. The Family and Medical Leave Act would give workers unpaid leave to care for newly-born or newly-adopted children, or dependent adults, with guaranteed reinstatement into the same or similar job.

The Act for Better Child Care, also known as the ABC Bill, would provide \$2.5 billion for child care services and, critically important, would require minimum quality standards to protect our children when being cared for by outsiders. Incredible as it may seem, the business community and their conservative cohorts vehemently opposed these bills last year, killing them in Congress' final hours of business. This must never happen again. We must enact this legislation and we need your help.

We expect a vote in the House on the Parental Leave Bill, HR 770, this month. On the Senate side, we expect a vote on the ABC Bill, S5, around the same time. Please, sit down and write a note to your Representatives and Senators asking them to support these bills. And then get your members to do the same.

Turning to another issue, CWA is seeking the passage of a public law that would protect workers from job-related illnesses. Each year, an estimated 87,000 wage earners die and 240,000 more are disabled due to contact with hazardous substances on their jobsites. Workers have a "right to know" that they have been exposed to a hazard and are at risk of developing a job-acquired disease. We strongly support the High Risk Right-to-Know Bill, S582.

Let me talk just a moment about an absolute disgrace to this nation: the Reagan-Bush position on the minimum wage. During the last eight years, no group of American workers has suffered more than the nation's minimum wage earners. Their hourly pay of \$3.35 an hour has remained frozen since January 1, 1981, while the cost of living has increased by more than 37 percent.

Last year, the minimum wage bill was defeated. This year, we are back on track. Both the U.S. Senate and the House of Representatives have passed legislation to increase the minimum wage to \$4.55 by October 1, 1991. President Bush, however, opposes raising the minimum wage higher than \$4.25 an hour and has vowed to veto any measure which exceeds that level.

He is willing to give the richest Americans a tax break worth 30,000 bucks, but he won't raise the minimum wage a meager 30 cents. Fortunately, the House and Senate leadership assures us that they will re-introduce the bill and attach it to Bush's pet projects, again and again, until it becomes law. (Applause)

Finally, in addition to my political and legislative responsibilities, I also direct the union's Retired Members' program. You will remember that last year you amended the CWA Constitution to establish the CWA Retired Members' Council; to create a procedure to elect the Executive Board that governs the council; and to provide a per capita dues structure to finance the activities of the council.

I am pleased to announce that since January 1st of this year, when these amendments went into effect, some 10,000 CWA/ITU retirees from 47 clubs have affiliated with the new council. The elections for Council Executive Board have been held, and on the platform with me today, as delegates to this convention, are the members of that Board. Let me just introduce them to you for a CWA clap.

... As each member of the Retired Members' Council was introduced, as follows, the

delegates responded with a single clap of recognition ...

EXECUTIVE VICE PRESIDENT EASTERLING:

From District 1, Rita Biondo.

District 2, the Alternate, Imogene Wood.

District 3, D.E. Kines.

District 4, the Alternate, Jean Knight.

District 6, Gene Zaretsky.

District 7, Ethel Hines.

District 9, Lou Escue.

And from District 13, Norbert Heilman.

These, the new leaders of the CWA Retirees' Movement, along with the alternates elected from each district, met on Friday and Saturday to chart the new course for the Council. Our retirees are now ready to stand with you as we proceed with collective bargaining. We have already heard reports that management members of the Pioneers Clubs are being recruited to serve as strikebreakers should an AT&T strike occur.

Well, our answer to that request will be dealt with through our own, new CWA Retired Members' Council. These are dedicated trade unionists who will be walking the picket line with you instead of crossing it. They will be working inside the Pioneers organization to turn that anti-union attitude around. (Applause) However, to make the CWA Retired Members' Council a success, we need people.

When I told you that we had 47 clubs affiliated with the Council, I did not mention the fact that there are 76 clubs that have not affiliated. It is my fervent hope that with your help, and with the fine work now being done by the Council Executive Board, I will be able to stand before you next year and proudly state that membership in the Council has topped 25,000.

Well, these are but a few of the many activities undertaken by the Government Relations Department. This year, we intend to carry on, moving the union's agenda in the federal and state capitols. Standing with you, shoulder-to-shoulder in the battle to secure a decent and fair contract, not only protecting what we have, but securing a greater share of our employers' profits.

After all, Brothers and Sisters, that is why CWA is in the business of politics. Thank you very much. (Applause)

PRESIDENT BAHR: Thank you, Barbara. But come back here, Barbara. Barbara, I am going to recognize at Microphone No. 5 Delegate Courts, who has a question. Microphone No. 5.

DELEGATE H. JAN COURTS (Local 2001): Barbara, will the states with ITU Locals in them receive state COPE awards if all the Local within the state reached 100 percent of their COPE quota with the exception of the ITU?

EXECUTIVE VICE PRESIDENT EASTERLING: No, they will not. There will not be state awards given this year, and it is because of the ITU Locals who understand that. But the staff awards will be given, however.

PRESIDENT BAHR: I can speak for a great number of the former ITU Locals. I addressed that subject at their conference and I am confident that they will be moving rapidly to fulfill all the Union programs.

Now, it is time for our traditional memorial service.

... The lights were dimmed and "Taps" was sounded ...

PRESIDENT BAHR: Assembled here in Los Angeles, California, for the 51st Annual Convention of the Communications Workers of America, it is fitting for us to 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 the Labor Movement, and especially our Union.

At this time, we set aside all else to honor our colleagues who have been called to a higher purpose during the past year. Let us now join in remembering various colleagues who have passed from us.

DELEGATE ROBERT S. McMICHEN (President of the Printing, Publishing and Media Workers Sector): Alexander (Sandy) Bevis. Sandy Bevis was a dedicated Labor leader who served as President of the International Typographical Union, now known as the Printing, Publishing and Media Workers Sector of CWA, between 1974 and his retirement in 1978.

He joined the ITU Local Union in British Columbia in 1927. When his Local Union

merged with the ITU Chapter in Vancouver, Canada, Sandy served five terms as Local President before joining the International Union Staff in Indianapolis, Indiana in 1952. He was elected Second Vice President of the ITU in 1958, First Vice President in 1968, and President of the ITU in 1974. He was the first Canadian to serve as President of the ITU.

He was a resident of the Union Printers' Home in Colorado Springs, Colorado at the time of his death. Sandy Bevis was a true pioneer Trade Unionist, tireless in his devotion for the members he served. In the death of Sandy Bevis, we all lost a true leader, a true friend, and a dedicated Trade Unionist.

VICE PRESIDENT WALTER F. MAULIS: Mamie Marlow Christopoulos. Mamie Christopoulos was a pioneer within the CWA family, working for years to organize telephone workers into CWA. She began as a temporary organizer in the mid-1940's, with assignments in Virginia and Baltimore. By 1948 Mamie was considered a full-time Union organizer and was based in Indianapolis, Indiana. For the next decade, she worked on various Western Electric organizing projects throughout the State of Indiana. In 1959 she was appointed a CWA Representative and reassigned to CWA service in Denver, Colorado.

Although she retired as a CWA staff person in 1960, she remained active throughout her lifetime as a volunteer in various political campaigns, in her church and in numerous civic organizations.

Mamie Christopoulos was a true leader, and we will miss her for an eternity.

VICE PRESIDENT ROBERT D. JOHNSON: Catherine M. Conroy. Catherine Conroy was a dedicated Trade Unionist, but so much more. She was also a strong feminist leader, a co-founder of the National Organization for Women, and a long-time activist and officer in the Coalition of Labor Union Women.

She was held in such high regard that President Jimmy Carter appointed her to the Advisory Commission for Women in 1980, and two former Governors of the State of Wisconsin were among the more than 300 mourners at her funeral mass.

Catherine's Union activity began in her beloved hometown of Milwaukee in the mid-1940's, and she served in numerous Local offices before joining the CWA staff in 1960.

An ardent Union Builder, she agreed to transfer to Illinois in 1966 to help build CWA's Triple Threat Program, a program designed to bolster the Union's organizing, collective bargaining and community services efforts.

Upon her return to Milwaukee in 1970, she was elected First Vice President of the Milwaukee Chapter of CLUW, and later as the State Vice President of CLUW, and a member of the organization's national board.

Catherine Conroy personified the best in all of us, and we shall sorely miss her.

BROTHER ROBERT McMICHEN: Donald Madison McFee. Donald Madison McFee came into the CWA family late in his long life of service to Union men and women. He became a CWA Representative in January of 1987, at the time that the International Typographical Union merged into the CWA as the Printing, Publishing and Media Workers Sector. Donald McFee had served the men and women of ITU as an organizer, negotiator and inspiration since 1958. He had been a Union member and Union activist since 1950. Donald used Cary, North Carolina, as his home base, but his influence and dedication were felt and appreciated throughout the United States and Canada.

His leadership and guidance will be sorely missed by Union members everywhere.

SECRETARY-TREASURER BOOE Lee McBride White, Jr. Lee White was able to make a rainy day sunny with his wit, charm and good humor. He worked for three decades alongside CWA Presidents Joseph A. Beirne and Glenn E. Watts to shape CWA's public relations programs.

Lee's first contribution to the Union was as a public relations representative for the old CWA Division 49, later District 3. In 1955, during CWA's prolonged 72-day strike against Southern Bell Telephone Company, a strike that involved 50,000 Union members in nine southeastern states, Lee supervised CWA's public and communications program.

In 1957, the late Joseph A. Beirne named Lee to direct the National Union's Public Relations Program, working in CWA's Washington Headquarters. Retired President Glenn Watts, Beirne's successor, expanded Lee's responsibilities, creating a new Department of Public Affairs.

Over the years, Lee launched CWA's first national advertising campaign, one of the

largest by any single Union, to tell CWA's and Labor's story to the American public. In his later years, Lee continued to serve CWA as a consultant on such CWA projects as development of the Joseph A. Beirne Memorial Archive and Museum and the 50th anniversary history of the Union published in 1988.

We will be eternally grateful for Lee White's contributions to the men and women of CWA and we will treasure his memory forever.

PRESIDENT BAHR: Let us now also pause to remember those CWA Local Officers who have passed from our midst since our last convention

Clarence Malewski, Secretary-Treasurer, Local 4290.

Samuel F. Leporis, Chapel Chairman, Local 14408.

C.W. Mead, Vice President, Local 6372.

Let us now offer our solemn prayers of love for all those who spiritually march by our side.

We shall never forget their loyalty, their courage, their ideals. Each created a priceless 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 on the high standards that they exemplified.

We call upon all members of the Communications Workers of America to symbolically join us, in heart and mind, as we pay solemn homage to Alexander (Sandy) Bevis, Mamie Marlowe Christopoulos, Catherine M. Conroy, Donald Madison McFee, Lee M. White, Jr., 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 BAHR: We stand in recess for thirty minutes.

... Thirty minute recess ...

PRESIDENT BAHR: Would the Convention come to order, please?

At this point in our Convention proceedings we have our Annual CWA-COPE Awards Program. It gives me a great deal of pleasure to now turn the program over to Executive Vice President Barbara Easterling. Barbara?

EXECUTIVE VICE PRESIDENT EASTERLING: Thank you, President Bahr.

Before we begin this program, I want to congratulate the locals and the staff who received the awards in their districts meetings. Without your support and hard work, we would not have the successful CWA-COPE program we have today.

In addition to a number of Special District and Local Awards, we will present awards to those locals that reached or exceeded 100 percent of their CWA-COPE quota for 30 or more consecutive years in 1988.

I wanted to mention our two most successful fund-raising programs, the CWA-COPE QUORUM and the Platinum QUORUM. I urge all of you who are not members to join one of these clubs today. I think those that attended the reception last night enjoyed themselves very much. That was our opportunity to thank them.

The list of locals that achieved 100 percent of their CWA-COPE quota in 1988 was distributed this morning. As happens, when we are working with a program as large as CWA-COPE, there is an inadvertent omission on the 100 percent list. It is Local 4351, President Gerald Souder. We regret this mistake, and if there are any other errors, they will be corrected in the official proceedings.

At this time I ask that the 100 percent list, as amended, be incorporated in the official Convention Proceedings.

