

**Proceedings and Index
of the
73rd Annual Convention**



**Communications Workers
of America**

**Las Vegas Hilton
Las Vegas, Nevada
July 11-13, 2011**

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MONDAY MORNING SESSION

July 11, 2011

The 73rd Annual Convention of the Communications Workers of America, meeting July 11-13, 2011, at the Las Vegas Hilton, Las Vegas, Nevada, convened at 9:00 a.m., James P. Burrell, President, CWA Local 9413, Temporary Chair, presiding.

TEMPORARY CHAIR BURRELL: Good morning, CWA delegates, friends, and family. Please take your seats. The official clock here in Las Vegas, Nevada, indicates that it's 9:00 a.m., and that means it's time for us to begin our work. I ask everyone to please be seated as I call the 73rd Convention of the Communications Workers of America to order.

We have a lot of business to take care of over the next three days. So again, I ask that everyone be seated so that we can get underway.

My name is Jim Burrell. I am President of CWA Local 9413 in Sparks, Nevada, which is about 450 miles northwest of here near Reno. (Applause)

These are challenging times for working families and for our union, but I am proud that CWA and my local have continued to help workers organize and get the bargaining rights they deserve. In nearby Henderson and other parts of the state, Local 9110, the Nevada Association of Public Safety Officers-CWA, has added 1,200 new members in less than three years. (Applause)

My local has been organizing more unions at St. Mary's Hospital in Reno with another 800 workers over the past three years getting a union voice and for the contracts. (Applause) That's how we keep our union strong.

On behalf of Local 9413 and all of CWA District 9, I welcome you to Las Vegas. (Applause)

We will open our Convention as we traditionally do with a prayer this morning. We will be led by Douglas Thomas, Executive Vice President of Local 9586. Brother Thomas says he proudly wears two hats. He has been an active CWA member for 33 years and also serves as youth pastor at Living Water Fellowship in Inglewood, California. Please join me in welcoming Pastor Thomas. (Applause)

DELEGATE DOUGLAS THOMAS (Local 9586): Good morning. I'm going to ask that we will stand in reverence to the opening prayer of the Convention.

Father God, before we ask anything, we just want to take time out to say thank You. Thank You, Father, for your loving kindness and most of all your tender mercy. Father, we thank You for the dawning of a new day that You have allowed us to be a part of. You have given us this day the activities of not only our limbs but of our minds, in that we may be able to conduct the business of this union when it comes to our great workers.

Father, as we open this 73rd CWA Convention, we ask that You bless this gathering of your people. Father, bless each leader that is represented in this Convention today, from our President Larry Cohen to each one that holds a position or title in this great union. Father, crown them with wisdom and knowledge on how to lead such a great mass of workers.

Father, in your Word, You have instructed us to go into the vineyards and work, and whatsoever is right you will pay. We ask that those words will penetrate within the hearts and souls of the employers as well as the management, to do not only the just, but the right thing when it applies to wages and benefits for the workers, not only here but all over the world.

In closing, Father, I pray that unity and hope prevails in this Convention this week. I pray You will allow all business that needs to be done and completed be accomplished this week.

And, Father, for these blessings, we will be so grateful to give You the praise and the honor that You so rightfully deserve. Amen.

TEMPORARY CHAIR BURRELL: Thank you, Pastor Thomas.

Please remain standing for the presentation of the Colors, followed by the National Anthems of the United States, Canada, and Puerto Rico. Eleven of our flag bearers and singers are CWA members.

Presenting the American flag is Tim Ng of IUE-CWA Local 89118. Carmel Smyth, President of the Canadian Media Guild, CWA Local 30213, will present Canada's flag. And José Ortega, President of UPAGRA-CWA, Local 33225, will present Puerto Rico's flag.

"The Star Spangled Banner" will be sung by Jeanette Spoor, President of Local 1103's Retired Members Council. Scott Edmonds, Vice President of the CWA/SCA, Canada West, will sing the Canadian anthem. And Luis Benitez-Burgos, Secretary-Treasurer of CWA Local 3010, will sing the National Anthem of Puerto Rico.

. . . The delegates arose for the presentation of the Colors and National Anthems . . . (Applause and cheers)

TEMPORARY CHAIR BURRELL: Thank you, Jeanette, Scott, Luis, and our CWA Honor Guard.

Will the delegates and others please remain standing as the Colors are retired.

. . . The delegates remained standing . . .

TEMPORARY CHAIR BURRELL: Now, I am proud to be able to introduce a true champion for our local and the members in District 9, our Vice President, Jim Weitkamp. Jim has been part of CWA since he first started work at Pacific Bell in 1977 and joined Local 9505. Jim's leadership is a constant for us. We know that whether he is in the middle of a state budget fight or standing up for good jobs in our district, or organizing to build our bargaining power, that he's got our backs. Jim energizes us, encourages us, and makes things happen. He is exactly the leader we need in District 9 for these tough times, because Jim is even tougher.

DISTRICT 9 VICE PRESIDENT JIM WEITKAMP: Thank you. Thank you. (Applause and cheers)

Sisters and brothers, welcome to Nevada and welcome to District 9. We are always glad to host our brothers and sisters.

It's my honor now to introduce our President, Larry Cohen. There is no stronger or more effective voice for working families than Larry Cohen. That's true whether he is standing on the steps of the Lincoln Memorial in Washington, DC, and raising the call that we come together as one nation, or standing with public workers in New Jersey and the far too many other states who are in the fights of their lives.

Larry led the call for One Nation last October because he knew that all of us working together-- unions and civil rights groups and environmentalists and other progressive organizations-- can accomplish what none of us can do alone.

Larry is the labor movement's strongest advocate for bargaining rights because he knows that having a real voice on the job is not only the way to restore workers' standard of living, but it's the only way to rebuild our economy. He takes that message everywhere-- to the White House, to Capitol Hill where he fights against short-sighted trade policies like the proposed Colombia Free Trade Agreement and especially to the bargaining table.

Within CWA we have seen a lot of changes under Larry's leadership, all aimed at making CWA a stronger, more activism-focused union. We adopted the innovative Strategic Industry Fund which has made a dramatic difference in our fight-back campaigns and that has become one of our strongest tools.

Larry led the debate to add local leaders to the National Executive Board resulting in Convention delegates approving the addition of our At-Large Diversity Members. Many of you already know that whenever Larry is in a city for a meeting or event, he asks to meet with local leaders and stewards. He likes nothing better than to sit down and talk with the activists who are working with members every day in the frontlines of our fight for justice.

His passion keeps him going when other leaders are ready to give up. In these very difficult economic times, Larry is looking ahead, working to find a path to bargaining rights, to restoring democracy in the Senate, to securing a government that works for all of us, not just the corporate elite, and to uniting the labor movement to make us stronger together.

I am proud to be a part of our great union, and I am very proud to serve with Larry to do everything we can to improve the lives of our members and their families and all working families.

It's my privilege now to introduce my friend, my mentor, my brother, and our President, Larry Cohen.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: Thank you, brother. Thanks, everybody. Thanks Jim and Jim.

This Nevada story that you heard Jim tell is really quite amazing. A few years ago we had only a few hundred members in Nevada. Now we have thousands, not only Jim's local, but 1,500 public safety officers who organized in the last few years, flight attendants at United and other airlines based here, and the political work that they do as well as the bargaining work, whether it's a new contract or an AT&T contract, they are always there.

But right now, it's my pleasure-- actually, this is interesting. My hands, all I have to do is touch this, and you get a sonic boom in the room. Maybe we can work on that because I swing my hands around a lot, as most of you know, so there's going to be a lot of booms here. If I have to keep my hands still, that will be a very interesting problem.

We have only one speaker that's going to address us that's not a CWAer. He is sitting right behind me. George Miller. (Applause and cheers)

Now, I have a bio in front of me about George, and you can read his official bio on the website. He is totally amazing. He has been not just a member of Congress since 1975, but really leading our movement before 1975 and certainly ever since. And, yes, he represents the people of the 7th District in California and the East Bay, but truly he represents everybody in this room and the working class of this country like no one else does.

I remember talking to George in 2005, and he said-- it wasn't just to me actually; it was a meeting of labor union presidents. There's that boom again. I don't know what this is.

And George said at that time, "We are going to all work together. We know what the issues are, and we are going to come back from the wilderness." And in the 2006 elections, we were able to bring George back to Congress as the head of the Labor Committee. And he had to change the name back to the Labor Committee because they had stripped the name away. (Applause)

More importantly, he is a member of really the top leadership in the Congress, even now in the minority. There is no space between George Miller and Nancy Pelosi, who this Convention has called when she has been here the best Speaker ever, and that remains certainly true today. (Applause)

Jim mentioned Colombia. Just two weeks ago, George and I were outside the Capitol on the steps with Colombian trade union leaders talking about the inadequacies of the Colombian trade agreement and the fact that union activists, just like any of us in this room, in Colombia continue to risk their lives even after the April 7th Action Plan was adopted.

Imagine yourself walking along the street. Somebody rides by on a motorcycle, pulls out an automatic weapon, and that's your last thought before death. That has happened to six more trade unionists since April 7th, and almost 3,000 in the last 20 years. And George has been there in that fight and in every fight that we have.

I want to read a couple lines from a July 8th letter to René Obermann, the CEO of T-Mobile, the CEO of Deutsche Telekom in Bonn, Germany.

"Dear Mr. Obermann:

"Joined by many of my colleagues, I wrote to you on April 30, 2010, regarding our concerns that Deutsche Telekom has a double standard towards American workers when it comes to respecting their labor rights."

Then he goes on to say, "I understand that at least three groups of T-Mobile USA employees in New York and Connecticut have recently sought to avail themselves of the very election process you cited in your reply letter. They have filed petitions to hold elections, but T-Mobile USA has taken steps to either delay or cancel such a vote.

"For example, T-Mobile has contested whether the bargaining units are appropriate. T-Mobile has contested whether the union filing the representation petitions, the Communications Workers of America, which represents over 700,000 workers in the private and public sectors, is a labor organization. These contests delay any election, and during these delays-- it's now two months-- I have been informed of allegations that T-Mobile's management is engaged in antiunion tactics against T-Mobile technicians who are trying to organize."

These are just two examples in the last two weeks, and this is just fights that we are involved in.

Sisters and brothers, join me in welcoming a true hero of our movement, Congressman George Miller.

. . . The delegates arose and applauded . . .

U.S. REPRESENTATIVE GEORGE MILLER (D-CA, 7th District): Sisters and brothers, thank you. Thank you so much for this invitation to come and speak with you. President Larry, I am honored by this invitation. I am honored that you are all in this room this morning. I saw so many of you at the tables late last night when I checked in, so you honor me. You have to be worried when you see a speaker come to the podium with a binder. You start to think of things you might want to do otherwise than listen.

I want to thank you so much for this invitation because I really view the Communications Workers as just a remarkable organization, an absolutely remarkable organization. They have never shrunk from the fight, but they understand the need to continue to grow. To listen to Jim talk about the successes in Nevada, to see the battles that are going on in Connecticut and New York with T-Mobile, the successes with the flight attendants, the successes in Buffalo, to see-- is it Regis Corporation, Supercuts? The corporation that cuts your hair. You know, they went out and got the National Labor Relations Board to get them to stop doing all the things they said they weren't doing to make life miserable for workers, to take people who are making a very tough wage and put them-- and intimidate them.