... The list of 100% Locals in the CWA-COPE Program, was appended to the Official Proceedings, as follows:

**CWA-COPE PROGRAM
100% LOCALS**

LOCAL	PRESIDENT	LOCAL	PRESIDENT
1000	Linda Menie	2066	Larry Saylor
1001	Mary T. Quirk	2100	Gail Hall
1007	Josephine Dentino	2101	Charles D. Bates, Jr.
1011	Vivian Connole	2104	Donald A. Rameika
1020	Dick Waller	2105	Carroll D. Via
1022	Lynn Buckley	2106	Ralph E. Jenkins
1043	Rosemary Warzecha	2107	Michael Bello
1060	Walter J. Serafin	2108	Robert J. Belanger
1061	Bob Kalinowitsch	2109	William V. Partlow
1070	Virginia La Capria	2110	Maevon C. Garrett
1074	Jo Ann Marchal	2150	Jerome U. Klimm, Jr.
1075	Gary Banghart	2201	William C. Evitt
1080	Joan Hartsfield	2202	Michael D. Upton
1082	Don Rice	2203	Shelton G. Wine
1101	Ed Dempsey	2204	Pat Shelor, ADMN.
1111	Fritz J. Clark	2205	James E. Stroup
1114	William R. Cooper	2207	James W. Hilleary
1115	Earl A. Frampton	2250	Hector A. Elmore, Jr.
1116	James J. Devine	2276	Johnny Bailey
1118	James O'Hare	2277	William E. Gillispie
1120	John M. Alphonse	2288	Robert Tisdale
1122	Michael J. Ferrentino	2323	Sandy D. Chorovich
1127	Hartwell D. Rhodes	2336	Joanne C. Bell
1128	Fred Quenzer	2350	Karl R. Busl
1129	Steven M. Miller	2381	Jon A. Swanson
1200	Hakim K. Abdullah	2382	Myles Johnson
1250	Robert H. Damrau	2386	Jean Fisher
1270	Anthony Molinaro	2390	W. F. Sheridan
1273	Randy McKiver	2395	Charlie W. Hendrickson
1280	Richard Graham	3061	George H. Tolley
1281	Louis Sarno	3101	Michael R. Amos
1282	Walter O. Lee	3102	Sylvia A. Lopez
1295	Sean Canning	3103	Marty Hinson
1301	Thomas Miller	3104	Donald A. Larotonda
1365	Ronald Ferris	3105	Debra Booth
1366	Daniel J. Cardillo	3106	John Bryan
1370	Robert A. Morais	3107	Gregory D. Jordan
1380	Matthew J. King	3108	Linda B. Crawford
1400	Melissa A. Morin	3109	Michael A. Sakalaris
2001	Stephen T. Moss	3110	T. R. Emery
2002	Gary F. Hatfield	3111	Michael Tartaglio
2003	Mark S. Smith	3112	C. E. Ryan
2004	Gary W. Bohn	3113	John Schaich
2006	Frank Carnahan	3114	Sally Tidwell
2007	Richard D. Mabrey	3115	Hollis Burdette
2008	Eddie Walton	3120	James Donohue
2009	Gregory A. Pelfrey	3121	Robert A. Krukles
2010	Richard L. Heavner	3122	Betty Diamond
2011	Linda Aman	3150	Robert Vasser

LOCAL	PRESIDENT
3151	Gina M. Saucer
3171	Dorothy E. White
3172	Eugene Roberts
3173	James Vickers, Jr.
3174	Danny Ryals
3176	Jake Cason
3177	Theresa Flinn
3179	William Patterson
3201	Roger L. Todd
3203	Robbie Casteel
3204	Clarence M. Atkins
3205	Sherri Dee
3207	C. Edward Heath
3209	W. K. Parks
3212	L. N. Wofford
3215	Elder James
3217	Diann J. Hartley
3218	Harry McFarland
3220	Donald L. Birge
3250	C. H. Grizzle, Jr.
3263	Ralph V. Maly
3271	Dannie K. Bell
3272	J. Allen Vickers
3275	Pete Moran
3295	Kenneth L. McCloud
3301	Jerry Wilson
3304	Ben Henson
3305	Paul Whitley
3309	Donnie R. Lancaster
3310	Booker T. Lester, Jr.
3312	Larry T. Devine
3313	Harold McGeorge
3314	Herman R. Clayton
3317	Johnny M. Slone
3321	Ted Bilbrey
3371	Larry Peterman
3402	Larry Paige
3403	Walter J. Bagot
3404	Joe Hollard
3406	Norry Williams
3407	Michael W. Kaough
3410	Michael J. Fahrenholt
3411	Thomas J. Koenig
3412	Louis Lirette
3414	James R. Young
3450	Roy E. Jones
3451	Travis L. Jordon
3490	A. L. Stafford
3502	Kenneth B. Allred
3504	R. Dean West
3505	Charles E. Bingham
3510	E. D. Chisolm
3511	Dearld Dear
3513	James P. Rollinson
3514	Larry Dearing
3515	Blanche DeLaughter
3516	Carl Madden

LOCAL	PRESIDENT
3517	W. E. Wood
3518	Oscar Denton
3519	Eric D. Cox
3550	George W. McLelland
3601	Wayne Wood
3602	Ronnie Braxton
3603	Tina C. Loving
3605	Sharon Isenhour
3607	C. R. Carroll
3608	George Sumpter
3609	Frank W. Wishart
3610	David A. Pingel
3611	Wallace Weaver
3613	Don Harris
3615	Shirley J. Moore
3616	Michael D. Brandon
3618	T. M. Phipps
3650	R. R. Bartlett
3672	Teddy F. Rudisill
3673	Charles T. Cathey
3676	Edward Holmes
3680	Rocky A. Barnes
3681	Jasper J. Gurganus
3682	Alton Hanford
3684	Tim Ledford
3685	R. H. Harris
3702	Joe K. Thomas
3704	Jerry D. Keene
3706	Sylvan Brady
3708	D. A. Poston
3710	Gordon Whitfield
3716	C. Y. Parris, Jr.
3719	Linda C. Houck
3762	Harry Monroe
3802	James M. Ledford
3803	Joe L. Smith
3804	James W. McKee
3805	Jack E. Hays
3806	H. W. Starnes
3808	Beverly A. Hicks
3850	John H. Holliday
3871	Darrell W. Freeman
3895	Steve F. Markham
3901	Lowell G. Bryant
3902	Lloyd A. Finerty
3903	Larry Orr
3904	R. Terry Young
3905	Sam Suttles
3906	J. M. Hughes
3907	W. E. Lassiter
3908	Chele H. Ward, Jr.
3909	Joe W. Watts
3910	Ricky Holmes
3911	J. W. Stell, Jr.
3912	Barney P. Thompson
3950	H. R. Quillen
3966	Arthur L. Whiting

LOCAL	PRESIDENT
3971	Farrell B. Whatley
3972	Frank Woodham
3974	Larry H. Anderson
3976	Olen Goble
3990	K. C. Wray
4008	John R. Shukwit
4009	Dominic Guadagni
4013	Kristie Darling
4015	James J. Bundoff
4017	Gary Odom
4018	James D. Ruddock
4021	Karl E. Jackson
4022	Henry D. Otis
4023	Charles E. Hill
4031	Theodore R. Kurnat
4033	Daniel R. Christie
4035	Larry O'Cobock
4038	Greg Faust
4039	Roderick Williams
4040	Paul Eddy
4041	Gerald L. Pitcher
4090	L. J. Horton
4095	Ray Most
4100	Frank Scola
4101	Leonard P. Potocki
4102	Larry J. Booher
4103	Richard A. Short
4104	Francis Sievert
4105	Raymond R. Love
4106	William H. Weston
4107	Robert H. Springborn
4108	Tom Vondette
4109	Judy Aeschliman
4202	Addie La Bella
4203	Jean E. Stockton
4208	Ruth A. Lavin
4209	Eleanor J. O'Neill
4212	Evelyn Ross
4213	Loretta Platter
4214	Phyllis Haines
4215	Diana K. Bryant
4217	Jim R. Rachell
4260	Richard Babic
4270	Ronald Adams
4295	Vincent Liberio
4300	Joseph N. Minno
4302	Allan Beck
4303	Clyde Nau
4310	Linda Hinton
4311	Sherry Beal
4315	Norma B. Craden
4318	Charles H. Groves
4319	Greg G. Hill
4320	Bud McNichols
4321	R. Edward Kenily
4322	Jim Keeney
4323	John E. McCord

LOCAL	PRESIDENT
4325	Mike Gavin
4326	Gerald L. Powell
4340	Burne Hill
4350	Arthur K. Runyon
4351	Gerald Souder
4353	Rodney L. Miller
4354	Kent R. Cales
4371	Steve L. Adams
4372	Robert B. Arnett
4373	James Whitehair
4375	Ralph Davis
4377	Dave Roether
4378	Doug Morrison
4379	Robert C. Upton
4380	Sam J. Sullenberger
4385	Jennie L. Parry
4390	Arthur Wiskoff
4395	Burne Hill, L.4340
4400	G. M. Johnston
4401	Marie Phillips
4471	Denny Young
4472	Valerie Bostic Mangin
4473	Johnnie B. Kidd
4475	Gerald R. Calvert
4479	Robert R. Wright, Jr.
4480	William Rathgaber
4481	Marvin Shamhart
4483	Jose Roldan
4486	Jerry Long
4489	Susan Zito
4510	Carolyn Powell
4512	Molly Duncan
4522	Steven Secoy
4600	Ann Crump
4603	George R. Walls
4611	Michael W. Webster
4620	Richard J. Everard
4621	Marilyn J. Peterson
4622	Thomas Domer
4623	William Rabbitt
4626	Richard J. Everard, L.4620
4630	Ava McLucas
4631	James A. Soddy
4640	James Clark
4641	Gene McKahan
4642	John Hawley
4645	Larry Meierotto
4646	James Learn
4650	Douglas Moen
4670	Ambrose Gaul
4671	Michael Oliver
4672	Gary Ackerman
4674	Carla Radtke
4675	LaVon Herwig
4690	L. L. Shepler
4695	Janice G. Jones
4702	Les McIntire

LOCAL	PRESIDENT
4703	Tim Teives
4711	Ralph E. Hiatt
4714	Bea Sigler
4770	Larry Martin
4773	Edward Lowdenslager
4780	Roland Michael
4782	Ann Bohlander
4790	Robert G. Richart
4795	Cecilia K. Jones
4800	Mary Worth
4802	Carrol Hostettler
4818	Susan Fleming
4900	Pat Gorman, Acting Pres.
6007	Elvin C. Crites, Jr.
6009	Jerry Butler
6012	Bob C. McClanahan
6014	Charles R. Fine
6015	Bill Torbett, Jr.
6016	Kay Samaripa
6050	Ralph L. Jeffrey
6101	Joe Spindler
6113	David A. Rawson
6118	Maxine Golightly
6127	David K. Baker
6128	Bill Utterback
6132	Andy Milburn
6137	Walter Nobles, Jr.
6139	Joe Greenwood
6143	Gloria Parra
6150	J. D. Smith
6171	Richard Kneupper
6181	Robert Eaves
6200	Lonnie Hare
6201	Roger L. Owen
6202	Jackie D. Wilson
6203	Dirk Parks
6206	Michael E. Miller
6210	Mark Ewig
6214	Glynne R. Stanley
6215	J. D. Williams
6217	J. C. Hill
6218	Jimmy L. Powers
6222	Burgess J. Etzel
6225	Joe P. Marshall
6228	Ronnie Gray
6229	Richard R. Tarver
6290	R. H. Linnell
6296	James H. Wright
6301	Lavon McGinnis
6310	Richard M. Farrell
6311	Mark K. Van Dolah
6312	Glenn R. Augustine
6313	Stanley Walker
6314	Virgil J. Koehner
6316	Jim H. May, Jr.
6320	James Tucker
6321	Alice Perez