This is a remarkable union. You really span the American middle class, and you span the number of employers who have huge economic resources and power, and you bring them to the bar of justice, if you will, and get them to understand that they can't do this. This is against the law. It's immoral, and they've got to give people a place to work that's honorable, that's safe, that's rewarding, and where they can be productive and use their talents and their time. That's really what this is really so much about.

Jim Weitkamp, let me thank you so much for your leadership in District 9. It's just been fantastic. In a tough, tough, legislative environment, this has been a great advocate for California workers.

And to my longtime friend, Morty Bahr, President Emeritus of the union, thank you so much for being here. Where is Morty? Thank you so very, very much. (Applause)

Sometimes it sounds a little flip to suggest that there are entities out in American society, whether they are in the Congress of the United States or whether they are business organizations, that they say it's an attack on labor. It's a war against working people. It's an attack-- it's a war against labor organizations. But from where I sit, that's what's happening. In the Halls of Congress, that's what's happening. And that's what you have to understand and your neighbors have to understand. Whether they are union members or they are not union members, they have to understand that there is a basic attack on those things that have been created by the American Labor Movement that have provided for the wages of conditions and the benefits that have allowed us to grow and expand the American middle class for 50 years.

But it's not happening now. It's going in the other direction. And whether the economists are conservative or liberal, they will tell us that the attack on the labor unions is directly connected, because if you have strong organizational efforts in this nation, then you help the wage base. You help others who aren't organized. But they get a better job, they get a better wage, because of your efforts.

You would think someday they might see it the right way, but that's the fact. And as we have seen that diminishment take place, we have watched the wages drop. It's not just this union that is struggling with these kinds of practices, but your brothers and sisters in the building trades.

They are after the Davis-Bacon Act, which says the scab contractors and nonunion contractors can't come in with federal dollars for a highway project or for a bridge project or for an airport project, any public works. They can't come in and undercut the wage base of the people who are working in that region, that's under attack. We've voted now four times to knock out Davis-Bacon, to knock out project labor agreements that say you can negotiate, not just the wages but the training of people in the area to participate in those jobs. This is critical to middle class communities.

I lived in a community with four oil refineries where they used to come in from Brown and Root, and people came in their cars to our small town of 2,500 people. It later grew to 5,000 people, a big place. And the fact of the matter is, they were sleeping in their cars. But when they got into trouble, they went to the county hospital. When they got into trouble, the local police took care of them. But they didn't spend any of their wages in town. They didn't participate in our community. They didn't help our community organizations. And when the job was over they took off.

It doesn't happen that way anymore because of good organization by our local labor leaders to understand the importance of their workers and their community and our communities, organized or unorganized. And that's what this battle is about. That's what this battle is about. And we know what's happening in the election process.

The election process. That letter to T-Mobile, that could have been sent to a lot of corporations in America. You know, we had a hearing the other day on the National Labor Relations Act. They are after this board like you cannot believe in the Congress of the United States. They want to get rid of it. They voted to cut its budget. They voted not only to cut its budget, to cut all of its budget, to put it out of business.

This is a fundamental board that negotiates and mediates between labor and business. This is as important to business as it is to labor. It works on a fundamental principle that Americans have a right to join a union. It's a fundamental right. So they want to get rid of it.

So they went out and got these guys and said, "You guys can't use this language anymore. You've got to stop saying that they have "union avoidance consultants." No, those are union-busting lawyers. Those are union-busting lawyers. (Applause)

They have one job-- to bust the union. They have one job-- to keep you from becoming a union. They have one job-- to advise an employer on how to intimidate men and women in the workplace, how to intimidate their spouses at home, how to intimidate their kids at school. That's what goes on.

And that's being encouraged by this Republican majority in the House of Representatives. It's being encouraged on floor votes. It's being encouraged in hearings in the committee every day. Because what do they know? They know if they can weaken the American Labor Movement, they expand, they grow, with a philosophy that is so detrimental to the well-being of this country, to the economic growth of this country, to the maintaining of a democracy. But that's the gambit; that's what they are after. And you have to understand this.

That's what President Cohen understands. Fundamental to his being is this idea that it's the labor movement that will provide the space for democracy in America. It's the labor movement that will celebrate our diversity in America. It's the labor movement that will fight the struggle for decent wages and benefits for all of us. (Applause)

We had this former Chairman of the National Labor Relations Board in committee the other day. He talked about how the new rules were simply trying to get rid of all the frivolous lawsuits that are filed by employers, to get rid of those and let people have an election. You have signed the cards, now let's have the election. Don't go into delays of two years, five years, six years, where you know what happens. Workers get discouraged, people move, they get fired, they get intimidated, and it's tough organizing. It's wrong.

This guy talks about how, "Well, if you had the election in two or three weeks or if you had it within a couple months, there wouldn't be enough time for the employees to get to know the union. There wouldn't be enough time for the employer to make their case and that would all be wrong." So he thought it should just be the way it is now where they drag you out with millions of dollars in expenditures and intimidation.

So we went back and we read his decisions about what happens when employees get together and they decide they want to decertify the union. They don't want a union anymore. They sign the cards, and the employer can immediately withdraw recognition. Bang, gone. Union gone. No time to get to know the union. No time to get to know the employer. This isn't touchy-feely, Jack. This is serious business.

So the same guy who was on the Labor Relations Board all these years, in his written opinions he is saying, "We can't take time after the cards are signed, so the union is gone. We can't take time after the cards are signed. We can't take time for an election." It sounds like T-Mobile all of a sudden. They think you have to have an election when it looked like card check, but when it comes in the other direction to decertify, you don't have to have an election. You understand how serious these people are?

Those are the decisions of a man who sits in front of our committee and tells us how he comes from a labor family. Give me a break! It can't happen that way. It can't happen that way. (Applause)

The last little bit is the National Mediation Board. They want to make sure they can restore the rule that if you don't show up to vote, you are counted as a "no" vote. How would you like to organize against that? If you don't show up to vote, you are a "no" vote. We are trying to get our Members of Congress to understand that. How would they like to run in an election where less than 50 percent of the people who are eligible to vote show up to vote? You would never win the damn election. You would never win the damn election. (Applause and cheers)

How could this be good? How can this be good for workers but not very good for Members of Congress? There's just double standards running all over Capitol Hill right now. But it's more than just the union. They know that the union is the rock of resistance in the battle to maintain and grow the middle class, to make sure that benefits aren't taken away, to make sure that people have access to jobs.

But you know what they are doing on Medicare, you know what they are doing now on Social Security, you know what they are doing trying to repeal health care. These are fundamental principles of the economic security of American families. The unions didn't have to fight for health care. Most of you have good health care plans. But they fought for it because they understand that this is about economic security for working families.

What happens? We went through a whole decade, especially women, who were laid off at 55 years old, no health care, trying to make it to Medicare, trying to get Medicare for their own health and for the children they were raising. It wasn't available to them. It will be now. Medicare is fundamental to the economic security of the retired population.

You've got to love these Republicans. They say, "We are not going to change anything for anybody who is on the current policy. We are just going to give them"-- just like "union-avoidance" lawyers-- "We are going to give them an "income support payment" for health care. That's called a voucher. They are going to give you a payment worth \$6,000 and it's going to cost you double that to buy what you get today from Medicare for \$6,000. It doesn't sound like a very good deal to me. You guys can work it out in your head to see if that works.

They say, "We're not going to hurt people under 55 years old." Well, let me tell you, if you are 54 years old, to pay for that health care when you are 65 and you live to be 85 or 90 years old, today you'd have to start saving so you will have \$182,000 in the bank when you retire when you are 65. Can you do it? Can you do it? This is after what you put in your 401(k). This is after what you pay for your health care today. You've got to have another \$182,000 ready to roll. And they say they are not going to touch people under 55? Ask some of them if they think they have been touched.

But this is the struggle. This is why this union exists. This is why this union is so important. This is why it's so incredibly important that this union continues to grow and that we understand that we can't have a strong middle class without the unions. And the employers know that. (Applause)

The employers know that, the Republicans know that, and that's why there's this multi, multi-billion dollar campaign, from campaign expenditures to lobbying of Capitol Hill, to weaken the unions. But the CWA isn't going to see it that way. You are going to continue to grow, you are going to continue to prosper, and you are going to continue to protect workers and make avenues for workers and their

families to enjoy the successes and the bounty of America. That's fundamental. Then we will have an America that we can be proud of. Then we will have an America that takes and keeps its rightful place as a leader in the world.

But you can't do this with the inequity that we have today in this country. You can't do it. You can't hold on to a democracy when 90 percent of the people have less than 10 percent of the assets and the wealth in this country. You can't hold on to a democracy when the other 10 percent has almost all of it. It won't work. (Applause)

You say "That's not America." Well, let me tell you, throughout history not many societies have ever survived that. Not many have ever survived that. So that can become America, and that can become a huge problem. So this linkage is so terribly important. This linkage between you and the legislators and the state legislators and in the Capitol in Washington, DC, you have many friends in Washington, DC, but you have to be very firm with your friends.

You have to be very clear about what is good for working families in this country, what is good for the union organizations that represent them, that allow them to grow and to prosper. This is fundamental. This isn't backroom talk. This is fundamental to the character of this nation.

So you have to be tough on the people that represent you. You have to put them under fire. They have to answer the questions directly. They can't say, "Oh, I'll take a look at it." Let's sit down and take a look at it and let's get an answer. Are you with us or aren't you? We need to know. We've got to move on. We've got to move on in this country, and Members of Congress have got to understand that. (Applause)

We knew that with what you have been doing in the states, with what's going on in Wisconsin, and Larry's early recognition of this. And I will tell you what, we need 24 seats to gain the Democratic majority back in the House of Representatives, and we will have it. We'll have it because of the hard work of the CWA and others in the American union movement. This is fundamental. (Applause)

Let me just finish with this story. We had a hearing about Wisconsin, about Ohio, about Indiana, about what these newly-elected Republican governors were doing to working people, doing to our schools, doing to our public institutions with their economic policies. A young man came and testified. He was from Ohio. And during the hearing-- he was an ironworker-- and during the hearing, he admitted he voted for Governor Kasich, the new governor.

. . . Cries of "Booo" . . .

That's not very loud.

. . . Shouts of BOOOO" . . .

You guys, come on. Get your heads up off the table here. I'm just the lounge show for Larry, so hold on. (Laughter)

He says, "I voted for him because I had some differences. You know, I agreed with him on some things." I think basically the guy was sort of talking about guns. That's fine. That's fine. But then in his next sentence he said, "But when I voted for him, I didn't know he was coming for the food on my table. I didn't know he was coming for my job." He says, "I can't live without project labor agreements."

Hello, America. That's what they do. That's what they do. They are coming for your jobs. (Applause) They are coming for your job to send it to Colombia or China or India, and they are looking for tax breaks to do it. They are coming for your job by lowering the wages so you can't afford to keep it. They are coming for your job by not rehiring people when corporate profits are at an all-time high. That's

how fundamental this is.

When you leave this Convention, you've got to dedicate yourself, your neighbors, your friends, your children to participating in this great democracy of America because, ladies and gentlemen, they are coming for your job. If I have my way, Larry Cohen has his way, CWA has their way, it won't happen.

Thank you so very much for being such a remarkable union. Thank you so very, very much.

. . . The delegates arose and applauded at length, clapping in unison . . .

PRESIDENT COHEN: Jim was thinking that was my talk, aha!

First, you already said as a group what I was going to say. It's great to follow George Miller, not just here but to follow him everywhere. He is not just the leader in Congress. He is really a leader of our movement. You just saw that yourselves. And with George Miller and Pelosi and others, we still have hope that together we can find a path through this jungle that George described.

George already gave out a shout-out to President Emeritus Morty Bahr, but I also want to recognize Secretary-Treasurer Emeritus Barbara Easterling, they're sitting together over there. (Applause)

And Danny and I and our Executive Board sitting here give special recognition to our retiring Secretary-Treasurer, Jeff Rechenbach, for 40 years building CWA.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: And we will have several opportunities here-- and Jeff is very modest about this-- but nonetheless, to congratulate Jeff this week.

We also appreciate the lifetime of service of retiring Vice Presidents Jimmy Gurganus, Telecommunications, stand up (applause); Andy Milburn, District 6 (applause); Canadian Director Arnold Amber (applause); as well as Vice President Bill Boarman who left earlier this year to lead the Government Printing Office (applause); and District 2 Vice President Ron Collins (applause), who supported the merger of Districts 2 and 13 and will now work with me as Chief of Staff.

I want to appreciate all of our staff, those who work directly with me-- Ed, Yvette, George, Mary, Shelena, and the others who work to carry out our program in Washington. I want to appreciate, again, the leadership of Annie and Jeff and of their staff led by Teri and Bill. And a large shout-out to all our staff all across the union. (Applause)

Last week we had a huge victory, as George mentioned, and I want to acknowledge our United flight attendants.

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

PRESIDENT COHEN: One thousand mobilizers who won the largest private sector region election in the U.S. this year. Twenty-five thousand United/Continental flight attendants have now joined our union. And my appreciation, our appreciation, to all the staff and officers throughout AFA-CWA, throughout our union, who worked day and night on this for months, all the staff who took up for their normal work so that those staff could play those roles. United flight attendants, you inspire us all. Now we will support you as you battle management for a contract that says, "It's our turn. We sacrificed during bankruptcy. (Applause)

We sacrificed during bankruptcy. But now higher profits must mean higher wages, no more concessions. Now it's our turn." And that's not just true there, as I will be talking about when we get to bargaining fights; that is true throughout our movement.

So we are all on the march in many ways. In fact, in front of you-- as we have had this for the last few years so I'm not going to go through them-- but the highlights for the past year, take a look at them because often in our darkest hours-- and these are our darkest hours in the overall sense of things-- we forget about the struggles that you accomplish, the struggles you take on, and the victories you accomplish.

We have made progress across the union on all three sides of the CWA Triangle-- organizing, political action, and bargaining. Recent bargaining success, like General Electric with a new national agreement ratified by 70 percent of our members, or our largest health care employer in Buffalo, New York, Kaleida Systems, where 3,000 of our members and community and other unions were in the streets in front of the hospital, breaking the back of the concession demands that they made, and then reaching a new agreement. That's what it's going to take; not just at the bargaining table but in the streets. (Applause)

Bargaining continues at some of our largest employers-- NBC, ABC, USAirways, Verizon-- units across all sectors. So check the *Highlights* magazine out.

So, sort of to warm up here together, there is a handout in front of you. The first page of it says "The Rise and Fall of Collective Bargaining Coverage." This is meant as a tool, not so much for my speech. That's not important. But take a look at what George just talked about. We can see from the 1930s to about 1962 an upsurge in our movement, organizing across Canada and the U.S. It started out at 8 percent; massive industrial organizing, including the history of our union, and it reached 35.7 percent.

And then we can see the sled ride that we are still on; the sled ride that we are still on. On the way up in the years after even 1962 as bargaining coverage was growing, we negotiated real improvements in living standards, not only CWA but as a movement-- this is really the key thing-- as a movement. Better health care, better pensions, higher wages, expanding organizing rights. And CWAers expected their children and grandchildren would have a better life.

But everything changed as bargaining rights declined, and you can see it's been declining now for 40 years in the U.S. And our recent history tells us it's not possible in any meaningful way to improve our standard of living when bargaining power in this nation or any nation is collapsing, and that's what we have here.

Now, the next chart-- and this is meant so that we can all do this in some way. We need a broader view to prepare for the fight back. On the next chart we see real wages. That just means take out inflation, and it's in current dollars. So in current dollars, in 1947 you see average real wages in the U.S. at \$443. That's in current dollars. Obviously people weren't making \$443. So we are controlling for inflation. That's the solid line.

The dotted line is productivity gains, how much more we're producing each year. And you can see on this chart, from 1947 into the early '70s you see productivity and real wages marching together. This is the way it's supposed to be. We produce more, we earn more, we can buy more, rising standard of living.

Then you see the lines break apart, directly related to chart one, directly related to the union-busting lawyers who built a billion-dollar industry, directly related to the breakdown of our rights in every sector of this union. And you see the lines diverge and they continue to diverge.

And then you get to the end of this, about 2009, and you see a gap of \$500 a week in lost wages for the 90 percent of Americans who don't have bargaining.

Now, our members continue to make on the average about the \$1,171 that you see in terms of the productivity gains, if we had marched right along, because we had bargaining rights. And that's not all of our members. We have many that fall far short because they are in industries where there is no real bargaining power.

But for the average American worker, we are in the sewer here, producing far more than we receive with no rights really to organize a union. But this isn't just a moral story. This isn't just a moral story about workers' rights or human rights. That should be enough. It's also a story about what's wrong with the American economy. You can't produce at that level, the \$1,171, and consume at the level of \$612. That gap explains almost everything that's wrong in terms of our economy right now.

Now let's turn for a minute to the next one, No. 3, with the "fat cats." CEO pay skyrockets. It's 1980. We look back 30 years. CEOs made about, on the average, 42 times what the average worker made, already outrageous morally. But now we go 30 years forward. They got a lot of pay raises-- 343 times what the average worker makes-- 343 times.

Again, you go back to the last chart, stagnant wages, productivity rising, profits up, CEO pay skyrockets. This is what's wrong with the American economy.

And this cartoon, this chart, is right from the latest *CWA News* where, again, we try to connect the dots of what's wrong, and we do it here. Because we want to work off of our feelings, we know what's wrong, but also it's our thinking we want to look at. We want to talk to our friends and neighbors.

CEOs keep getting richer because they are writing the rules. It really all comes back to bargaining coverage. This kind of decline in bargaining coverage is not inevitable. Around the world, other labor movements are making forward progress. Look at the next graph. You see the bar graph and you see Canada, for example-- and we are proud of our Canadian members-- holding the line around 32 percent. This chart is a couple years old, so it's a little bit lower today. The U.S. is down to 12 percent. Now, this includes public sector workers.

You see countries like Brazil at 36 percent. Thirty years ago they were near zero. Union leaders like all of us in this room would go to jail if you were organizing in Brazil. They built a movement, a political movement and a workers' movement, and now more than one out of three workers in Brazil have unions, and they are getting pay raises in Brazil in double digits and catching up in a good way to the wages that we still have.

In the countries with tall bar graphs and high levels of bargaining, wages keep up with productivity. Korea, which isn't even on the chart, where about one out of five, 20 percent of the workers in Korea have bargaining rights, and wages in Korea have caught up pretty much in telecom and manufacturing to where they are in the U.S. So, this kind of change is possible.

This is the real story of what the global economy should be about. You build a democracy movement. You build a political movement around workers' rights. You build an organizing movement and, yes, take enormous risks along the way. And you raise the standard of living, and you elect George Millers across the industry, and you make workers' rights not a side show, not just a human rights issue, but central to what keeps an economy going.

But as George said, today we are at a point where the Chamber of Commerce on a national level and the right-wing elected officials will do anything to drive bargaining coverage down further. That explains the attacks in Wisconsin, Ohio, Indiana, Alabama, Florida, New Jersey-- 25 states and counting. They have a script. They don't make it up. They have "think tanks," so called. They really should be

called "stink tanks." (Applause)

The same attacks in every state; the same attacks in every state. But this tie-in between high levels of bargaining coverage and a rising standard of living and a prosperous economy, that's not a new idea. It's no secret. On February 1, 1938, John Maynard Keynes, the top economist in the world at the time, wrote from London-- he was British-- to President Roosevelt, quote, "I regard the expansion of collective bargaining as essential." Keynes was not a Labour Party guy, but he knew the economy would never recover in the U.S. or in Europe if wages didn't keep up with productivity.

Think about today's mortgage crisis in the U.S. It began with the stagnant wages we saw on that second chart. Workers could not afford real mortgages with rising housing prices. So Wall Street packaged flimflam mortgages that then fall apart when the real estate bubble burst.

If we had extended bargaining rights and a seat at the table, workers would negotiate higher wages. We frankly don't need to focus on a higher minimum wage; we need to focus on bargaining rights, because workers like everyone in this room and all the unorganized workers let us go to the table. We'll raise wages. We'll bring back the economy in this country. (Applause)

More than ever, each of us needs to be able to tell this story like in five minutes, a long elevator ride, a cup of coffee in a break room, of how bargaining rights are essential to our economy and the American dream.

As George told us or would tell us, there is no path now in Congress to bring back bargaining rights. We are going to have to build a political movement, not just to restore a majority in the House, a much broader political movement that stops scapegoating workers, whether in the public or private sector, that supports bargaining and organizing rights and demands real progress on the four issues that this Convention adopted in 2005.

There they are in Chart 5. We have been on this for six years, and we won't leave it. Secure sustainable jobs; health care for all; retirement security; bargaining and organizing rights. That's not just our political agenda; that's our agenda every time we go to the bargaining table. That's the agenda for unorganized workers; that's out of reach. But that's the agenda for an America that restores the American Dream.

And we added last year at our Convention-- and part of this is meant to make us proud of ourselves because we are creating a path, as hard as it is, restoring democracy. Yes, restoring democracy. We don't have one right now. As proud as we are of that flag of our country, of our troops, of our sisters and brothers, we don't have a democracy now.

Take the rules in the Senate. They were used by the Chamber of Commerce and CEOs to make sure that the Employee Free Choice Act-- which George as our leader in the House passed overwhelmingly, almost two-thirds-- they made sure it didn't come up for one second, not even debated on the floor of the Senate. They made sure that the health care bill-- which George led and was adopted by the House of Representatives, where every employer in the country would have been mandated for decent health care almost at our level-- never got debated for a second in the Senate.

Instead, we got the best we could get at that time, but not the real health care reform that we fought for; not the health care reform that would have taken pressure off the bargaining table; not the health care reform that would have saved employers like Verizon or AT&T more than a billion dollars a year. Where were they when the House passed that bill? Where were they when the Senate never took it up? They were either silent or they were cheering, because they believed in class consciousness for them and class war against us.

And there were 433 other bills passed in the last session of Congress by the House of Representatives and the Democratic majority that were never debated for one second.

As you all know from last year's Convention, we took that issue up. We formed a coalition to change those rules. And, sadly, the Democratic majority would not enact that on January 4th or 5th when they first met. That kind of change was out of reach for them as well. We need to understand that.

This isn't about parties. This is about building an independent political movement. George talked about it. We need to hold people accountable whichever party they are in. (Applause)

This is not what democracy looks like, the way the U.S. Senate operates.