LOCAL	PRESIDENT
6325	David R. Nuckols
6326	Francis Russell, Acting Pres.
6327	Roberta Browne
6333	Larry H. Niemeyer
6350	Lois Taylor
6372	Katherine Smallwood
6373	Carl W. Kimble
6374	Steven R. Jones
6375	Barbara Sylvester
6376	Martin Peine
6390	Tom L. Mitchell
6391	K. W. Flanagan
6395	David P. Locke
6401	Debbie Snow
6402	Billy D. Wildoner, Jr.
6406	Dewey M. Craig
6407	Tim Clark
6410	Dixie L. Stringer
6411	Mary W. Nave
6412	Condy Mowry
6450	Elizabeth L. Eft
6474	Richard R. Stogsdill
6500	Juanita Waring
6502	Gary D. Gray
6505	M. D. Patton
6507	Nell Carlock
6508	James Conner
6573	Donald B. Adkins
6733	Samuel Barela, Jr.
7000	Thelma Standhardt
7001	Reed Lowell
7009	Charles F. Nichols
7019	Reed Roberts
7032	L. D. Shelton
7037	Joseph Aceves
7050	Paul Diaz
7071	Jim Tricoli
7072	Stella Madrid
7090	Terry Siville
7096	William Farbstein
7101	Gene Porter
7102	Mary Ann Stull
7103	Mercedes M. Spain
7106	Leonard L. Rotschafer
7108	Miram Tyson
7110	Francis Giunta II
7113	Ken E. Rains
7115	John M. Hart
7117	Erma J. Wiszmann
7118	Donald L. Reeder
7150	Rhonda L. Bailey
7170	Yvonne Winther
7171	Dean Scheideman
7172	Caroll L. Herndon
7173	Jerry Halder
7174	Tom Handke
7175	Barbara A. Malone

LOCAL	PRESIDENT
7176	Andy Ertz
7177	Dale Fenton
7181	Nancy V. Dehm
7200	Richard O. Johnson
7202	C. J. Hanson
7205	Douglas J. Ardoff
7206	James W. Palbicki
7208	Eugene L. Marks
7212	Joseph J. Tabatt
7213	Sandra Venaro
7214	Tom Anesi
7219	Arvid Torgerson
7220	Terry F. Lefor
7270	Robert Horvath
7272	Michael Aakhus
7290	B. H. Baumann
7295	John J. Simon
7301	Paul Indergaard
7303	Leroy Christensen
7304	C. A. Wysocki
7400	E. Dan Dolan
7401	Neal E. Kelley
7470	Jerald Garrison
7471	Charles Clark
7476	Darryl Malesker
7500	Rose Bailey
7504	Bill Pierce
7505	Aleatha Pesek
7506	Robert M. Melstad
7601	Toni L. Joy
7610	Victor N. Nelson
7621	James Payne
7630	Craig Roberts
7640	Teddie R. Price
7670	Jay Dennis
7702	Judie Gradisar
7704	Randy D. Warner
7705	Lee B. Linford
7716	James E. Harper
7717	Eugene Heuman
7743	Duane Watford
7750	Martin R. Byrnes
7755	Harvey Hoffman, CHMN.
7774	Patty Martinez
7775	Quency Moye
7795	Warren Morrison
7800	John Hamilton
7803	Ron Nygaard
7804	Jack M. Davis
7805	Misty Davis
7810	Bill Jenkins
7811	Ken Harding, L.7812
7815	Rod Carter
7816	Al Bopp
7817	Michael S. Watson
7818	Alvin L. Simon
7901	Carla Floyd

LOCAL	PRESIDENT
7904	Annie Hill
7906	Bruce McDowell
7908	Larry Hurst
7955	Robert Proffitt, Chair
7970	Alvin L. Still
9400	Tony Bixler
9402	Thomas R. Runnion
9403	Richard M. Herrero
9404	Bernard V. Chiaravalle
9407	Rick Becker
9408	Clay Seals
9409	Val Afanasiev
9410	Marie C. Malliett
9411	Pete Peralez
9412	Bob Chiapetto
9413	Jay Seabert
9414	Carl Hilgeman
9415	Jessie M. Wilson
9416	Linda Halbrook
9417	Barbara J. Spradlin
9418	Joan McCurdy
9419	John Norton
9421	Gerald T. Briggs
9423	Sue Feller
9426	Dianne Dion
9430	Charles J. Dunn
9431	Cliff Bryant
9432	Walter Borrer
9495	Floyd J. Larabee
9502	Janice Wood
9504	Paul Norton
9505	Alice Alvarez
9510	Delbert McBryde
9511	Ron Smith
9550	Hector Fabela
9573	Michael D. Norberg
9575	Jerry Foy
9576	Jerry Teixeira
9587	Robert Duggan
13000	Robert J. Powell
13550	Edwin Graham
13551	Santo L. Dinunzio
13570	Mark Barlow
13571	Richard Evanoski
13572	Ray Kissinger, Jr.
13573	Robert Kreger
13574	Alfred W. Kipp
13575	Richard Dykeman
13577	Michael G. McMackin
13585	Joseph Hock
13591	Albert J. Caterino, Jr.
13595	Robert B. Wolarik
14200	Robert E. Pettersen, Jr.
14201	R. Hunter Phillips
14310	Harlie B. Morse
14313	James H. Adcox
14336	Joseph P. Carroll

LOCAL	PRESIDENT	LOCAL	PRESIDENT
14406	William H. Slingerland	14800	Bernard J. Carr
14447	Barry M. Baumert	14812	Roy H. Shields
14516	O. Carmi Shrigley	14813	Edward K. Hess, Jr.
14518	Charles E. Fisher	14815	Peter Vizza
14522	Glen Fitch	14823	James H. Loy, Jr.
14524	Donald J. Carpenter	14828	Jack McDaniel
14525	Fred Peter Paulik	14830	Ronald G. Miller
14531	Robert E. Dixon	14831	Robert R. Baum
14540	William C. Withers, L.14520	14837	Robert E. Kirk
14613	William L. Bringle, Jr.	14912	S. Eugene Barrett
14757	Michael Reghitto	14918	Gerald H. Davis
14763	John S. Sundahl		

EXECUTIVE VICE PRESIDENT EASTERLING: Congratulations to the officers and the members of the 100% locals for an outstanding performance.

Before I announce the winners of this year's Convention Awards, I want to ask all the winners to gather for a photo session just off the stage, to my left, when these proceedings are over.

The first award is presented to the Local that contributed the most CWA-COPE dollars last year. We are happy to present this Special Local Award to Local 1101, which contributed \$44,424.90. The president of Local 1101, Ed Dempsey. Congratulations, Ed. (Presentation - Applause)

The next award goes to the Local contributing the highest percentage of its CWA-COPE quota in 1988. We are delighted to present this award to Local 1301, again this year, which raised 4,190 percent of its quota. The president of Local 1301 is Thomas Miller. Congratulations to Thomas and to the members of Local 1301. (Presentation - Applause)

The next award is the District Sweepstakes Award, which is presented to the District that raised the highest percentage of its quota by the end of calendar year 1988. The winner of 1988's Sweepstakes Award is District 3. District 3 raised 210 percent of its quota in 1988. Congratulations to Vice President Gene Russo and the District 3 staff and Locals. (Presentation - Applause)

We will now present a Special Gold Mercury Plaque to those locals that achieved thirty or more consecutive years of 100 percent participation in CWA-COPE.

Those locals with 30 consecutive years are:

Local 4270, President Ronald Adams. (Presentation - Applause)

Local 6200, Lonnie Hare. (Presentation - Applause)

Those locals with 31 consecutive years are:

Local 4372, President Robert B. Arnett. (Presentation - Applause)

Local 4711, President Ralph E. Hiatt (Presentation - Applause)

Local 6321, President Alice Perez. (Presentation - Applause)

And Local 6390, President Tom L. Mitchell. (Presentation - Applause)

We have one local that has achieved 100 percent participation in CWA-COPE for 32 consecutive years. That is Local 6326, and the Acting President is Francis Russell. (Presentation - Applause)

We have two locals that have the outstanding record of achieving 100 percent for 33 consecutive years. They are:

Local 6313, Stanley Walker President. Accepting the Award is Ron Frerer, Vice President. (Presentation - Applause)

Local 7621, James Payne President. Accepting the award is Kent Bateman, Executive Vice President. (Presentation - Applause)

The next award is presented to the local that achieved the highest percentage of membership participation in the CWA- COPE PCC Checkoff Program in 1988. This special local checkoff achievement award is presented at this Convention to Local 3613, which achieved 100 percent of membership participation in the 1988 CWA-COPE PCC Checkoff Program.

Congratulations to the President of Local 3613, Don Harris, and the other officers and

members of Local 3613, who have worked so hard in signing up members in the CWA-COPE PCC Checkoff program. (Presentation - Applause)

The next award goes to the local that had the largest number of members signed up on CWA-COPE PCC Checkoff in 1988. We are happy to present this award to Local 1101, which had 4,117 members signed up on CWA-COPE PCC Checkoff last year. Congratulations to President Ed Dempsey again, and the other members and officers of 1101. (Presentation - Applause)

We now present the distinguished President's Award for outstanding achievement in raising voluntary -- or "free" dollars. That Award goes to the Local that met its quota with the highest percentage of voluntary dollars in 1988.

It is a pleasure to present this President's Award to Local 1301, which raised 4,145 percent of its 1988 quota.

The next Award is the distinguished President's Award and is presented to the Local that met its quota with the most voluntary dollars in 1988.

This President's Award goes to Local 1101, which raised \$44,524.90 -- all voluntary dollars!

Congratulations again to President Ed Dempsey and the other officers and members of Local 1101. (Presentation - Applause)

Because of the phenomenal success of our CWA-COPE QUORUM Program, we will now present two CWA-COPE QUORUM Achievement Awards for 1988.

The first Award goes to the Local that had the most members in the CWA-COPE QUORUM in 1988.

It is a pleasure to present that Award to Local 3204 with 92 members. Will the President of Local 3204, Clarence Atkins. Please come up and accept this special award. (Presentation - Applause) Congratulations!

The second QUORUM Award is presented to the District that had the most members in the CWA-COPE QUORUM in 1988.

We are proud to present this Award to District 3 with 1,064 members. Will Vice President Gene Russo please come up and accept this Award. (Presentation - Applause) Congratulations!

We will now present two special District Annual Achievement Awards for calendar year 1988. The first of these awards is presented to the District that achieved the highest percentage of membership participation in the CWA-COPE PCC Checkoff Program in 1988. We are delighted to present this award to District 6, which has 10.5 percent of its membership on checkoff at the end of calendar year 1988.

Will Vice President Tommy Parsons accept the award? (Presentation - Applause)

The second Annual Achievement Award goes to the District that raised the most CWA-COPE dollars in calendar year 1988. We are proud to present that Award to -- are you ready for this -- District 3 (applause), which raised the grand total of \$322,394.05. Come up here, Gene, and pick up the Award. (Presentation - Applause and cheers)

We will now present our two 1988 Platinum Quorum Awards.

The first Platinum Quorum Award goes to the Local that had the most PQ members in 1988. We are pleased to present that PQ Award to Local 1301, which had 66 members in 1988. Tom Miller, come up and accept this Award. (Presentation - Applause)

The second Platinum Quorum Award is presented to the District that had the most PQ members in 1988. We are proud to present that Platinum Quorum Award to District 3 again, which had 400 members in 1988. (Applause and cheers)

Vice President Russo will accept the Award, again. (Presentation - Applause)

Gene said it doesn't bother him at all, these trips.

A few years ago we instituted the Maxine Lee Award, to be presented to another pioneer like Maxine in CWA-COPE fund-raising. This award has been presented to District Legislative/Political Coordinators, who, through their commitment and hard work, have vastly improved their Districts' CWA-COPE fund-raising program.

This year, we will present the Maxine Lee Award to another District Legislative/Political Coordinator, whose diligence and perseverance has brought that District's CWA-COPE performance substantially up.

His District historically contributed more treasury than voluntary money until he began a

drive toward increasing checkoff, QUORUM and Platinum Quorum contributions. That District now contributes more voluntary than treasury money -- and in 1988, his District had the largest increase in numbers of QUORUM and Platinum Quorum members of any District.