Then the Supreme Court last year, packed with Bush appointees rolled into Citizens United, a case before them that there are no limits on campaign contributions and no disclosure of where the money comes from. They are not necessary any more in our democracy.

So, again, think of the fat cat picture. Great investment for them to put millions of dollars, which they can now do, without even saying their name-- a few of them like Koch brothers are dumb enough to brag about it so they become an enemy for all.

Most of them never disclose who they are. They put millions of dollars into the political system now with no names, with front groups that you have never heard of with TV ads, thinking working class people will vote against our own interests with a 60 second ad in front of them. That's what we are up against now.

So, no, we don't have democracy as we grew up believing in. We have to take on that point No. 5, to restore democracy. That's pretty deep stuff. Most of us didn't sign up for that when we joined the union, we didn't sign up for that when we became a shop steward or an organizer, didn't sign up for that when you ran for local union office.

Many of our members think the union is something much simpler than all that. Some still think it's a vending machine. Stick in your dues, out comes the contract. (Laughter) I have a funny story about that, but I will leave that one go. I grew up in north Philadelphia. We knew how to take care of vending machines, but-- (laughter).

What's in front of us this week in these three days, as we look at the next chart here, and this is "Five Steps for Union Survival and Union Building." Again, I'm not going to go through them. I am certainly not reading them. This is from our January Board meeting of this year, where with your input this Board met and said, "We have no path." That's pretty serious. Nobody has said that before in this union in this way. We have to make the path. We don't have a path. We can't just follow George, and he would be the first to say that.

We will follow George to restore the Democratic majority in the House, but we have to do much more than that. And we are under attack like never before. Remember slide No. 1. CWA didn't get a pass from those attacks on union jobs. Virtually no one has ever quit this union, but their job is destroyed, and that's what brings those numbers down.

So Point No. 1, which will be before us, parts of it, in a few minutes, "Continually redirect our resources and structure to support our goals in line with current income." Current income is down. Dues income is down. We are not here to collect dues; we are here to build a movement. But make no mistake about it: When our employers deliberately cut union jobs, not only to save money and raise their profits, but deliberately to cut our power and substitute with contractors and in other ways, offshoring jobs, as George said, we have to sort out how do we restrict what we do, how do we use our resources. We can't pretend to do it the same way.

Gurganus retired in part so we can combine two sectors. Collins gives up his office in part so we can combine two districts. In front of you we will be eliminating an Executive Vice President. This isn't what we all signed up to do, but it's what we have got to do. Whether in a local union or here today and the next day and the day after, we have to redirect our resources. We have to take it seriously and not pretend that we can just do things the way we did them before.

So much of our focus today and tomorrow especially will be on Point 1, and we can debate it in the CWA way and discuss it and argue about it. But we need to come up with ways, in worst of times really in the history of our union, that we can redirect our resources for these frontline fights. We must use our resources based on our needs now. We must recognize that the attacks on labor are deliberate. They are deliberately aimed at reducing union jobs, reducing union membership, reducing union political clout.

So tomorrow we will discuss distributing some of the Strategic Industry Fund to locals and the international union to support our bargaining and organizing fights over the next two years, while we find longer-term solutions, including large organizing drives like the one we just won, but other longer term solutions if we continue to have these kind of financial issues, and we will do that together.

At the same time, we will keep the overwhelming majority of tens of millions of dollars in the SIF fund for large, long-term campaigns that face us, whether restoring democracy or workers' rights or health care rights, or, as George said-- and we have a resolution before us-- to fight the attacks on Medicare. The overwhelming majority of these SIF funds will be there for those campaigns, and we will be able to lead those campaigns. But at the same time, we have to take a serious look at how we keep the day-to-day functioning of the union going so we can have offense and not just defense.

And I want to again acknowledge the CWA staff. This is all the staff-- all sectors, all types of staff-- during this difficult time. All have skipped pay increases, eliminated the COLA on pensions, and made other sacrifices as these employers cut CWA members' jobs, offsetting the organizing gains.

All of you local officers have made similar commitments and hard choices. And we all understand that we put the fight first, we put the members first, we put CWA first, and then we take care of each other to the very best of our ability.

We have talked a lot here over the years about Step 2-- still on these five steps-- "Industry strategies and use of Strategic Industry Funds" for campaigns likes Speed Matters and Lean Manufacturing, quality journalism and Spanish language broadcasting, health care workers' fights to keep hospitals open, with many successes in almost every one of these campaigns.

But I want to emphasize that Point 2 here now also means employer strategies to put every CWA employer on notice. There cannot be economic recovery without a recovery for workers and their families, and we will fight at every opportunity for our fair share of what we produce.

The recession is over for management. You see their pay increases. It's not over for workers. And when our contracts expire, we will fight concessions. We will fight concessions. We will fight concessions. We will use every tactic available. We will fight concessions. (Applause)

For example, on August 6th, the contract expires at Verizon. Verizon management has put ridiculous concession demands on the table taking back almost everything of decades. We have fought them before, and they need to know that we are ready again. We fought them before with long strikes. We fought them before with long periods of mobilizing on the job, where they were paying us and we were fighting them every day. Our bargaining strategy there is sound-- 55,000 CWA and IBEW workers and members are united. We have our "Committee of 8" unifying our three districts in IBEW to take on the tough bargaining issues at the end. Again, that group has a common August 6th expiration date.

Our mobilization activity will escalate beginning with a rally here tomorrow night and will escalate dramatically, and will last as long as it takes-- one day longer than management greed. Our union is ready to mobilize throughout the heat of August if those concession demands aren't off the table.

Or in New Jersey where Governor Christie thinks he will continue to strip our members of their rights and standard of living as he did on health care just a week ago, despite months of demonstrations and tens of thousands mobilized in the streets of Trenton.

And now our contracts have expired for 40,000 state workers members. And 20,000 more of our members in local government in New Jersey face unilateral cuts in their health care, but after a phase-in will add \$4,000 a year to family health care premiums.

But those members in New Jersey or at Verizon or at ABC or NBC and now at United Airlines or USAirways, in every bargaining fight, from the smallest to the largest, our members more and more understand the link between their bargaining, political action, and movement building. And I know that this Convention is determined and united; that we will carry on those fights against concessions as never before. (Applause)

Step 3 we will come to tomorrow afternoon when we focus on organizing, and joining us here will be true working class heroes from Continental Airlines, T-Mobile, and Piedmont.

But let's shift now to Steps 4 and 5 and how they blend together really in new ways. These are about our political strategies, and what we call "building alliances" in January, which now we are calling movement building.

We really need to declare that the political path that we traveled from our founding ended in 2008. We need to be honest with ourselves and our members. At the federal level, we can't do better than we did in 2008 when we elected President Obama, strong congressional majorities in the House and Senate, and an atmosphere of great hope and expectations.

Now, those results were far better than the alternative, as we are seeing today and as George described of what the Republican majority is doing in the Congress. But those results don't approach the changes we need in order to improve our standard of living or reverse the decline in bargaining rights.

Again, make no mistake about it, the President has made a difference for working families. He appointed the members to the National Labor Relations Board who issued these new rules, not just on organizing but also the investigation, for example, of Boeing, who after a strike decided to put their new plant in South Carolina. You can't get a better NLRB than this one with Liebman and Pierce and Becker. You can't get a better National Mediation Board where the President appointed Linda Puchala, former AFA flight attendant, as President to the board. You can't get better boards than that.

But we also know that, in terms of this bigger picture that we saw there in Slide 1, that for us doing the same things over and over and expecting different results would be insane. We have to change what we do. We have to rethink our political work. Yes, we need to continue to raise political action funds, but that alone does not provide the path for the political movement that we need.

In the last few years, in 25 states you have built what we call "Legislative Political Action Teams." This LPAT strategy is the best grassroots strategy in our movement. We have nearly a thousand activists plugged in in those 25 states.

Additionally, we have added this year national activist conference calls where those LPAT and other political leaders in our union have spoken about their frontline fights and the movement-building they are doing and the battles for justice.

But we must continue to do more and get more involved in order to do more. We need to keep building our movement. We need to be in the streets as well as at the ballot box. We need to be in the streets as well as at the ballot box. (Applause)

So when we look at the last chart, our political program no longer just looks like legislative and electoral. We add organizing and movement-building. And organizing in this case doesn't just mean the critical union organizing that we have done for decades. It means helping to organize community groups that people can join without that kind of employer fight. It means making sure that every shop steward signs up every worker when they leave to retire in our RMC, who we will hear from at this Convention. The RMC isn't some nice thing to do. The RMC is part of our movement, and we need to build that movement. Retirees count just as much as active members. (Applause)

"Organizing" means building and joining Sierra Clubs and civil rights groups like the NAACP and groups like Common Cause, and uniting with students and young workers as we will hear in our Next Generation report.

Now, as George mentioned, the political issue this summer is Medicare. We saw the fight that CWAers and others made in Congressional District 26 in New York when we took that issue to the streets, literally knocking on doors, and we were the largest union with 4,000 members in a district that hadn't elected a progressive in decades-- 50, 60 years. The Republican candidate endorsed the Paul Ryan budget and Medicare cuts. And we've got a candidate, Kathy Hochul, who said, "I will fight these cuts," and we took that fight on.

That needs to now inspire us that when those members of Congress come home this summer in August who voted for that budget, who voted to gut Medicare, who voted to change Medicare for anybody born after 1956, who voted to give vouchers to retirees instead of health care, we need to be in their face when they come home in August; not in the streets, but in their face. (Applause and whistles)

Those candidates welcomed the Tea Party. This August they will see our party in the streets and in their face. (Applause)

Let's watch a short video. It's a couple of minutes only of CWA in action with our partners. This is movement building. This is what democracy looks like. Roll it.

. . . A video entitled "Take It to The Streets" was shown about movement building in an era of attacks on workers' rights was shown . . . (Applause and cheers)

PRESIDENT COHEN: So that's what democracy looks like. And not only must we go broader building these partnerships, community organizing, but this is also a time when we deepen our commitment. Movement building is about values as well as strategies, values as well as actions, values as well as results.

I am honored to be here with Elaine Huff. Elaine has been a steward and member for 65 years.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: Elaine went to work for Southern Bell just out of high school in May, 1946, as a long distance switchboard operator. In the next 36 years, she worked in repair, frame attendant, plug-in coordinator. She walked her first picket line in 1947-- before CWA. That's when we formed CWA. She met her husband on the picket line in 1950, and was in the long strike of 1955. Today she is President of RMC-CWA Local 3802. For 65 years she has been willing to do anything to build CWA. (Applause and cheers)

This is what "deeper" means. Listen to the words of 23-year-old Christine Horgan, her father run over and killed by a scab on the 1989 Nynex picket line. Edward Gerry Horgan was a shop steward, a wonderful leader of Local 1103. Recently at a Local 1103 event Christine said, "I believe if my father, Edward Gerry Horgan, had known what he would sacrifice for the rights and betterment of his friends and co-workers, he would still have shown up to the picket line that day with a smile and a joke. He knew how strong that bond between him and all the members of his union was.

"My sister and I grew older but we never forgot the support of our CWA family. To my family, CWA was more than a bargaining unit. It was more than trying to get the best deal possible. To my family, CWA was my family." (Applause)

We can't go much deeper than that. But we can each approach in our own way the service of Elaine or the values of Christine. Movement building means capturing those emotions because that's what it will take, those feelings, as we fight back, realizing what is at stake and how hard the path is in front of us. We will need new tactics and approaches, as we saw in the video.

Governors like Walker, Kasich, Daniels, Christie-- they make up new rules to crush us. We need the spirit of the young University of Wisconsin students and workers who seized the capitol building for weeks.

We will need the spirit of Tunisians who changed their government, or Egyptians who stood in Tahrir Square using texts and tweets to communicate and went sleepless for days, and now millions of Egyptian workers are trying to build new unions.

Or Italians, winning a recent referendum vote against their right-wing government and stopping privatization schemes with new tactics like banner drops, mass bicycle rides, workshops, information booths, film screenings, social networking, people running nude through the streets. Well, maybe that works better in Italy. (Laughter)

But most of all, door to door, neighbor to neighbor, person to person, grassroots organizing. And being mostly a Catholic country, the word "miracle" sprang from people's lips. When the votes were counted, 57 percent sent that right-wing government a signal against privatization, a clear signal that people could mobilize and win.

So we have inspiration from all around the world of what we must do. We see it in Wisconsin in the recall elections of the Senators who voted to strip public sector bargaining. As we saw in the video, we see it in Ohio where we filed 1.3 million signatures on petitions to repeal Senate Bill 5. (Applause)

But in our own days ahead this week as we debate internal change, the reallocation of resources, our own program for movement building, let's be sure to keep inspiring and encouraging each other. Together we can build this movement. We must recognize we are building a foundation for the renewal of our movement, not only for ourselves but our children in generations to come.

But it's only together that we are CWA. It's only together that we have a chance to march and fight for the future and reverse this tide of hatred and repression that is all around us. It's only together that we make a difference. It's only together that we are CWA.

Thank you, sisters and brothers.

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

TEMPORARY CHAIR BURRELL: Thank you again for the privilege and honor of serving as your temporary chair. I am very proud to be a part of this great union and to work with great leaders like President Cohen and District 9 Vice President Jim Weitkamp.

I now turn the gavel over to President Cohen who will assume the position of permanent chair under the rules of the convention.

. . . President Cohen assumed the Chair . . .

PRESIDENT COHEN: Thank you, brother. Thanks for your service, for everything you do.

And thanks, Jim. Thanks for today, but more importantly, everything you do. Can we hear it again for Jim? (Applause)

Now I would like to bring the Credentials Committee to the platform. As they are coming up, I need to get my script for Use of Microphones. It's mostly the same as it's been. I could read this like Jeff did. He's been trying to teach me how to do this. Let me describe for you the use of the microphones, and how you get recognized to speak, make motions or ask questions.

He has already done that so, for those of you who were here last year, it was quite funny.

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

Richard Rosenblatt, PPMWS and District 7 Counsel, Denver, Colorado;

Peter Mitchell, IUE-CWA General Counsel, Dayton, Ohio; and

Patricia Shea, Headquarters Counsel, Washington, D.C.

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

Just to remind you, any motion is only in order during the report of the committee to which the motion is related. For example, resolutions can only be received during the Resolutions Committee Report. They come up several times. Constitutional proposals can only be received during the Constitution Committee Report.

If you disagree with a preliminary ruling, advise the parliamentarians. They will then bring that disagreement to the attention of the Chair. The Chair will then make a ruling, after which, if there is still disagreement, the matter can be placed before the Convention to determine whether or not the ruling is proper by voting on whether or not to sustain the Chair's ruling.

There is a microphone designated as the Privilege Microphone, No. 2. Use it to raise a point of order or raise a point of personal privilege. It, too, is connected to the parliamentarians.

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

Microphone No. 4 is the "Against" microphone. Use it to speak against an issue.

At the back of the hall, Microphone No. 5 is designated "Questions." Use that phone and microphone to be recognized for the purpose of asking questions or to clarify an issue before the Convention, or to get information.

We rotate these microphones under our rules.

The maker of a motion may speak for their motion from Microphone No. 1. Under our rules, there is a five-minute limit on any speech. There is a new and improved digital clock there in front that you can see-- yes, change is possible. That's for, as I said, the five-minute rule. The microphone will be automatically turned off at five minutes.

In rotation, the movement will be from the motions microphone or the platform to Microphone No. 4, and then to Microphone No. 3. The rotation also includes Microphone No. 5 for Questions. The rotation continues until at least two people have had an opportunity to speak for and against, after which a motion-- at the Motions mike-- to close debate is in order.

As you go to any of the microphones, swipe your badge, lift the telephone, and tell the person who picks up the phone on the other end your name. You will be recognized in the order called for under our rules. Start off with your name and Local number. Name, then local number.

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

Elaine Harris, CWA Staff Rep, District 2;
Bill Bain, CWA Staff Rep, District 4;
Sylvia Ramos, CWA Rep, District 6;
Libby Sayre, Area Director, District 9;
Marian Needham, TNG-CWA Sector Rep and Chair.

The Five-Minute Rule: Jay Boyle, CWA Staff Rep, District 7; and Karen Murphy, CWA Staff Rep, District 3.

During the course of our Convention, a verbatim record is kept. A complete set of Convention proceedings will be e-mailed to you. You will have thirty days to review the record and report to us any errors you may wish to have corrected.

To help us with who is to be recognized and to be sure that we follow procedures as provided in the Constitution, today and every day we have two delegates from the floor. For that purpose, today, we have-- please rise-- James Nolan, Jr., Vice President, NABET-CWA Local 51016; and Vanessa Quinn, Executive Board Member, CWA Local 1133.

And now I will introduce the Credentials Committee. Again, you've got it down. That single clap is great.

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

Mabel Serrano, President, CWA Local 1082;
Charles Fouts, Jr., President, CWA Local 2109;
Audrey Jackson, Vice President, CWA Local 3250;
Debra Greenlee, President, CWA Local 4216;
Ronnie Gray, President, CWA Local 6228;
Don Sheridan, President, CWA Local 7707;
Sally Venable, President, CWA Local 9415;
Diana Markowski, President, CWA Local 13100;
Steve Stasenکو, President, CWA Local 14842;
Claretta Allen, President, IUE-CWA Local 86782;
And now I will recognize the Chair of the Credentials Committee, Marge Kreuger.

MARGE KRUEGER (Chair, Credentials Committee): Good morning.

President Cohen, delegates, retirees and guests, I am pleased to announce on behalf of the credentials committee that the committee has registered over 1607 delegates, alternates and guests to this 73rd CWA Convention.

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

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

Since our last Convention, new locals have been added to our ranks. These locals are: 3370, 24088, 7010, 7590, 9110, 21062, 24063, 26064, 29065, and Local 7100. Let us welcome these locals. (Applause)

We shall be reporting on credentials in the following categories:

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

Category 2: Credentials properly executed, but late.

Category 3: Improperly executed.

Category 4a: Proxy credentials properly executed, but late.

Category 4b: Proxy credentials improperly executed.

Category 5: Unusual circumstances.

In Category 1: There are 1157 credentials properly executed and on time. The Committee moves that these delegates be seated.

PRESIDENT COHEN: It's been moved and seconded. All those in favor indicate by raising your hands. Hands down. All opposed? Approved.

CHAIR KRUEGER: There are no Category 2 credentials.

There are no Category 3 credentials.

There are no Category 4a or Category 4b credentials.

There are no Category 5 credentials.

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

Guests will continue to be registered immediately prior to and during each session for the remainder of the Convention. Those delegates other than Category 1 who have not been seated by the

action of this Convention may present themselves to the committee and obtain their proper badges. Other delegates who may have arrived late will also be served by the Committee shortly at the registration counters in the lobby.

Any delegates who has pre-registered a proxy and did not receive a badge can also collect that immediately after this report.

Mr. President and delegates, this completes the Credentials report at this time.

PRESIDENT COHEN: Thank you, and thank the Committee for your service. Thank you, Credentials Committee. (Applause)

And thanks, Don Rice, the Staff Rep up there, I see.

I would like the Resolutions and Rules Committee to come to the platform. While they are coming to the platform, I just wanted to again say that our normal procedure is to report resolutions in numerical order, although it may be necessary to rearrange the order in which resolutions are reported out.

I now see that they have taken their seats:

Sheldon Neeley, President, NABET-CWA, Local 54046/N46;

Mary Lou Schaffer, President, CWA Local 13550;

Paula Vinciguerra, President, CWA Local 2106;

Kevin Sheil, Vice President, CWA Local 1103;

And the Chair of the Resolutions Committee, J.C. Smith, Executive Vice President, CWA Local 3204.

I recognize the Chair.

DELEGATE J.C. SMITH (Local 3204, Chair, Resolutions & Rules Committee): Thank you, Mr. President.

If the delegates would refer to their report of the Resolutions & Rules Committee to the 73rd Convention.

The Resolutions & Rules Committee met in the City of Las Vegas, Nevada, beginning on July 7, 2011, for the purpose of reviewing and considering any proposed amendments to the Permanent Rules Governing the Conduct of CWA Conventions, which can be found printed in your CWA Constitution beginning on page 30 and ending on page 33.

The Committee received the following amendment to the Permanent Rules governing the conduct of CWA Conventions.

Amendment: Amend Rule II, Section 1 of the Permanent Rules Governing Conduct of CWA Conventions.

Section I, Certification: Each Local shall certify to the Secretary-Treasurer of the Union, not less than five (5) days prior to the opening date of a ~~Annual~~ **Biennial** or Special Convention, on credential forms provided by the Union, the names, addresses and voting strength of its delegates and alternates, if any, and the name of the Chair of its delegation.

Amend Rule VII, Section 2(a) of Permanent Rules Governing CWA Conventions. This motion loses its privileged character and is a main motion if in any way qualified or if its effect, if adopted, is to dissolve the ~~Annual~~ **Biennial** Convention.

The deletions are denoted by strikethrough; additions are denoted by bold and underline.

Explanation: The changes recommended in the Permanent Rules are in order to bring the Permanent Rules into conformity with the CWA Constitution.

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

BE IT RESOLVED: that the regular sessions of the 73rd CWA Convention shall be as follows: On Monday, July 11, 2011, the Convention shall be called to order by 9:00 a.m. The Convention shall be in recess for one and one-half hours beginning at approximately 12:00 noon and shall continue until the business of the day has been concluded.

On Tuesday, July 12, 2011, the Convention shall reconvene at 8:30 a.m. The Convention will be in recess for one and one-half hours beginning at approximately 12:00 noon and shall continue until the business of the day has been concluded.

On Wednesday, July 13, 2011, the Convention shall be called to order at 8:30 a.m. and shall continue until the business of the day has been concluded.

Mr. President, we respectfully move adoption of these rules.

Respectfully submitted: J.C. Smith, Executive Vice President, CWA Local 3204, Chair; Kevin Sheil, Vice President, CWA Local 1103; Paula Vinciguerra, President, CWA Local 2106; Mary Lou Schaffer, President, Local 1350; Sheldon Neeley, President, CWA Local 54046/N46.

PRESIDENT COHEN: It's been moved and at least one person seconded it. All in favor of adopting the Rules as presented, please indicate by raising your hands. Down hands. Opposed by a like sign. The rules are adopted. Thank you, Committee. You will be back.

Now I would like the Constitution Committee to come to the platform. You all have their report.