We are please to present the 1988 Maxine Lee Award to the Legislative/Political Coordinator in CWA District 9, Jim Gordon. (Presentation - Applause)

And last year we established the Ben Porch CWA-COPE Hall of Fame to honor the District Vice President who has provided exemplary leadership in raising money for CWA-COPE. Ben Porch, himself, was the first inductee. We announced that future inductees would have to achieve a comparable record of excellence in fund-raising and political action.

As you have seen from several of the Special Awards we have presented today, only one District has achieved the standard of excellence set by Ben Porch. That District is District 3. (Applause) Not only has Vice President Gene Russo met that standard of excellence -- he has exceeded it. We are proud to induct Gene Russo into the Ben Porch CWA-COPE Hall of Fame. Congratulations. (Presentation - Applause)

Although the money we raised in 1988, \$1.23 million, sounds like a lot, that money was contributed by less than ten percent of our membership. Only about six percent of our eligible members are contributing through payroll deduction. We can do better than that.

If each of you will do your part and sign up new CWA- COPE contributors on payroll deduction, you will be making a good investment in your future.

Always remember, CWA-COPE comes first. Without the money, we cannot elect the politicians who make the laws that rule our lives.

Thank you very much, and congratulations to all the winners. (Applause)

PRESIDENT BAHR: Thank you, Barbara, and thanks to all who have made this an eventful year.

Would the Resolutions Committee return to the platform, please.

The Chair recognizes Delegate Courts.

DELEGATE H. JAN COURTS (Local 2001): I have a motion. My motion is that, for the 1988 calendar year, states who receive COPE Awards not be penalized if sector locals were not all 100 percent of their quotas. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been made and seconded.

You have five minutes to speak on your motion.

DELEGATE COURTS: To my understanding, no one knew before we got to this Convention that state awards wouldn't be given if ITU didn't participate. It would have been okay if the states or locals were notified prior to.

In some states there are three and four member locals where all of the members are retired and the locals are non- functional. It's unfair to the states who have worked very hard over the year to make the 100 percent goal and then be penalized after the fact.

We have no objections in including the ITU locals for the 1989 quotas as long as we can be provided with a list of who they are and how they can be located and when the merger transition will be completed.

I ask for your support. Thank you. (Applause)

PRESIDENT BAHR: You have heard the motion. There is no delegate indicating a desire to speak on it. The motion has the effect for the 1988 calendar year to exclude the sector locals from the quota.

All those in favor indicate by raising your hands. Down hands. Opposed by a like sign. The motion is adopted. (Applause) And the records will so reflect.

The Resolutions Committee.

CHAIR DiNUNZIO: Thank you, Mr. President.

At this time, I would like to call on Committee member Kathleen Fikes to read the Resolved of Resolution 51A-89-11 entitled "International Child Labor Exploitation."

Hold on one minute please.

PRESIDENT BAHR: Before the Committee reads the Resolution we will be showing on the screen to my left a video that was commissioned by the International Ladies' Garment Workers Union on this subject. Would you roll the film please.

... Showing of a very informative and moving film showing the terrible exploitation of child

labor in Thailand ...

PRESIDENT BAHR: The Chair recognizes the Committee.

CHAIR DiNUNZIO: Thank you, Mr. President. At this time, now I would like to call on Committee member Kathleen Fikes, to read the resolved of Resolution 51A-89-11, entitled "International Child Labor Exploitation."

DELEGATE KATHLEEN FIKES (Local 1123): If the Delegates will please turn to page 12 of the Resolutions Committee report, I will read Resolution 51A-89-11, entitled "International Child Labor Exploitation."

Resolution 51A-89-11

INTERNATIONAL CHILD LABOR EXPLOITATION

In this day and age of labor exploitation, everything pales by comparison to the barbarities perpetrated by multinational corporations in their use of child workers.

There's a 12-year-old girl in Thailand who works in a garment factory which ultimately exports to the United States. She works from 8:00 a.m. to 10:00 p.m., with a day off every two weeks. She is considered fortunate to have such a good job.

Another Thai girl was sold by her mother to a factory owner, for a total "salary" of \$120 per year. The factory is surrounded by metal fencing. On the second floor, where the children work and sleep, windows are shut with aluminum plates and the ventilation ducts are permanently sealed with concrete because a boy once escaped through them. The Thai girl works from 6:00 a.m. to midnight with no rest periods or days off.

A nine-year-old Indian boy spends 12 hours a day, six days a week, polishing little pieces of brass on a high-speed grinding wheel. By noon, every inch of him has been coated with metal dust. Splinters of metal occasionally fly into his eyes. But he says he likes his job and making money, about 17 cents a day or 1.4 cents per hour.

These examples are but a few of the millions of children literally enslaved in the foreign subsidiaries and subcontractors of U. S. companies. Experts have documented countless cases of abuse, frequently met with only a shrug of indifference. One U.S. executive in China told a *Business Week* reporter, "We can work these girls all day and all night." Another executive said, "The Chinese employees are bright, happy and productive. I never gave it the slightest thought that they were overworked."

Multinationals use economic blackmail to get the cheapest possible labor. Should China threaten to impose some minor protections, for example, the multinationals merely pick up and move to Thailand or some other more hospitable location. Meanwhile, children are used and discarded, their lives ruined for a few extra profits.

As foreign investment increases, child exploitation increases. In Thailand, for instance, foreign investment and exports rose by 84 percent from 1983 to 1987; at the same time, child workers jumped 34 percent.

In total, conservative estimates contend that the number of working children in the world ranges from 80 million to 200 million. Other experts say this number is much too low, with 200 million working children in Asia alone.

Sadly, official international agencies are doing little or nothing, passing the buck to other international agencies. Ultimately, the best solution is economic prosperity—a healthy economy where an adult workforce gets a fair share of the wealth they produce.

In the interim, though, we must take steps to halt the child exploitation. In the

end, it is largely an American problem since most of the goods produced by these children are consumed within our borders.

We must boycott those goods which use child labor, to the extent that we can get such information. More important, we must put teeth into recently-enacted laws to curb imports of exploitatively-produced foreign goods. U. S. trade law specifically provides that a country can lose its trade privileges if it persists in child labor. This must be enforced. Finally, we must enact new legislation to prevent national or foreign suppliers from using unlicensed subcontractors, and to insist that our trading partners take steps to monitor and protect foreign workers.

RESOLVED: That the Communications Workers of America vigorously pursue legislation which would inform consumers of child-labor content and encourage government enforcement of existing laws which curb imports of goods produced through child exploitation and which insist that trading partner nations enact and enforce decent labor protections.

Mr. President, the Resolutions Committee moves the adoption of Resolution 51A-89-11, "International Child Labor Exploitation."

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the motion. It has been seconded from the floor. At Microphone No. 3, Delegate Petersen.

DELEGATE ROBERT E. PETERSEN (Local 14200): Brothers and Sisters of the Communications Workers of America: I rise to speak in favor of this resolution. I am sure that every delegate to this convention feels the same as I do and that you will unanimously adopt this resolution.

But Brothers and Sisters, passage of this resolution is not enough. Passage of this resolution will not erase the problem of child labor exploitation from the face of this earth. It is not enough for us to simply vote in favor of this resolution. It is not enough for us to send a copy of this resolution to all members of Congress. It is not enough for us to bring the resolution to the attention of our members.

We must all do all of those things, but we must do more. We must spread the message of this resolution in our schools, our churches, our clubs, our communities, to all our elected officials and, yes, in the marketplace.

In the name of human decency, let us send a strong message to the leaders of this nation and to Canada that we will not tolerate those insidious robber barons enslaving the children of the world. (Applause)

Do not let the cries of anguish from those enslaved children go unheard. Those children forced to work in horrible conditions for twelve hours a day, seven days a week, desperately need our help.

Let the message go out from the CWA to every nation on this planet that we demand that the shackles of slavery be removed from the children this world. Let them live in decency. Let them grow. Let them be educated. And let them be free. (Applause)

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

DELEGATE AVA McLUCAS (Local 4630): President Bahr, Executive Board, Delegates, Alternates and Guests: I rise in support of this resolution. We should all be outraged at the growing abuse of child labor throughout the world. Because children are among the most defenseless, they are easy prey for exploitation. I believe the problem is much worse than any of us can imagine.

Nearly every day in the news media, there is a report about child labor abuse. On Friday night, for example, one TV program reported that the drug lord of Burma -- a nation that supposedly is allied with us -- regularly recruits eight to twelve-year-olds for training in his private army. When they are sixteen, they become regular fighting soldiers for him.

On Monday, the newspapers carried a report about child labor abuse against a three year old actor on the upcoming mini-series "War and Remembrance." During the filming of one scene, he was worked for six straight hours through 22 takes. The child is an orphan. The director of the series has since apologized.

I think this is a perfect example of the callous and insensitive attitude among many of the

world's business and political leaders to child labor abuse.

Child labor abuse is not a problem for other people in other lands. It is a direct outgrowth of the new international trading system. This system encourages multinational corporations to search the world for the lowest wage among the poorest, most exploited workers in other countries. And U.S. corporations -- including some employers under contract to us -- are among the worst abusers of children. The absence of public outcry against this evil business practice is a shame that we must all accept.

Many years ago, those who went before us in Organized Labor, fought long and hard to end child labor abuse. Now it is our turn. We must accept the challenge to battle against child labor abuse on the international front. We must once again call the conscience of America to arms against the exploitation of children. We must be the moral leaders to call corporate America to account for their actions.

I am proud and honored that our Union is taking a stand at this convention to be a leader in the campaign against child labor abuse. This resolution is our declaration of war and I hope all of you will enlist in the campaign.

I urge your support for this resolution and your personal commitment to carry our campaign into every community where CWA members live and work. (Applause)

PRESIDENT BAHR: Microphone 3, Delegate Weiner.

DELEGATE DAVID WEINER (Local 1081): I represent 830 Public Employees employed by the Essex County Division of Welfare in Newark, New Jersey.

In Essex County, our Family Service Workers serve and protect 30,000 families receiving assistance through the Aid to Families With Dependent Children program. Included in this clientele are 70,000 children, ranging in age from gestation through 21 who, through no fault nor volition of their own, are trapped within the maze of poverty and all of its adverse ramifications -- neglect, abuse, suspect health care, inadequate schooling and homelessness.

Despite this deprivation found within the territorial borders of this, the richest nation in the world, the plight of the children of whom I just spoke pales by comparison to the little girls in Thailand and little boy in India and the exploitation coupled with the abject poverty they are forced to endure.

Our children of poverty, at least, may enjoy some semblance of opportunity to escape their trap, despite the fetters of racism and classism. They may excel in their education and obtain employment that would enable them to better the quality of their lives and to pass on the benefits of the fruits of their labor to their offspring.

The children in other nations who are forced to work for nearly no remuneration and forego their education do not share the opportunity of their counterparts in America.

I call upon this august body to resolve to pursue legislation that would effectively cease all trade with nations that are guilty of these heinous acts of ultimate child abuse and neglect. After all, we in the United States know from whence we speak. We as well exploited children in the workplace in years past. So in that respect, we are not without guilt, nor should we be so smug.

However, we stopped our exploitation and we must insist that these countries so still acting follow our example and halt immediately, or suffer every legitimate consequence that is within our purview to impose upon them. Thank you. (Applause)

PRESIDENT BAHR: On mike 1, Delegate Collins.

DELEGATE RONALD COLLINS (Local 2101): Mr. President, I move for the previous question please.

... The motion was duly seconded ...

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

All those in favor indicate by raising your hand. Down hands. Opposed by like sign, Debate is closed.

If Delegate York cares to have her remarks entered into the record, we would happily accept it up at the platform.

... The following prepared remarks were presented to the court reporter for inclusion in these proceedings, as follows:

DELEGATE CECILIA YORK (Local 9586): I rise in support of Resolution 51A-89-11. I,

being born and raised in the Far East, have witnessed firsthand the child labor conditions there. I remember my nanny's 7-year-old grandson, who lost one hand and the burns on his face, due to an accident, working with gunpowder, making firecrackers.

I was indeed fortunate that my parents were able to afford many luxuries for me. But, above all, I was fortunate because I did not have to make firecrackers, earning meager wages, to put food on the table.

I am fortunate indeed.

Therefore, I urge all my brothers and sisters of this great Union, the CWA, to support this resolution on international child labor exploitation. Help save our jobs by supporting this resolution. We can help these children in other ways. ...