Chandra Nunnery, President, IUE/CWA Local 83718;
Mike Bucsko, Executive Officer, TNG-CWA Local 37002;
Jane Phillips, Vice President, CWA Local 4900;
Ed Luster, President, CWA Local 1102; and
Chair of the Committee, Lupe Mercado, President, CWA Local 9421.

I recognize the Chair of the Committee.

DELEGATE LUPE MERCADO (Local 9421, Chair, Constitution Committee): Thank you, Mr. President.

The Constitution Committee met in the city of Washington, D.C., beginning May 17, 2011, for the purpose of reviewing and considering proposed amendments to the CWA Constitution.

The Constitution provides under Article XVI, Section 2, that the Constitution Committee is "charged with the duty of considering and reporting to the Convention and to the Executive Board on proposals to change this Constitution." Article XXVIII, Sections 2 & 3, provides that amendments submitted to the Constitution Committee sixty (60) days or more 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, but in no event shall the three-fourths (3/4) vote of those voting thereupon be less than a majority vote of the approved delegates at the Convention.

The Constitution Committee held meetings in Las Vegas, Nevada, beginning July 8, 2011, after the preliminary report was issued on May 20, 2011.

This report sets forth all proposed amendments that have been received by the Committee to date. A strikeout denotes deletion of language; **boldface and underlined** type denotes insertion of new language.

For the purpose of reading the proposed Amendment No. 1, I now call on Ed Luster, President, Local 1102. (Applause)

DELEGATE ED LUSTER (Local 1102): Issue No. 1: AMEND Article XVI - Committees - Section 1, Regular Committees: Add new subsection (i) Defense Fund Oversight Committee.

Article XVI - Committees

Section 1 - Regular Committees (i)

(i) Defense Fund Oversight Committee

AMEND ARTICLE XVI - Committees - Section 10 - Other Committees: Add a new Section 10 and rename the current Sections 10 and 11 and add 12.

Article XVI - Committees

Section 10 - ~~Other Committees~~ - **Defense Fund Oversight Committee**

The Defense Fund Oversight Committee (DFOC) shall consist of one representative from each CWA District, one representative from the Public Workers Sector, one representative from the IUE Division, one representative from the Airline Industries and one representative from the Media Sectors TNG-CWA NABET-CWA and PPMWS. The election of the DFOC representatives and their alternates shall be conducted as established by the CWA Convention and shall be for four-year terms. The Committee shall meet at least twice a year and at the Convention. In non-Convention years the Committee will meet and prepare a report on its activities and make recommendations which will be distributed to the locals by the President of the Union. In accordance with the Rules adopted by the Convention, the Committee is responsible to review receipts, disbursements, educational programs, administration and investment of the Defense Fund (DF) and Robert Lilja Members' Relief Funds (RLMRF), and shall have oversight for the Strategic Industry Fund (SIF).

Section 11 - ~~Vacancies on Committees~~ **Other Committees**

Section 12 - Vacancies on Committees

[Submitted by Arthur Cheliotis, Chair, on behalf of the members of the Defense Fund Oversight Committee]

The purpose of these amendments is to add the Defense Fund Oversight Committee (DFOC) to the list of CWA Committees in the CWA Constitution and to expand representation on the DFOC to include one elected representative from the Airline Industry and one from the Media Sector (TNG-CWA, NABET-CWA and PPMWS).

The DFOC contends that adding these two representatives to the Committee will bring a perspective to their deliberations they don't currently have and the Constitution Committee agrees.

The DFOC has been meeting and issuing reports to the Convention since 1989 and clearly is a regular committee of the Union and should be listed as such in the Constitution.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

PRESIDENT COHEN: It's been moved. Is there a second from the floor?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Thank you. Speakers?

Microphone 3, Delegate Cheliotos.

Microphone 3, turn it on, please.

DELEGATE ARTHUR CHELIOTES (Local 1180): I rise in support of the amendment that was submitted by me for the obvious reason-- it's time. It's been 22 years since we established this Defense Fund Oversight Committee. I was there when Bob Leader helped get it started. I voted on this floor for that Committee. We have seen it grow. We have seen it support so many of us in our efforts-- mobilizations, strikes, doing what we needed to do, establishing the SIF, doing what was necessary to protect the interests of our members and to build our union.

It is time for this to be a permanent committee of this union, and it is time that we include those people who participate from the airlines industry and from the media industry. It should be inclusive. It should offer all of us the opportunity to take a good look at what's going on.

All the members of that committee are independently elected by you, the delegates. They serve as your eyes and ears, and we try to reach consensus on anything that we do. And we have done that repeatedly throughout our history.

I think we have demonstrated that we have earned our right in this Constitution and we ask for your support. Thank you. (Applause)

PRESIDENT COHEN: No other delegates asking for the floor, the question is called. All those in favor of adoption, please indicate by raising your hand. Down hands. Opposed? It is adopted. (Applause)

I recognize the committee.

CHAIR MERCADO: For the purpose of reading proposed Amendment No. 2, I call on Chandra Nunnery, Local President, 83718.

DELEGATE NUNNERY: AMEND ARTICLE XIX - Charges Against Members, Section 2 - Specifications of Offenses - Union - delete the word "fined".

ARTICLE XIX - Charges Against Members

Section 2 - Specifications of Offenses - Union

Members may be ~~fined~~, suspended or expelled by trial courts selected by the Executive Board of the Union in the manner provided in the Constitution for any of the following acts:

(Submitted by the CWA Executive Committee)

The purpose of these proposals is to remove fines as a penalty in a finding of dual unionism by a trial court.

Article XIX, Section 2, of the CWA Constitution makes it a violation of the Constitution to willfully support or assist another union to replace CWA as the bargaining agent or to support another labor organization in a jurisdictional claim in conflict with CWA. Charges of this nature are often referred to as "dual unionism."

The National Labor Relations Board has long distinguished between penalties such as suspension/expulsion and fines imposed on members involved in dual unionism. The logic of the Board and courts in this regard is that penalties, such as fines imposed to punish members, are prohibited, but that suspensions/expulsions are defensive to protect the union by removing from its ranks persons who have exhibited intent to undermine and remove the union as the bargaining representative.

The language in Article XIX, Section 2, as currently written, could be found by the Board to be a "threat" of a monetary fine, even if no fine was imposed, and could subject CWA to charges before the NLRB.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

PRESIDENT COHEN: The amendment has been read. Is there a second from the floor?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: No delegates wishing to speak, the question is called. All those in favor of adopting this amendment, please indicate by raising your hand. Down hands. Opposed? It is adopted.

I recognize the committee.

CHAIR MERCADO: I will ask the delegates to turn to the proposed Amendment No. 4. I will call on Jane Phillips, Vice President Local 4900, to read this to you.

DELEGATE JANE PHILLIPS (Local 4900): No. 4: PROPOSED CHANGES TO THE CWA CONSTITUTION TO ELIMINATE THE POSITION OF EXECUTIVE VICE PRESIDENT.

ARTICLE V - Membership

Section 6 - Retired Members' Council

(f) The Council Executive Board members shall also serve as delegates to all CWA Conventions during their term of office and shall each carry one (1) vote. As delegates to the CWA Convention, Council Executive Board members shall have the right to vote in elections of the CWA President, ~~Executive Vice President~~ and Secretary-Treasurer.

ARTICLE VIII - Conventions

Section 7 Powers of Convention

(f) - Delete the word "Executive"

(f) Determine the number of ~~Executive~~ Vice Presidents and/or At-Large Executive Board Members;

ARTICLE IX - Executive Board

Section 1 (b) - Delete - "The Executive Vice President"; renumber other sections in numerical order.

~~(b) The Executive Vice President~~

~~(c)~~ **(b)** The Secretary-Treasurer;

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

~~(e)~~ **(d)** Four At-Large Diversity Executive Board Members. The four At-Large Diversity Executive Board members shall represent four separate geographical areas within CWA as follows:

~~(f)~~ **(e)** The Director of CWA-SCA Canada.

ARTICLE X - Executive Committee - Delete "Executive Vice President" from the paragraph:

There shall be an Executive Committee of the Union consisting of the President, ~~the Executive Vice President~~ and the Secretary-Treasurer who shall have such administrative powers, duties and authorities as may be assigned by the Convention or the Executive Board.

ARTICLE XII - Officers and Their Duties

Section 2 (a) and (b) - The Executive Vice President - Delete Section 2; renumber other sections in numerical order.

~~Section 2 - The Executive Vice President~~

~~(a) The Executive Vice President shall act under the direction of the President and shall perform such duties as may be assigned by the President or the Executive Board.~~

~~(b) The Executive Vice President shall hold no other office in the Union and shall not be engaged in any other employment. The Executive Vice President shall receive the annual salary established for the office by the Convention, payable in twelve (12) equal monthly installments.~~

~~(Section 3)~~ **Section 2** - The Secretary-Treasurer

~~(Section 4)~~ **Section 3** - Vice Presidents - District; Telecom and Technology; Public, Health Care and Education Workers and CWA Sectors

~~(Section 5)~~ **Section 4** - Vice Presidents - District, Telecom and Technology

~~(Section 6)~~ **Section 5** - Telecom and Technology Vice President

~~(Section 7)~~ **Section 6** - Public, Health Care and Education Workers Vice President

~~(Section 8)~~ **Section 7** - CWA Printing, Publishing and Media Workers Sector Vice President

~~(Section 9)~~ **Section 8** - TNG-CWA Sector Vice President

~~(Section 10)~~ **Section 9** - NABET -CWA Sector Vice President

~~(Section 11)~~ **Section 10** - IUE-CWA Division Vice President

~~(Section 12)~~ **Section 11** - AFA-CWA Sector Vice President

~~(Section 13)~~ **Section 12** - At-Large Diversity Executive Board Members

~~(Section 14)~~ **Section 13** - Director, CWA-SCA Canada

ARTICLE XV - Elections

Section 1 - Union Officers - Delete reference to Executive Vice President

Section 1 - Union Officers

The President, ~~Executive Vice President~~ 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 of 2011 the term of office shall be four years or until their successors have been duly elected and qualified, ~~except for the term of office of an 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.~~

Section 5 (b) - Order of Nomination and Election of Officers of the Union - Eliminate reference to Executive Vice President; move up the pattern of letters.

~~(b) Executive Vice President;~~

~~(c)~~ **(b)** Secretary-Treasurer;

~~(d)~~ **(c)** Vice Presidents;

~~(e)~~ **(d)** At-Large Diversity Executive Board Members. The nomination for At-Large Diversity Executive Board Member seats shall be conducted separately. A majority vote shall be required for election to each At-Large seat.

If no candidate receives a majority vote for an At-Large Diversity seat 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 for that individual seat shall be the nominees on the second ballot for that individual seat.

(Submitted by the CWA Executive Board)

The purpose of this amendment is to eliminate the position of the Executive Vice President.

At the 2006 CWA Convention, the delegates adopted Resolution 1 "Ready for the Future: 10 Steps To Strengthen Bargaining Power," which instructed the Board to make proposals to right-size the Board by 2011. In 2010, Districts 2 and 13 and the C&T and Telecom Sectors combined. This action eliminates two Vice Presidents in 2011 and saves the Union a projected \$800,000. The current proposal to eliminate the EVP continues the mandate adopted in Ready for the Future to right-size the Board and results in additional savings.

The announced retirement of Secretary-Treasurer Jeff Rechenbach provides an opportunity for this cost-saving restructuring. During these times of unprecedented attacks on the labor movement and membership losses, it is critical that we allocate resources in the most effective way possible. If the EVP position is eliminated, we will still have two principal officers and 13 fulltime Vice Presidents.

THE COMMITTEE STRONGLY RECOMMENDS ADOPTION OF THIS PROPOSAL.

PRESIDENT COHEN: The Committee has moved adoption. Is there a second?

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

PRESIDENT COHEN: Seconded. At microphone 3, Delegate Abbott.

DELEGATE STEVEN ABBOTT (Local 7108): President Cohen, Executive Board, brothers and sisters, friends and guests: I stand before you today to ask you to support the proposal to eliminate the Executive Vice President position. When convention delegates adopted "Ready for the Future," we determined that leadership would right size the Board.

This proposal and other actions taken have delivered on that mandate. With the retirement of Jeff Rechenbach, we have an opportunity to eliminate the position without impacting any other Board member. I commend the leadership for making this proposal, as well as our sisters and brothers in Districts 2 and 13, and the C&T and Telecom units which have allowed for the elimination of two other VP positions.

Our union has never been afraid of change. It has allowed us to remain strong while adapting to the many challenges we have faced over the years. Change is an elementary tool that can be used. This proposal gives us another opportunity to change for the better.

In my state, we were blessed with a Commissioner of Labor whose voice was stern when talking about workers being mistreated. His voice would break up and tears would stream from his eyes when announcing a major injury or death on the job. He may have given us the most elementary of advice but maybe the most important. Myron Norton would tell us the most important things we learned about being a unionist we learned in kindergarten while learning how to cross the street. He would tell us to hold hands, look both ways, and walk together.

I urge the adoption of this proposal. Thank you very much. (Applause)

PRESIDENT COHEN: Microphone 2, Delegate Campbell-- I'm sorry. Microphone 4.

DELEGATE ROBERT CAMPBELL (Local 3176): Good morning, brothers and sisters. I rise to ask for your careful consideration of this amendment. The Secretary-Treasurer's office is a key position that needs full-time commitment of the office holder. With the current structure, we still have problems with dues and membership records. A majority of the locals representing members at CenturyLink have had problems getting their dues current for well over a year after being promised at last year's Convention by the Secretary-Treasurer that the problem would be resolved. Brothers and sisters, what will happen when the duties of the Executive Vice President are added to those of the Secretary-Treasurer? What programs will suffer?

All of the current responsibilities have been placed on the officers by vote of the Convention. We have all seen the suffering of our members by the reorganization and downsizing of the employers that we work for in both the private and public sectors. We have all been asked to make concessions by our employers, but we have seen no offers from our executive officers for concessions other than downsizing, which creates a lot of the concomitant problems that arise from the same actions by our employers.

I have often pondered what came first, not the chicken or the egg, but the members or the dues. The very best internal organizing tool is active representation which requires the highest level of support. We have all seen what happens with our employers when the support is continually cut.

Brothers and sisters, the decision is ultimately yours. I just ask that you consider this, as I have told the employers many times: Be careful what you wish for. You will most assuredly get it.

I ask that you vote "no" on 4. Thank you. (Applause)

PRESIDENT COHEN: Microphone 5, Delegate Piercy.

DELEGATE LANELL PIERCY (Local 4252): I would like to know, the work that's being done currently by the EVP, who is going to be doing that now and under this amendment?

PRESIDENT COHEN: Right. That work, the governance work in particular, will be redistributed among the 13 Vice Presidents who are full-time, myself, to some extent the Secretary-Treasurer, and 6 other members of the Executive Board.

DELEGATE PIERCY: Thank you.

PRESIDENT COHEN: Microphone 3, Delegate Harmon.

DELEGATE BRADLEY HARMON (Local 6355): I rise in strong support of the proposed amendment. I am a social worker for the State of Missouri, and I work with low income families who are struggling to deal with the squeeze that is being placed on working people all over this country.

And one of the things that I know is that when people are struggling to deal with challenges, that they have to be prepared to change and they have to be prepared to work harder. I strongly believe that that is what this amendment requires of the leaders of our International Union. This amendment requires us to change, and it does require that all of the leaders of our International Union are going of have to work harder.

There is going to be one less National officer, and that will mean that work will be taken on. But if we don't have that, then we aren't directing resources where they need to be. We know what the situation is that our union faces right now. And we know that we are literally in a life-or-death situation for the American worker. I strongly urge my fellow delegates to vote in support of the amendment, because our union is on the line. We must direct resources where we can most effectively help workers, and this amendment helps us to do that. Thank you. (Applause)

PRESIDENT COHEN: Microphone 4, Delegate Rogers.

DELEGATE JERRY ROGERS (Local 2205): I stand in opposition to this. I think we are in a situation right now where we do need to make some changes in our CWA union. We are a strong union and we need to stand strong with each other. But this is in a position to where, if you look at our locals right now, everyone on this floor that is a local officer is elected to serve their members-- elected. It's time for us to stand up, keep our elected positions in our CWA union and stop having appointed positions. (Applause) Thank you.

PRESIDENT COHEN: Microphone 1, Delegate Griffin. Microphone 1, Delegate Griffith.

DELEGATE PEGGY GRIFFITH (Local 4302): I call the question.

. . . The following remarks were presented to the stenographers for inclusion in the Proceedings, as follows:

DELEGATE JIM HILLEARY (Local 2222): Brothers and Sisters, I rise in support of the Constitutional Amendment 4 to resize our Union's Executive Board by eliminating the position of the Executive Vice President.

Over the many years of our Union's history, we have often restructured our organization based on the needs and circumstances at the time and in fact the "Ready for the Future" resolution advised us to consider doing it again. We've added positions, eliminated positions, increased and decreased the responsibilities of positions and done other things to ensure that we were a viable and functioning organization.

Like many of you here today, I've overseen the restructure of my own Local's executive board and pursued mergers to position my Local for the future. My own District 2 has merged with our brothers and sisters in District 13 to be a stronger District. Many in this room have made decisions about our Union's structure before. And we all know elections and vacancies provide the best opportunities for these changes to take place.

I'm not going to repeat what all of us already know about shrinking memberships, increased costs and declining revenues. I merely want to remind us of something that has always been the reason that our Union is successful. We have always acted with an understanding and vision of the future. We developed strategies years ahead of technology and industry changes. We raised dues years ahead of bargaining. Merged and restructured ahead of those Unions who saw it too late.

Sometimes we have been bigger and with resources, and sometimes we have become smaller and stronger, but CWA has always acted ahead of the challenges that we would face. Being in front is why we're called leaders.

So I ask that you join me in leading our union in taking one more step towards meeting the future and vote to accept the Amendment. . . .

PRESIDENT COHEN: The question has been called. It's not debatable. All those in favor of calling the question, please indicate by raising your hand. Down hands. Opposed? It is adopted. The question has been called.

Now for the main motion. The amendment is before you. All those in favor of the amendment please indicate by raising your hands. Down hands. Opposed? It is adopted. (Applause)

I recognize the Committee.

CHAIR MERCADO: I will now read to you proposed Amendment No. 5.

AMEND Article V, Membership

Section 5 - Retired Members Chapter - Subsection (b). Delete language.

ARTICLE V - Membership

Section 5 - Retired Members' Chapter (b)

(b) Application for membership in a Chapter shall be made to the Retiree Chapter. ~~If the applicant was a member of the Union in good standing at the time of his or her retirement, he or she shall be admitted to membership in the appropriate chapter.~~

AMEND ARTICLE V - Membership

Section 6 - Retired Members' Council - Subsection (a), (d) & (e). Change language.

ARTICLE V - Membership

Section 6 - Retired Members' Council- Subsection (a)

(a) All dues-paying members of the Union **in good standing** who are or may be retired by reason of age or disability shall be eligible to become CWA Retired Members' Council Lifetime members.

Section 6 - Retired Members' Council- Subsection (d)

(d) A Council Executive Board shall be elected which will consist of one representative from each of the CWA Districts and ~~one~~ **three** ~~Sector/Division~~ members who shall be elected from the ~~Printing, publishing and Media Workers Sector, NABET-CWA, TNG-CWA, IUE-CWA, and any other groups that may merge with CWA~~ **Media Sector (consisting of the Printing, Publishing and Media Workers Sector, NABET-CWA and TNG-CWA), the IUE-CWA Division and the AFA-CWA Sector.** The District representatives on the Council Executive Board shall be elected by secret ballot among the Council Lifetime members within the appropriate CWA District. The Sector **and Division** representatives shall be elected by secret ballot among the Council Lifetime members who retired from the ~~Printing, publishing and Media Workers Sector, NABET-CWA, TNG-CWA, IUE-CWA, and any other groups that may merge with CWA~~ **Media Sector (consisting of the Printing, Publishing and Media Workers Sector, NABET-CWA and TNG-CWA), the IUE-CWA Division and the AFA-CWA Sector.** **Within the Council, Districts 2 and 13 shall not be combined until the end of the 2012 term.** Terms of office shall be consistent with those of ~~Local~~ **International** officers. The elections shall be conducted in accordance with Council bylaws, federal and provincial laws and this Constitution. Any challenge to the Council Executive Board elections or Council officers' elections shall be resolved in accordance with the Council bylaws.

Section 6 - Retired Members' Council (e)

(e) The officers of the Retired Members' Council shall be Executive President, Executive Vice President, and Secretary-Treasurer or Secretary and Treasurer. Such offices shall be elected from the Council Executive Board in accordance with Council bylaws. The term of the office for Council officers shall be ~~three~~ **four** years or until their successors have been duly elected and qualified.

(Submitted by Ray Myers, Executive President, on behalf of the Retired Members' Council)

The purpose of these amendments is to clean up member eligibility language, to add two seats to the Retired Members' Council Executive Board and to change the term of office for Council members to four years.

The Committee reviewed these amendments and determined two are housekeeping items.

The proposed amendment to delete language in Article V, Section 5(b), reflects the structure currently in place.

The proposed amendment to Article V, Section 6(d), converts the Retired Members' Council Executive Board Sector member to the IUE-CWA member and adds two additional seats: Media Sector (consisting of the Printing, Publishing and Media Workers Sector, NABET-CWA and TNG-CWA) and the AFA-CWA Sector. The Committee agrees increased participation on the Council Executive Board will strengthen our Retired Members Council.

The proposed amendment to Article V, Section 6(e), would change the term of office for Council officers to four years is to be consistent with the term of International officers and the Biennial Convention.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

PRESIDENT COHEN: Second from the floor?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Thank you. Microphone 3, Delegate Winton.

DELEGATE TONY WINTON (Local 31222): Thank you, President Cohen, brothers and sisters, and as our friends on the retirement council often refer to everyone in this room, you are all future retirees.

This is a well-taken amendment. One of the issues is that we have five different sectors but only two people representing the five different sectors. All of us have somewhat different cultures, somewhat different ways of doing business. Knowing each other, we try to recruit people to become active members of their retiree groups.

So what this does, it simply opens the pot a little bit bigger, a little wider, casts a bigger net to try and build these Retiree units. Having done so several years in our local, it's been tremendously effective. In our recent mobilization against the Associated Press, some of the strongest people out there throwing rocks at the company were our retirees.

So I urge everyone to support this with a "yes" vote. Thank you. (Applause)

PRESIDENT COHEN: Thank you.