PRESIDENT BAHR: All those in favor of adopting Resolution 51A-89-11, indicate by raising your hands. Down hands. Opposed by like sign. It is unanimously adopted. (Applause)

This finishes the work of all the committees. On behalf of the convention, I want to thank all the members who served and I hereby dismiss all committees. Thank you very much. (Applause)

On microphone 1, Delegate Layman.

DELEGATE DAVID LAYMAN (Local 2204): President Bahr, members of the Executive Board, fellow delegates: I would like to make a resolution.

WHEREAS, on April 5th, 1989, the United Mine Workers of America were forced to strike Pittston Corporation.

In 1987, as the UMWA began to negotiate a new contract with the Bituminous Coal Operators Association, Pittston refused to be bound by industrywide bargaining, the only major coal company to do so.

Those negotiations produced a new five-year national contract. The old contract expired January 31, 1988. The Mine Workers offered to work under a contract extension, but Pittston refused and responded by hiring a notorious security firm, "The Asset Protection Team," headed by former President Gerald Ford's son-in-law, Chuck Vance. These so-called security guards dress in full riot gear, carrying shields and shotguns.

Next, Pittston cut off health insurance for 1,500 retirees, widows and disabled miners, and stopped pension contributions. Pittston stopped arbitration on grievances and union dues check-off.

Pittston has demanded the following concessions:

1. Massive subcontracting
2. Forced overtime.
3. 24-hour notice to bring safety inspectors in mines
4. Loss of pension protections.
5. Reduced take home pay.
6. A waiver of rights protected under federal laws, and
7. Cuts in health care benefits.

THEREFORE, BE IT RESOLVED, that the Communications Workers of America supports the UMWA in Virginia, West Virginia, and any other state in their struggle with Pittston; and be it further

RESOLVED, that the Communications Workers of America urge the Jobs With Justice coalition to hold rallies in support of the UMWA; and be it finally

RESOLVED, that the Executive Board of the Communications Workers of America give to the UMWA whatever financial support and help they deem appropriate.

If I have a second, I would like to speak on the resolution. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: The resolution has been seconded and the delegate may speak.

DELEGATE LAYMAN: Today we showed support for Brother and Sister union members at GTE; yesterday we supported the Janitorial Workers with a Jobs With Justice rally, and tomorrow we'll be there, fighting for Jobs With Justice for every worker in our great country. That's our responsibility.

My local, 2204, is located in Virginia, a Right-to- Work-For-Less State, and is 96 1/2 percent organized, working hard to get to 97 percent. Tradition and "The Union Way" is in our blood.

The United Mine Workers and CWA work together in Virginia and West Virginia. Our Brother and Sister union members in the UMWA are in a fight for their lives against Pittston Corporation.

The Governor of Virginia has sent in the State police, and at last count there have been over 1,100 arrests. The miners' wives are involved in the demonstrating, with tactics like a 30-hour sit-in "On Company Property".

High school students, numbering over 100, last week demonstrated at the motel where the State police were staying.

The community is involved, showing strong support for the miners. Let's send a message to the Pittston Corporation and support our Brothers and Sisters at UMWA.

I urge and thank you for your support on this resolution. (Applause)

PRESIDENT BAHR: I would just advise this Convention that yesterday there was a Jobs With Justice rally on behalf of the strikers, and 15,000 union members attended. (Applause)

On Microphone No. 3, Delegate Harris.

DELEGATE ELAINE A. HARRIS (Local 2001): President Bahr, Brothers and Sisters, I rise to take a stand in support of this resolution.

For decades our Brothers and Sisters in the United Mine Workers of America have been in the forefront of the fight against corporate greed.

I am from the State of West "by God" Virginia where the United Mine Workers have strong and deep roots. where many UMWA battles were fought in such places as Elk River, Paint Creek and Matewa, West Virginia.

Currently the UMWA is at war against the corporate giant -- Pittston Company.

On April 5th, the UMWA struck Pittston because of the company's blatant pattern of unfair labor practices and broke promises to the members who worked in good faith for 14 months without a contract.

Pittston's mismanagement and greed is not only threatening to the UMWA's members and their communities, but it is a direct attack on the labor movement as a whole.

One prime example of this company's anti-union, anti-worker tactics, in the dead of winter in 1988, health insurance benefits were cut off for 1,500 workers, retirees and disabled miners.

On Sunday, April 30, in Wise, Virginia, more than 10,000 union activists, their families and friends joined the Reverend Jesse Jackson to support the Mine Workers and their families, including wives and children who have been on the picket lines dressed in camouflage, which is symbolic to all of them in the fight for their lives.

This, Brothers and Sisters, is our fight, too. Without the support -- material and personal - - and suffering of the United Mine Workers of America, there would be no CWA today.

We, in CWA, the great States of West Virginia and Virginia, have already joined with our Mine Worker Brothers and Sisters in this fight for justice.

Historically, the UMWA has always been ready and willing to make CWA's fight their fight.

Now I ask each of you individually and ask our Union collectively to do everything within our means to assist the miners to ensure their success and obtain Jobs With Justice. Thank you. (Applause)

PRESIDENT BAHR: There were no other delegates desiring to speak on this resolution. Therefore, we have before us Resolution in Support of the United Mine Workers Struggle Against Pittston.

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

Microphone No. 1, Delegate Conroy, Local 1112.

DELEGATE DONNA M. CONROY (Local 1112): I would like to submit the following resolution in support of Eastern Air Lines strikers.

Eastern Air Lines strikers have taken a stand against worker abuse. These brave men and women have literally put it all on the line to bring the union-busting tactics of Frank Lorenzo to a halt.

While Frank Lorenzo 's exploitation of workers and insatiable greed spreads like a cancer throughout corporate America, Communications Workers of America will continue its

demonstrable and its enthusiastic support of Eastern strikers.

Therefore, be it

RESOLVED, that the CWA will boycott Continental Airlines; be it further

RESOLVED, that the Communications Workers of America will join Eastern strikers on picket lines across this country until a just settlement for all Eastern workers is achieved. (Applause)

And be it further:

RESOLVED, that the Communications Workers of America members do whatever it takes for as long as it takes to educate the public as to the consequences all American workers will face if Frank Lorenzo prevails over Eastern strikers. (Applause)

If I have a second, I will speak on it. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: The motion has been seconded. You may speak on your motion.

DELEGATE CONROY: Sister and Brother Delegates, I have no doubt that all of our hearts were with the Air Traffic Controllers in their struggle against Ronald Reagan. But our hearts did not stop PATCO from being broken, just as our hearts won't stop Frank Lorenzo from devastating the workers at Eastern.

If ever a workers' strike was our fight, this is it. We must make certain everyone knows that flying Continental is tantamount to scabbing. Those who patronize Continental should be publicly scorned and afforded the same special treatment we provide all scabs. (Applause)

Our presence must be heard in every community if we are to relegate Frank Lorenzo to his rightful position, which should be chairman of the dump, where he can be with the rest of the garbage. (Applause)

I ask my fellow delegates to join me in supporting this resolution. (Applause)

Donna, may I have a copy of the resolution, please?

Are you ready for the question? All those in favor of the motion, as read by Donna, which deals with Eastern and which also deals with Continental, indicate by raising your right hand. Down hands. Opposed, by like sign. It is unanimously adopted. (Applause)

At Microphone No. 1, Delegate Niemeyer, Local 6333.

DELEGATE NIEMEYER (Local 6333): On behalf of the membership of Local 6333, I move that this delegate body of the 1989 Convention go on record in support of our strike vote taken against the Southwestern Bell Telephone Company, which occurred on March 12, 1989. If I get a second, I would like to speak on it. (Applause)

PRESIDENT BAHR: It is seconded. You may speak, Larry.

DELEGATE NIEMEYER: Job security is a very serious concern of our members and, as we know, is one of the primary issues that our bargaining teams within CWA are addressing with the guidance of the National, the Districts and the Locals.

The destruction of bargaining unit jobs is a fight we all should be prepared to meet head on, regardless of which unit is the transgressor.

Local 6333, from Kansas City, answered the bell on March 12th of this year by taking a strike vote against the Southwestern Bell Telephone Company. The decision to take a strike vote resulted after several meetings within our local, ranging from executive board and steward meetings to regular and special membership meetings.

Even faced with the prospect of strike action in August, our membership produced a positive strike vote.

Over the past several years contracting of all forms has increased, while the work for our members has diminished. Splicers and linemen have been forced to work away from home on long-term loan. Linemen have been forced to work as cable splicers. Some were forced to become installers. All because of a stated "lack of work."

In 1987 a Common Interest Forum Committee was established in Missouri to deal with the issue of contracting, of which I was a member. During these meetings to discuss a way to reduce contracting, the company implied they would not stop contracting and may increase their use of contractors because of the reduction of employees from surplus conditions.

Our office has received frequent reports from the district about surpluses which either reduce jobs, cause relocation or many times cause downgrades or layoffs.

Service work of all kinds have been contracted -- prewire of homes and apartments,

placing of pedestals and squirrel guard, supplies deliveries, air pipe placing and splicing, and on and on. Linemen are almost extinct.

The most recent infringement of our members' work has been the contracting of drop and cable locates for the first time, on a trial basis. This corporation has condoned the elimination of their supplies department in their subsidiary, with its loss of jobs. They allow the use of contractors to place and splice cable in this same subsidiary. And, I might add, they are retired supervisors from Bell. All of this work could be performed by our members.

We have used the grievance and arbitration procedure and for the most part this has been ineffective. Bargaining has come and gone over the years with some improvements. All the while, an increase of contracting of our jobs has occurred. Yes, we need to make job security one of our top priorities.

Other negotiations with the company have taken place, with locals, with districts, through Common Interest, and I am sure others. None of this has stopped the abuse of contracting and the erosion and elimination of our members' jobs.

Loss of jobs due to technology is difficult to accept and hard to understand, but a sense of pride remains. Loss of jobs due to relocation, through consolidations or moving across the border, shows a lack of compassion and concern for our hard-working members, as we all know. Loss of jobs due to the importing of contracts into our work environment shows complete arrogance and greed.

We have talked much about mobilize and organize. We need this to fight for our jobs. In President Bahr's words, from his letter of March 22nd to myself, and I quote:

"I can understand your strong feelings about contract labor. I have fought for its elimination from the time I went to work for CWA more than thirty years ago. During that time I learned that this problem will not be resolved through the grievance procedure and arbitration procedure. In fact, it is doubtful any meaningful improvement can be achieved without the threat of a strike or a strike itself."

Morty, your words flow through our members' minds and veins, for truly we are Brothers and Sisters of the Union.

We do not intend to take any action in violation of the law, the Constitution or the contract. On Tuesday of this week the Delegate body of District 6 went on record in support of the strike vote of Local 6333. Hopefully, our fight won't be a lonely fight. What we are fighting for is the heartbeat of our union -- our jobs and our work. Without this, we have no existence.

PRESIDENT BAHR: One minute.

DELEGATE NIEMEYER: Our members said, "Enough is enough. It is time to take a stand."

Fellow Delegates, we need you in our corner. We urge your support of this motion. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 3, Delegate Lemmin, Local 6325.

DELEGATE RICK LEMMIN (Local 6325): President Bahr and fellow delegates, I do, as you should, support Brother Niemeyer and his members in their attempt to stop contracting, to stop layoffs, and to create job security.

They are risk takers. Aren't we all? A local of approximately 800 members is setting the stage for approximately 68,000 members in their struggle for job security in the 1989 negotiations with Southwestern Bell Telephone Company, and they need 3,000 delegates and 700,000 members to support them.

On Tuesday of this week District 6 Delegates met and gave their support for Local 6333. The locals will arrange for financial and staffing support, informational pickets and handbilling throughout the district and wherever else they can to help.

Local 6333 is an outside plant local, one of the hardest hit by contracting in the telephone industry. Southwestern Bell Telephone Company, their major employer, plans on increasing contracting. The grievance procedure does not seem to slow them down.

Please vote to support their jobs, our jobs, and our members' jobs. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 5, Delegate Anesi, Local 7214.

DELEGATE ANESI (Local 7214): While I share the Brothers' concerns and problems, I do have to ask the question: Has the Local involved completed the contractual and constitutional

requirements prior to submitting this request?

PRESIDENT BAHR: I would have to check with Vice President Parsons, as I am not personally aware.

He says it is in the process at this time.

You are entitled to a second question.

DELEGATE ANESI: The second question would be, I guess, then, would you feel this request to be premature?

PRESIDENT BAHR: This body will make that decision. (Laughter and applause)

On Microphone No. 4, Delegate Waitena, Local 6143.

DELEGATE GARY WOITENA (Local 6143): I am an employee of Southwestern Bell Telephone. We share the concerns for the contracting of work. It happens in San Antonio. It happens everywhere. But I question the wisdom of bringing this issue to the floor of the Convention, in that it may usurp the authority of the Executive Board to authorize a strike.

We have to exhaust all the measures we can in negotiating what we can with the company. Nobody wants contract work. We are not going to have contract work in Southwestern Bell. We will never settle for it. But I do not think it is a good idea for this Convention to act on the issue, and I would hope that you would vote against the motion. Thank you. (Applause)

PRESIDENT BAHR: On Microphone No. 1, Delegate Schellin, Local 2336.

DELEGATE MARC A. SCHELLIN (Local 2336): I ask that we move the previous question.

PRESIDENT BAHR: The motion is to close debate. It is not debatable. It requires a two-thirds vote.

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

We have the following motion before us, and I suggest you listen to it carefully, because I think it responds to the concern of the previous speaker.

"On behalf of the membership of Local 6333, I move that this Delegate Body of the 1989 Convention go on record in support of our strike vote taken against the Southwestern Bell Telephone Company, which occurred on March 12, 1989."

All those in favor of the motion indicate by raising their hand. Down hands. Opposed, by like sign. It is adopted. (Applause and cheers)

To be sure that the record is clear, the Executive Board still has the responsibility to authorize the actual strike, subject to the President setting the date. And the maker of the motion made it plain he was not intending to usurp the Constitution. (Applause)

On Microphone No. 2, Delegate McLucas, Local 4630.

DELEGATE AVA McLUCAS (Local 4630): I would like to ask your indulgence for my Union Sister, Audrey Ruiz de Chavez to assist me on a point of privilege.

PRESIDENT BAHR: Go ahead.

DELEGATE AUDREY RUIZ DE CHAVEZ (Local 4630): President Bahr, Sisters and Brothers, I am here to personally ask you and to thank you in advance for your generosity and support. About two months ago, with no known family history, it was discovered that my 31-year-old son, Fernando, had liver cancer and will need a transplant in order to live. The cost of this operation is \$125,000 to \$140,000 plus. His insurance company will not cover this procedure. The hospital would not place him even on a waiting list until there was \$95,000 placed in an account.

Our family was stunned. Then we realized we would have to go public and raise these funds. We all looked at different sources -- our children, et cetera. I naturally, as an EAP coordinator, and as an ex-Community Service Chair, immediately reached out to CWA. I called Lela Foreman's office. My president, Ava McLucas, came to our aid. Letters to all locals have gone out, and I know you will respond.

Letters to unions in our community have gone out. All my co-workers, especially Robin Nix, who is an Alternate here at our Convention, have been there for me every day, raising funds in all sorts of ways and giving moral support that is so necessary for us in a time like this.

I am very grateful for the training that CWA has given us that enables us to know how to appeal to various groups. I would be remiss not to mention Cathryn Conroy and my gratitude to her for her strong influence in emphasizing the importance of networking and coalition building.

The skills she has taught us are so far-reaching. Last Friday, Fernando was placed on the waiting list. The fund had reached \$88,000. With the collateral, this was accepted by the hospital. We still have thousands to go, but there is no doubt in my mind that we will be successful, and soon Fernando will have his new liver. That is in a great part due to your generosity.

Now I also have to ask you for another thing, and that is to all be sure to sign your donor cards. Without them, an organ in the donor bin, there will be no hope for Fernando's operation. Ask your members to do this, too. I want to share with you, lastly, my anger. No one, but no one, should be forced to panhandle for their health care. (Applause) I intend to devote much time to demanding a change in the greedy insurance industry and with the callous, insensitive health care system that we now have. They must be changed. And I will need your help in this fight, too.

I thank you again, and Fernando thanks you as well.

... The Delegates arose and applauded ...

PRESIDENT BAHR: Ava, Jim Booe and I, as Trustees of the CWA Relief Fund, will see that the balance between \$88,000 and \$95,000 is made up to you next week, so that you will receive that transplant. (Applause and cheers)

DELEGATE McLUCAS: I am going to have a hard time talking here now. Thank you, President Bahr.

Also, at the pleasure of this body, I would like to request, on behalf of Audrey and Fernando, that we in the CWA family pass the hat of the Delegates, if that is the pleasure of the Convention. Do I need a second, or what? (Applause)

PRESIDENT BAHR: We can do that, but we are close to adjourning, so if the Sergeant-At-Arms would do it expeditiously, we will all cooperate.

DELEGATE McLUCAS (Local 4630): Thank you. We love you.

PRESIDENT BAHR: We love you, too. (Applause) I want to thank the Telephone Platform Observers for today and, on behalf of all of you, the Host Committee,

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

Janice Wood, President, Local 9502.

Bob Henderson, Executive Board Member, Local 9502.

Roger Loftin, Vice President, Local 9511.

Sue Givens, Area Steward, Local 9587.

Christie Johnston, Steward, Local 9426.

Mike Ryan, Steward, Local 9421.

Marie Felkins, Steward, Local 9573.

Bernie Hughes, President, Local 17, Printing Sector.

All of these people have made our stay here in Los Angeles so much more pleasant, and we thank you.

The Chair recognizes Jim Booe for announcements.

SECRETARY-TREASURER BOOE There will be a general staff meeting a half hour following the adjournment of the Convention in Room No. 217A.

The Alltel System Bargaining Council will meet at 1:00 p.m. tomorrow, May 4th, in the Del Mar Room of the Hilton Hotel.

There will be a meeting of the Public Sector Workers immediately after the adjournment today in Room 216A and B.

District 4 announces that their election of the District 4 Representative and Alternate to the Defense Fund Oversight Committee will be held at the district meeting in October.

Communications and Technology Mobilization meeting will be held one hour after the conclusion of the Convention, in Hilton Room 1173. Elected District Mobilization Representatives for AT&T units should attend. There were two elected from each district.

The CWA Minority Caucus will hold a brief membership meeting 15 minutes after the end of today's Convention in Room 214B in the Convention Center.

So that you will be able to get around this evening, there will be limited bus service serving the loop between the hotels until midnight tonight. No service is scheduled for tomorrow.

The quilt raffle was won by Dennis Dearing of District 3. He should see Nola Gray of

Local 3310 at the Bonaventure to pick up his prize.

The \$1,000 U.S. Savings Bond drawing by Local 4400, the winner is Nita Fine, of Oklahoma City, Oklahoma. See the representatives of Local 4400 back at the District 4 area to pick up your prize.

The winner of the custom golf clubs from Local 4008 is Randy Carson, of Local 3176, Morriston, Florida. If you see Local 4008, you can pick up your prize.

Marion Creekmore of Kansas City is the winner of the round trip to Hawaii. (Applause) The ticket number was 2628, and the Council from the Northern California Nevada Council will be in contact with you, Marion, about your desires when you want to go to Hawaii.

The CWA's Women's Network of Kentucky is selling chances on a queen-size quilt. Didn't we just give that away? Is that the same one? No, okay. Anyway, it's going to be a drawing today.

The briefcase winner, Connie Glover, of Dallas, Texas. It doesn't say who it was raffled off by, but you are a winner, Connie, if you can find the club you were in. Connie Glover.

Oh, Connie should go to the booth and see Darlene Castillo to collect your prize, which is a briefcase. This is the drawing held by PALMS.

Debbie Turner, Local 3804, Columbia, Tennessee, while she was in town, went to see "The Price Is Right" yesterday. She was selected as a contestant. She won \$6,000.00 in cash (applause), and \$1,400.00 in prizes. The show will be on the air on May 17th. So if you want to see Debbie she will be on the network May 17th. Debbie Turner of Local 3804, Columbia, Tennessee.

Even though we had 3,000 of those "Do Away With Lorenzo" stickers, the Vice President of District 2 has made arrangements or contacted the Machinists. I have information for you. If you are interested in helping the Eastern Air Lines strikers more, you can buy from them, "Stop Lorenzo" stickers, "Stop Lorenzo" buttons, "Stop Lorenzo" bumper stickers and "Stop Lorenzo" balloons, by writing or calling the IAM, the Machinists District 100, at 3026 NW 79th Avenue, Miami, Florida, 33122. That's IAM, District 100, 3026 NW 79th Avenue, Miami, Florida. The Zip is 33122. Or you can telephone Area Code 305-591-8550, they will give you the prizes and they say all orders must be prepaid, and after the length of their strike, I can sure understand that.

There is an announcement here from Local 6143 in the great State of Texas. The beautiful city of San Antonio, Local 6143, invites all of you to attend their 1989 CWA Round-Up. It's the 20th year they have put on this event, it's a day when they recognize their own.

If anyone had any reason to attend San Antonio, this is a good one. It's a 20th year reunion of its inception. Those original CWA members who formalized the first Round-Up will be present. They guarantee that May 13th is the day it's going to be held on. It costs \$8.50 for an adult, and that covers food, drinks and entertainment; \$4.50 for kids, and there will be a minimum of three fights. (Laughter) They will have barbecued beef, sausage and a lot of other good stuff.

CWA Retirees sold chances on a 50/50 program where half of it was to go to COPE. They raised \$790.00, and Harry Munroe of Orangeberg, South Carolina, has won \$395.00. It can be picked up at the Retiree table right now. (Applause)

I think that constitutes all of the announcements, Mr. President.

PRESIDENT BHR: We have many messages of greetings which I am instructing to be inserted into the official record.

As all of you know, this bargaining year has been an emotional and an eventful one so far. Our Jobs With Justice campaign has been splashed across the front pages and TV screens of America.

The contract talks at GTE and AT&T have made headlines as hundreds of thousands of CWA members wore red, and took a stand at demonstrations.

We have been in the forefront of the fight for justice by the thousands of union members at Eastern Air Lines. This "Tough 'N Together" video you are about to see is an example of how news of CWA solidarity is spreading across the country.

View the screen.

... The delegates were shown a dynamic and inspiring film showing the activities of CWA members throughout the country in contract negotiations in order to bring the members' Jobs With Justice, during which the delegates clapped in unison during the singing of "Because We're Right." (Applause) ...

PRESIDENT BAHR: On behalf of all of you, I would like to thank Francine Zucker and our Public Relations Department for putting that fine piece together. (Applause)

At microphone 1, the Chair recognizes Delegate Grey.

DELEGATE DOUGLAS GREY (Local 14030): I rise to move to adjourn, Mr. Chairman. (Applause)

... The motion was duly seconded ...

PRESIDENT BAHR: You have heard the motion to adjourn. Before I take it, I would ask the delegates, as in the past, to remain in their seats so I could just have a few last remarks, and for our final slide presentation.

All those in favor of the motion to adjourn, indicate by raising your hands. Down hands. Opposed by like sign, It is adopted.

This has been a relatively short but, I think, most productive week. (Applause) You have elected new officers -- re-elected some, elected some new. I can assure you that all of us will serve you well. In fact, we will have a Board meeting tomorrow morning to begin the work of the next year.

In 1952, the delegates to a convention like this, many fewer delegates but with the same hopes and aspirations, recognized the need to establish a Defense Fund. They did. And it served our union well for a number of years until things around us changed substantially so that each of us recognized that what was established in 1952 was no longer adequate to serve the needs of our members as we approach the 21st century.

Although we failed on one or two occasions to change the Defense Fund, we knew that if we stuck to it, the change would be made. I want to say that I believe that what we did yesterday was a major step to meet the needs of the future. (Applause)

But I would be remiss if I did not share with you a troublesome point -- at least to me -- and those of you who know me know that I, at all times, would like you to know how I feel about things in our union. You elected a committee last year to come in with a recommendation for a new Defense Fund. That committee spent days and weeks, not only delving into the needs of our members in time of a strike, but also spent many days and weeks searching into the Union's finances to determine how that Fund could be financed.

Only as could happen in a democracy, in a democratically-run Union, you chose and picked the portions of that report that you felt comfortable with. And with the remark of my very dear friend of 30 years, Fritz Clark, who said, "You could make up 2 percent, you can squeeze 2 percent at any time," we are going to squeeze 2 percent, but it is not going to be as easy as Fritz made it.

I suggest that there will be many locals that will have difficulty in squeezing the 2 percent, I suggest that we reflect upon things such as this; that when we ask our colleagues, rank and filers, to spend the kind of time they did looking at how we spend our money, to then, with a group of more than 2,000 delegates, very flippantly but in good faith -- I never doubt Fritz' good faith or anybody else's -- but without the in-depth perception of where we take this money from to put into the Defense Fund, when the single largest non-wage cost in this union is the convention.

Now, we are going to do it; and we are going to do it with the Strategic Planning and Budget Committee in the least painful way, the way we serve our members. At the same time, we will be bargaining in good faith this fall with all of the unions that represent the employers of CWA, and that has to be a concern of yours as well. And we will balance all of these concerns. But I suggest in the future that a little more thought should go into decisions of this nature.

Now, we have seen the film just now dealing with our collective bargaining, and now we are down to the nitty-gritty. I think the problem that we are facing nationwide can be exemplified if we just look at the Los Angeles area. Some of our members at the San Diego Times union have been without a contract for a couple of years. The publisher, Helen Copley, added \$400 million last year to her fortune. In 1988, the publisher of that paper became \$400 million richer. There has never been a strike against that paper in more than 30 years. Excellent conditions. How much money does one need to extract from the hides of workers?

Then we look at GTE with its highest earnings in history, and its officers quite well being taken care of, asking us to give back health care that exceeds the amount of the wage increase they are offering.

I think the point that was made so eloquently by one member who said, "Over all these

years of collective bargaining, we paid for this health care, because we took it in lieu of wages in some years." I hope most sincerely that the company got the message this morning that this entire Union is unequivocally supporting the struggle for a decent contract with GTE. (Applause)

Monday night, I spoke about our mission. I think it would be fair to say that our short-term mission is to make it clear to all of our employers that we demand justice and we seek fairness at the bargaining table, essentially a fair share of the economic pie that our members have made possible. And our effort to attain justice and a fair share is coming through the tools that make up our mobilization effort.

Yesterday, the AFL-CIO Executive Council adopted a resolution of support presented by Jack Barry of our AT&T negotiations. Those of you who have seen the "Wall Street Journal" and the "Los Angeles Times," it was well reported. I will read just the last paragraph of that resolution which was sent to me over fax.

"The AFL-CIO fully supports the CWA and the IBEW in their collective bargaining with AT&T and in their plans for an electronic picket line. We urge AT&T to continue negotiating in good faith to resolve all outstanding contract issues. In the event that agreement on a new contract is not reached by May 27th, the AFL-CIO will be prepared to mobilize its resources to assist union workers at AT&T and ATT-CAL and to call for the fullest support possible from affiliated unions, state federations and local labor councils." (Applause)

I don't want to preach to the corps. I think we all understand by now what I have been saying, that this is not the time for spectators, that it requires the personal involvement of every single member in the mobilization effort. While Monday night I used local 13000 as an example, because I happened to come across that magazine, it was in no way meant to imply that hundreds of our locals were not doing equally well.

I now announce the next step of turning up the screws, of building the heat. The Executive Board has authorized a strike vote to be taken among our members of AT&T and the vote to be returned by May 19th. When you get home, the ballots should be in your office. Each local will have the instructions to take that vote. (Applause)

Again, what we do at midnight of May 27th will be a decision made based on the situation at that time, with Jack Barry and I personally consulting with our committees. You can be sure that every tool in our arsenal will come into play.

What about our long-term mission? Who could not have been moved by the pictures we saw of the exploitation of children? That was only a very small part of what is happening in the world. Who can deny that there are millions of people throughout the world who have no hope for tomorrow to be a little better than today? Who can deny that as we sit here thousands of children are dying from malnutrition? We cannot permit ourselves to be totally engulfed by our own personal problems, so that we are unaware or insensitive to what is happening to human beings around the world.

None of us like to see on our TV, as we are sitting with a full plate, the bloated bellies of children in the Sahara or in any part of the world. And I suggest to you that the Trade Union Movement is the vehicle that can improve the lives of people who need it in this country, and we can't forget that we have to deliver our mission here as well.

The Trade Union Movement, indeed, would be irrelevant if our only concern was the next contract. We listened yesterday to a representative of workers who struggled for eight years waiting to have the opportunity to negotiate a contract. And we heard of another one from Franklin Service Company, where people basically were working for minimum wage in metropolitan areas. We noted the story of Nacogdoches, and there were thousands of Nacogdoches in America where American workers are being exploited; where, with the exception perhaps of one or two unions, others are not interested in the minimum wage worker.

And I could not help but think, as we gave out the awards for COPE, as important as COPE is, what it would mean if every one of those dollars that was collected was a new member; and how much stronger our Union and the Trade Union Movement would be if we put equal effort into organizing as we do in COPE.

So I hope you leave here today, go home and feel good about what we have done, that we feel good about our Union, but that we all know that we can do better, and that we are the only institution where leaders change, but the mission never does.

Our role, simply put, is to make this planet that we have taken from a little better when

our day is done. And working together, each of us just doing a little bit can accomplish that.

As I sat this afternoon during the Installation, I rested my head back on the rail, back at the wall, and Loretta Bowen thought I was dozing, but I was thinking of Joe Beirne and how much I feel that we owe him for the inspiration that he brought in the real tough days, and left a Union for us under the leadership of Glenn that was better, much better than what was there when he helped found CWA.

And now it is our turn. It is our turn to build on that legacy, so that when there are new faces up here and new faces out there, the same view of the past can be taken as we do now: that we made this Union stronger; we made the lives of our members better. As a result, we made our nation stronger and the free world a little stronger.

I thank you for the warmth in which you have greeted me this week. I look forward to seeing so many of you in your home locations during the collective bargaining season and thereafter. And working together, this is going to be a much stronger, a much better Union for those who come after us.

Thank you all very much.

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

PRESIDENT BAHR: I am going to recognize the maker of the motion to adjourn for some important words he has for you. And then please stay put for a minute so you could see the final part of the closing. Doug Grey.

DELEGATE DOUGLAS W. GREY (Local 14030): Mr. Chairman, I would like to take a moment just to reflect on the past week. First, on behalf of the delegates gathered for this 51st CWA Convention and Sector Conference, I would like to express our thanks and gratitude to the Host Local and District 9 for their generous hospitality. It was a wonderful experience visiting Southern California.

It was inspiring to see so many delegates appear on the GTE picket line demonstrating CWA unity in '89. (Applause) This solidarity is what makes us strong and makes us a great Union.

I wish to congratulate the delegates for changing the Defense Fund from a needs basis to providing each member on strike with a fixed benefit. This will make the Union stronger through unity and make us more attractive to potential merger partners.

I wish to congratulate the leaders of CWA on their election or re-election. As we head into the 1990's, we need a strong, united team to lead us, and I believe we have that team.

For the last three years now, we have had conventions in the Deep South. We now wish to invite you for some Canadian hospitality up North.

Mr. Chairman, it is my privilege and honor to now invite the Communications Workers of America to Toronto, Ontario, Canada, for the 1990 52nd Annual CWA and Fourth Printing, Publishing and Media Workers Sector Conference the week of June 11th.

Toronto has a population of about two and a half million people, and is situated on the shore of Lake Ontario, one of the Great Lakes. It is about 250 miles from Detroit, and 100 miles from Buffalo. If you are driving, be sure to see one of the Seven Wonders of the World, Niagara Falls, situated on the border between New York State and Ontario, near Buffalo.

The weather during the convention week of June, we hope, will range from 68 degrees Fahrenheit to 75 degrees Fahrenheit; and, yes, there will not be any snow for you.

Toronto is the home of the Toronto Blue Jays, perennial American East contenders. And the new Toronto Skydome will be completed this July, with its retractable roof, and we hope a game will be scheduled during the convention week so we can all attend.

The Skydome Metropolitan Convention Center, the 1,800 foot high CN Tower, and hotels are all located together within short walking distance. There are plenty of shopping centers and areas, like the famous Eaton's Centre, and a subway and transportation system to take you wherever you wish to go.

Approximately 60 miles away from Toronto is a small museum which was the home of Alexander Graham Bell, located on the Grand River in the City of Brantford. This was Bell's home where he made the very first telephone call. He also made the first long distance call between Orillea and Brantford, a distance of some fifty miles.

We hope you can visit this museum because this is where it all began, and thousands of workers have employment today as a result of this great invention, the telephone.

Since the convention is outside the continental United States, you will be subject to Canadian Customs regulations, which are different from those of the United States Customs. And if you are driving, please check with the Canada Customs Service before crossing the border in order to avoid any surprises.

As you are probably aware, your dollar is worth more than the Canadian dollar, and is present 18 percent higher. We advise you to exchange your U.S. Funds into Canadian funds when arriving in Canada to realize the full benefits. We also suggest that you exchange the money at chartered banks or at the money exchange facilities at the airport, or even at your hotel.

We also advise you to take advantage, while flying or driving, of the duty-free facilities at border crossings or at international airports when you leave the United States. Liquor and cigarettes are expensive in Canada, so stock up before you come. (Laughter and applause)

I hope these tips are helpful when you come to Toronto. We will be looking forward to seeing you there next year. In the meantime, Godspeed, and have a safe journey home to all of you. Thank you. (Applause)

PRESIDENT BAHR: Thank you very much, Doug.

To those of you with AT&T members, Jim Booe advises me that the ballots will be shipped on Tuesday. I just wanted to correct that.

Let me now present to you our Sister Delegate Joan Moore, without her guitar.

DELEGATE JOAN MOORE (Local 9410): Thank you, Morty. Brothers and Sisters, will you join in singing with me Labor's national anthem, "Solidarity Forever." Will you rise and link hands please. (Applause)

... The delegates arose and linked hands and swaying in unison joined Sister Joan Moore in singing "Solidarity Forever." ... (Applause and cheers)

PRESIDENT BAHR: Would you roll the film now, please.... A thrilling film was presented showing the activities of the CWA Delegates, Visitors and Guests during the 51st Annual CWA Convention held at the Los Angeles Convention Center, Los Angeles, California and other various activities of the Delegates during the convention, May 1-3,1989. (Applause and cheers)

...

PRESIDENT BAHR: The 51st Annual CWA Convention is adjourned.

While you are leaving, let me announce that in connection with the liver transplant, your generosity has resulted in \$3,282. (Applause and cheers) And if Ava McLucas could see Jim Booe, we will be happy to turn over the money. (Applause)

... The 51st Annual CWA Convention adjourned, sine die, at six o'clock ...

... The following communications, which had been received by the 51st Anniversary Convention of the Communications Workers of America, were presented to the reporters for inclusion in these proceedings as follows:

Mr. Morton Bahr
President
Communications Workers of America
1925 K Street NW.
Washington DC 20006

Dear Morton:

I understand the CWA will be holding its 51st Annual Convention during the first week of May and that shortly you will commence bargaining on behalf of some half million members in the telecommunications, public service and publishing fields. This must surely be a challenging time for all delegates, officials and members of CWA. Trade Unions in our industry worldwide are facing massive challenges in times of high unemployment, not only from employers with blinkered cost effective and business efficiency goals but from the inroads of technological change as well as deregulation and privatization. However, through our international PTTI we can all share experiences and assist each other.

On behalf of the President, Executive Committee, Officials and members of the New Zealand Post Office Union I extend fraternal greetings and expressions of solidarity to the 700,000 members of the Communications Workers of America. We must always remember that we are all workers together working and striving for a common goal. Although we live and work in different parts of the world our ambitions and dreams are joined in a united effort to better the living standards of workers everywhere.

Best wishes to you all for a highly successful and rewarding 51st Annual Convention. We wish you every success in your future collective bargaining efforts.

Kindest regards,

Yours sincerely,

Graham M. Needham
General Secretary
Post Office Union (Inc.)
Wellington, New Zealand

MORTON BAHR, PRESIDENT
HILTON HOTEL
LOS ANGELES, CALIFORNIA

I WANT TO THANK YOU AND YOUR DELEGATES FOR THE TREMENDOUS OUTPOURING OF SUPPORT AND SOLIDARITY DISPLAYED DURING THE MARCH AND DEMONSTRATION AT INTERNATIONAL TOWERS IN L.A. ON 5-2-89. WITH YOUR HELP WE ARE ON OUR WAY TO WINNING JUSTICE FOR L.A. JANITORS.

HAVE A GOOD CONVENTION. WE WILL BE WITH YOU IN YOUR BARGAINING WITH AT&T JUST AS YOU HAVE DEMONSTRATED YOUR SUPPORT FOR OUR JUSTICE FOR JANITORS CAMPAIGN.

FRATERNALLY,

JOHN J. SWEENEY
INTERNATIONAL PRESIDENT
SERVICE EMPLOYEES
INTERNATIONAL UNION
AFL-CIO

Mr. Morton Bahr, President
Communications Workers of America
1925 K Street, NW
Washington, D.C.

Dear President Bahr:

It is with a great deal of pleasure that we extend to the officers, delegates and members of the Communications Workers of America our sincere best wishes for a successful convention.

Year after year, the Communications Workers of America sets a high standard of excellence in bringing to its members the full benefits of trade unionism.

The CWA has established a sound and progressive record in all areas of the labor movement, and it is one which your membership can be justly proud. We are sure that the delegates to your 51st Annual Convention will develop programs that will provide a brighter future for all the Brothers and Sisters in your fine organization.

We at the Maritime Trades Department are proud to be able to say that the CWA is a valued member of our family.

Sincerely and fraternally,

s/Michael Sacco, President
s/Jean F. Ingrao, Executive
Secretary -Treasurer
Maritime Trades Department,
AFL-CIO

Mr. Morton Bahr, President
Communications Workers of America
1925 K Street, NW
Washington, D.C.

Dear Mr. Bahr:

It is a pleasure to extend warm and sincere greetings from the National Association for the Advancement of Colored People to the delegates, alternates and guests attending the 51st Annual Convention of the Communications Workers of America.

The Convention theme, "Tough 'N Together," while chosen for internal purposes, could serve as a description of the historic ties between the Labor Movement and the Civil Rights Movement. Over the years, our leadership and our membership have joined forces and marched shoulder to shoulder to combat injustice.

May our cooperation continue. If we remain faithful to the ideal of "Solidarity Forever," we will be able to join hands and sing, "We Shall Overcome."

Best wishes for an outstanding Convention.

Sincerely,

Benjamin L. Hooks
Executive Director
NAACP

Brothers and Sisters of the Communications Workers of America. Fifty-one years of continuous existence is a proud milestone of achievement for any organization. We in the Barbados Workers' Union look forward in anticipation to celebrating our 50th Anniversary, some two years hence, in 1991. We are therefore your junior in existence, but feel that we are close enough in age to express our friendship and solidarity in the way that friends of long-standing can.

We are aware that your Convention comes at a time when you are preparing to engage in battle on behalf of most of the 700,000 members you represent.

Our 25,000 members wish you well in your struggle for social justice, equity, freedom, and improved living conditions on behalf of your members. The improvement of workers anywhere in the free and democratic communities is a boon to all workers, everywhere, in these communities.

Through links of trade, investment, travel, and the ceasing internationalization of the world's economy, we are all in the world of work together. We can no longer believe that national or geographic boundaries can separate us.

We must all hold the beacon of trade unions aloft as a bulwark against exploitation, discrimination and divisiveness.

On behalf of the Executive Council and members of the Barbados Workers' Union, we extend solidarity and best wishes for a successful Convention.

Frank Walcott,

General Secretary
Barbados Workers' Union

We are happy to extend our fraternal greetings on the occasion of the 51st Annual Convention of the Communications Workers of America.

Your belief in democratic traditions and peaceful resolution of disputes as well as the determination to achieve your objectives even through struggles coupled with your militancy and organizational ability, will certainly draw satisfactory rewards for your membership in the task of collective bargaining that lie ahead.

The trade union movement and the work people are facing repression and suppression of trade union rights which come in various guises and pretexts. The world, on the other hand, is in turmoil. Brother is fighting brother and killing each other.

We, therefore, whilst organizing ourselves to secure our rights and improve the living conditions of the work people have to build up resistance against the violation of trade union rights and freedom and against injustice and war which in turn will yield to the determination to work towards Justice and peace -- to conquer injustice and inequity. Unity and solidarity of the work people are essential for the purpose.

We, as such, join you in your endeavor to usher in fraternity among the work people and thereby usher in hope for the future.

We wish and pray for your continued success.

Upali S. Jayasekera,
President,

Union of Post and
Telecommunication Officers

Mr. Morton Bahr, President Communications Workers of America (AFL-CIO, CLC)
1925 "K" Street, N.W.
Washington, DC 20006

Dear Sir and Brother:

On behalf of the officers and members of the Glass, Molders, Pottery, Plastics & Allied Workers International Union, I am honored to extend our warmest fraternal greetings to the 3,000 delegates of the Communications Workers of America on the occasion of their 51st Annual Convention.

This 51st Annual Convention sets the stage for many future accomplishments that will improve the lives of CWA members. Your Convention's theme -- "Tough and Together" -- is appropriate for this critical time in history of the Labor Movement.

Labor news is a major topic in 1989. Our task is to make the nation fully aware of the importance and justice of our goals.

As in the past, we look forward to working with you on numerous labor issues.

With all best wishes, I am

Sincerely and fraternally,

James E. Hatfield
International President
Glass, Molders, Pottery, Plastics
& Allied Workers International
Union

Mr. Morton Bahr
President
Communications Workers of America
1925 K Street NW
Washington, D.C. 20006

Dear Morty,

I would like to take this opportunity to wish you and the three thousand delegates to your 51st annual convention the best of luck during policy deliberations. I know how important this year's convention is as you begin key contract negotiations with AT & T and the Bell companies.

The collective bargaining process is always difficult, but it has become extremely complex in recent years due to deregulation, the large number of corporate mergers, and the constantly changing trade picture. I'm confident you will achieve an equitable agreement for the more than 700,000 CWA members.

As the largest telecommunications union in the world, you and your members have been very effective in supporting our common goals in the Congress. I want to thank you for your support of legislation to increase the minimum wage, establish a national family leave policy and help working families obtain quality and affordable child care. With the continued support of the CWA, I am confident Congress will successfully move ahead on this social agenda.

Again, good luck in Los Angeles.

Sincerely,

Augustus F. Hawkins, Chairman
Committee on Education and
Labor
U.S. House of Representatives

From: Building and Construction Trades Department, AFL-CIO

To: Morton Bahr, President

Communications Workers of America

(AFL-CIO, CLC)

1925 K Street, N.W.

Washington, D. C. 20006

Dear Sir and Brother:

Congratulations and best wishes!

Congratulations on the occasion of the 51st Annual Convention of the Communications Workers of America. Your half century of achievements for your members, for the Labor Movement and the general public dramatize the fact that in unity there is strength.

Best wishes to you, your fellow officers and the delegates to the convention for the accomplishment of your exemplary objective in taking a stand for the future of all working Americans.

On behalf of the more than four million Building and Construction Union Tradesmen, we send our warmest fraternal greetings.

Robert A. Georgine, President

Joseph F. Maloney,

Secretary -Treasurer

Communications Workers of America
1925 K Street, N.W. Washington, D.C. 20006

Dear Brother Bahr:

Tough and Together! What an appropriate theme for CWA's 51st Annual Convention! I am proud to salute CWA on this occasion and to offer the Food and Allied Service Trades Department's total support for CWA's 1989 collective bargaining negotiations.

Your Union is consistently located at the front of the labor Movement, melding deep union principles with modern challenges. CWA was one of the first to grasp the significance of new technology in the workplace, and to insist on Labor's role in defining change. You have crafted innovative workplace solutions in the past...Here's to the future!

Have a productive and creative Convention!

In Solidarity,

Robert
President
Food & Allied Service Trades

Harbrant,

Mr. Morton Bahr, President
Communications Workers of America
1925 K Street, NW
Washington, DC 20006

Dear President Bahr:

On behalf of the Metal Trades Department, AFL-CIO, and its 22 affiliated international unions, we send our very best wishes for your 51st annual convention.

As you meet together may you meet the challenges of the year with bargaining in the telecommunications, public service and publishing fields with all the commitment of your convention theme "Tough and Together."

We hope you will have an enjoyable and meaningful convention. With kind regards,

Fraternally yours,

Paul J. Burnsky,
President
Metal Trades Department, AFL-CIO

Communications Workers of America
c/o Mr. Morton Bahr, President
1925 K Street N.W.
Washington, D.C. 20006

Dear Friends:

I want to congratulate all of you on the occasion of the Communications Workers of America 51st Annual Convention. I have always felt close to CWA and wanted to offer you my best wishes for this year's convention.

I also know that this year you will be at the bargaining table with AT&T and the Bell companies. Best of luck with your negotiations.

In these and other endeavors, please know that as one who has been a staunch supporter of CWA, you can continue to count on me.

Sincerely,

Vic Fazid,
Member of Congress
4th District, California

Mr. Morton Bahr
President
Communications Workers of America
1925 K Street, N.W.
Washington, D.C. 20006

Dear Mr. Bahr:

My best wishes go to CWA officers and members from all across the country as you mark the 51st Annual Convention of the Communications Workers of America.

Working together for the betterment of CWA families and of our country, members of this convention are acting in the great American tradition of mutual benefit through cooperation.

You have my congratulations on reaching this milestone and, again, my best wishes for continued progress.

Sincerely,

David R. Obey,
Member of Congress
7th District, Wisconsin

Mr. Morton Bahr, President
Communications Workers of America
1925 K Street, NW
Washington, DC 20006
Dear Brother Bahr:

My best wishes to all delegates, alternates, and guests at the 51st Annual Convention of the Communications Workers of America.

The theme of your Convention, "Tough and Together," is highly appropriate for these times and for the CWA in this important collective bargaining year for you.

I am aware of the vital importance of your membership mobilization campaign, since it parallels the efforts of my organization to encourage black trade unionists to become more active in their unions. I am sure that this campaign will strengthen the CWA.

As you know, black workers are an increasingly important component of the labor movement and therefore have an especially vital stake in the continued vitality of America's trade unions. For that reason, I, as the President of an organization of black trade union activists, am delighted to learn of the CWA's plans to redouble its already highly effective efforts on behalf of American workers.

Congratulations on your past successes and the best of luck in the future.

Fraternally,

Norman Hill, President
A. Philip Randolph Institute

Mr. Morton Bahr
President
Communications Workers of America
1925 K Street, N.W.
Washington, D.C. 20006
U.S.A.

Dear Colleague,

On behalf of the Union Nacional Members of SINDETELCO, and mine, I welcome the delegates of the CWA's Annual Convention.

In such important fight of the 700,000 members you represent we would like to express our solidarity and full support in any protesting action in order to improve the conditions of living and work of ours telecommunications colleagues.

The SINDETELCO and the CWA join together in the huge international family which is the IPTT have been building its effort to establish the economical welfare, and political and syndical freedom all over.

These are the aims that we fight for.

Please receive our best regards.

Manuel da Silva
General Secretary

SINDETELCO

Mr. Morton Bahr
President
Communications Workers of America
1925 K Street, N.W.
Washington, D.C. 20006

Dear President Bahr:

On behalf of the officers and members of the Democratic Study group of the House of Representatives, let me convey my best wishes for your 51st annual convention.

You can be proud of the achievements made by your hard work and dedication to improving working conditions for your members. I believe you can also be proud that these achievements are not limited to members of CWA only, but have affected all workers who seek decent pay, employee benefits, and safe working conditions.

I commend you all and wish you a productive and successful week.

With warmest regards.

Sincerely,

Martin Olav Sabo
Member of Congress
5th District, Minnesota