No other delegates wishing to speak, the question is called. All those in favor of the amendment, please indicate by raising your hand. Down hands. Opposed? It is adopted.

I recognize the Committee.

CHAIR MERCADO: Thank you. I refer the delegates to proposed Amendment No. 6, and I call on Mike Bucsko, executive officer of Local 37002.

DELEGATE MIKE BUCSKO (Local 37002):

AMEND ARTICLE IX - Executive Board

Section 1 - Sub Sections (d), (e) & (f)

Change language in Section I(d) and (e); renumber (e) and (f), add (g).

ARTICLE IX - Executive Board Section I:

(d) The Vice Presidents (District; Telecom and Technology; Public, Health Care and Education Workers; ~~Printing, Publishing and Media Workers Sector~~; TNG-CWA Sector; NABET-CWA Sector; IUE-CWA Division, and AFA-CWA Sector).

(e) The Printing Publishing and Media Workers Executive Officer;

(e) **(f)** Four At-Large Diversity Executive Board Members. The four At-Large Diversity Executive Board members shall represent four separate geographical areas within CWA as follows:

(f) **(g)** The Director of CWA-SCA Canada.

AMEND ARTICLE XII - Officers and Their Duties - Change Title:

ARTICLE XII - **Duties of Officers and Their Duties other Executive Board Members**

AMEND ARTICLE XII - Officers and Their Duties. Change Section 4 Title:

Section 4 - Vice Presidents - District; Telecom and Technology; Public Health Care and Education Workers, **TNG-CWA, NABET-CWA, IUE-CWA and AFA-CWA** and CWA Sectors

AMEND ARTICLE XII - Officers and Their Duties

Section 8 - CWA Printing, Publishing and Media Workers Sector Vice President

Change Section 8 Title and add subsections (a) thru (f)

ARTICLE XII - Officers and Their Duties

Section 8 - CWA Printing, Publishing and Media Workers Sector Vice President **Executive Officer.**

The President of the Printing, Publishing and Media Workers Sector of CWA (**PPMWS**) shall also be the CWA Printing, Publishing and Media Workers Sector Vice President **Executive Officer** who shall be responsible under the direction of the Executive Board for coordinating matters of common concern and interest with respect to contracts, wages, hours of employment and other working conditions with the units of the Printing, Publishing and Media Workers Sector.

The PPMWS Executive Officer shall:

(a) Act under the direction of the President and perform such administrative and constitutional obligations as may be assigned by the President or the Executive Board;

(b) Recommend to the President the employment of such personnel as may be required;

(c) Recommend to the President that services of such personnel as may be assigned to the PPMWS Executive Officer be terminated for cause.

(d) Supervise full-time and part-time personnel as may be assigned to the PPMWS Executive Officer and employ and terminate the employment of clerical forces subject to the limitations of the budget;

(e) Preside at meetings;

There is a typo in line 493, and I'm going to correct it as I read it.

(f) Hold no other office in the Union and shall not be engaged in any other employment. The PPMWS Executive Officer shall receive the annual salary established for the office of the PPMWS Executive Officer by the Convention.

AMEND ARTICLE XV - Elections

Section 2 - Vice Presidents - Change title

ARTICLE XV - Elections

Section 2 - Vice Presidents **and PPMWS Executive Officer**

AMEND ARTICLE XV - Elections

Sections 2 - Vice Presidents - Sub Sections (b), (d), and (e)

ARTICLE XV - Elections

Section 2 - Vice Presidents (b), (d), and (e)

(b) The duly elected President of the Printing, Publishing and Media Workers Sector of CWA shall be the CWA Printing, Publishing and Media Workers Sector ~~Vice President~~ **Executive Officer** and shall be elected in accordance with the Sector Bylaws and the CWA Constitution. The duly elected President of the TNG-CWA Sector shall be the TNG-CWA Sector Vice President and shall be elected in accordance with the CWA Constitution and the merger agreement. The duly elected NABET-CWA President shall be the NABET-CWA Sector Vice President and shall be elected by delegates representing NABET-CWA members in accordance with the CWA Constitution and NABET-CWA Sector Bylaws. The duly elected President of the IUE-CWA Division shall be the IUE-CWA Division Vice President and shall be elected in accordance with the IUE-CWA Rules and the CWA Constitution. The duly elected President of the AFA-CWA Sector shall be the AFA-CWA Sector Vice President and shall be elected in accordance with the AFA-CWA Rules and the CWA Constitution.

(d) Beginning in 2011, the term of office of Vice President **and PPMWS Executive Officer** shall be four years or until their successors have been duly elected and qualified.

(e) In the event a vacancy occurs in the Office of Vice President, **PPMWS Executive Officer**, or At-Large Diversity Executive Board Member for any reason, an election shall be held at the next regular Convention for the purpose of electing a Vice President, **PPMWS Executive Officer**, or At-Large Diversity Executive Board Member to fill the unexpired term.

AMEND ARTICLE XV-Elections - Add Section 7

ARTICLE XV - Elections

Section 7 - PPMWS Executive Officer

Elections for the post of PPMWS Executive Officer shall be held in full conformity with the requirements of the Sector Bylaws and the CWA Constitution. The PPMWS Executive Officer shall be elected to four-year terms in the same cycle as the other CWA Executive Board members.

AMEND ARTICLE XVIII - Strikes

Section 2 - Notification

Section 6 - Procedure for Local Strike Vote, Sub Section (e)

Section 7 - Local Strike Assistance

Section 8 - Termination of Local Strikes Within a District - Sub Section (a)

Add language.

ARTICLE XVIII - Strikes

Section 2 - Notification

After a strike vote has been taken by a Local or groups of Locals in a District or Region and a strike is imminent, the Vice President, PPMWS Executive Officer, or the Director of the CWA-SCA Canada shall notify the President of the Union in writing.

Section 6 - Procedure for Local Strike Vote (e)

(e) Copies of notice of the result of strike vote shall be sent to the Vice President or Executive Officer and to the President of the Union.

Section 7 -Local Strike Assistance

When Locals, not directly involved in the negotiations, the breakdown of which has caused or is about to cause a strike, desire to aid the striking Local or Locals by strike action, they shall first notify the Vice President or Executive Officer and President of the Union of such desire, and, if they receive approval by the Convention or the Executive Board, they shall proceed according to the provisions of Section 6 of this Article.

Section 8 - Termination of Local Strikes within a District (a)

(a) A Local or Locals engaging in a Local strike may terminate such strike in accordance with Local Bylaws and Rules and approval of the Vice President or Executive Officer.

AMEND ARTICLE XXI - Recall Petition Against Persons Holding Elective Office in the Union

Section 1 - Petition for Recall of Union Officers and Executive Board Members, and Section 1 (3).

Add/Delete language

ARTICLE XXI - Recall Petition Against Persons Holding Elective Office in the Union

Section 1 - Petition for Recall of Union Officers and Executive Board Members

A petition for recall of an officer of the Union or any member of the Executive Board, including At-Large Diversity Executive Board Members, the Executive Officer of the PPMWS, and the Director of CWA-SCA Canada:

Section 1 - Petition for Recall of Union Officers and Executive Board Members (3)

(3) May be preferred against a Vice President of a District by twenty percent (20%) of the Locals representing twenty percent (20%) of the membership within the District, and may be preferred against the Telecom and Technology Vice President; Public, Health Care and Education Workers Vice President; ~~Printing, Publishing and Media Workers Sector Vice President;~~ the

TNG-CWA Sector Vice President; the NABET-CWA Sector Vice President; the IUE-CWA Division Vice President; the AFA-CWA Sector Vice President; the PPMWS Executive Officer, and the Director of

CWA-SCA Canada by twenty (20%) percent (20%) of the Locals representing twenty percent (20%) of the membership of the units the affected Vice President, the PPMWS Executive Officer, or the Director of CWA-SCA Canada represents;

AMEND ARTICLE XXII - Referendum and Recall Section 7(c) - Add/delete language

Section 7(c)

(c) The Public, Health Care and Education Workers Vice President, the Printing, Publishing and Media Workers Sector ~~Vice President~~, Executive Officer, the TNG-CWA Sector Vice President, the NABET-CWA Sector Vice President, and the IUE-CWA Division Vice President may be recalled by delegates at an International Convention who represent the membership of their respective units, by a two-thirds (2/3) vote of those voting on the question, or by a referendum among the members of the Union in the units the affected Vice President or PPMWS Executive Officer represents, if two-thirds (2/3) of the votes cast in such referendum favor recall.

(Submitted by the CWA Executive Committee)

The purpose of this proposal is to restructure the PPMWS Sector and add an elected full-time Printing, Publishing and Media Workers Sector Executive Officer in place of a Vice President.

When the International Typographical Union merged with CWA in 1987, the ITU represented 67,000 members. Since then, the PPMWS membership has declined precipitously-- it now stands at about 7,600 members, 2,000 of whom are retirees.

The decline in membership has resulted in a dramatic decline in revenue and significant annual deficit spending. PPMWS dues revenue has not covered expenses for many years. CWA has for the past decade subsidized the sector at approximately \$1 million per year. Delegates to the 2006 CWA Convention approved the "Ready for the Future" resolution that provides guidelines about how the union can adjust to changes and thrive going forward. Two of the Ready for the Future recommendations directly address the current issue with the PPMWS: that sectors and districts live within their income and that the CWA Executive Board be right-sized.

When former PPMWS President and CWA Vice President William Boarman retired earlier this year to accept an appointment as the U.S. Public Printer, CWA leadership requested the Laws and Finance Committee select a representative for the CWA Executive Board. The leadership also began discussions with the Sector about its future structure. The CWA leadership outlined four guiding principles for the discussions:

- * PPMWS would retain a seat on the CWA Executive Board
- * PPMWS would retain self-governance
- * PPMWS would become financially sound
- * The PPMWS identity, including recognition of the long history of the ITU in U.S. labor history, would be protected and preserved

CWA leadership and the Laws and Finance Committee have met several times and had follow-up discussions. In May, when the Constitution Committee issued its preliminary report, there was no agreement among the parties on this proposal. However, since that time, both parties have come to an agreement and now support this Constitutional amendment.

The proposal to alter the PPMWS structure required amendments to the Sector's merger agreement. Delegates to the PPMWS Sector Conference adopted the necessary amendments to their merger agreement on July 9, 2011. The PPMWS and other sectors within CWA have their own unique identities and the Union has always strived to protect those identities and to recognize their historic contributions. This proposal ensures the PPMWS will continue to function as an independent Sector.

The Constitution Committee commends the PPMWS Laws and Finance Committee and the PPMWS Sector delegates for their dedication to resolve this difficult and sensitive issue. Despite structural changes, we remain one union committed to solidarity among all of our members in the fight for our righteous cause.

THE COMMITTEE RECOMMENDS ADOPTION OF THIS PROPOSAL.

PRESIDENT COHEN: Is there a second?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Thank you. At the Questions mike, Delegate Searcy.

DELEGATE SID SEARCY (Local 6733): President Cohen, how will PPMWS become financially sound?

PRESIDENT COHEN: Thanks for that question, delegate. In this restructuring that's discussed here, there is a significant change in the staffing. It's not a constitutional issue. So the staffing going forward will be two staff representatives, one Executive Officer or President of the sector, and one clerical-- two presently, which will go to one support staff. That's basically a 50 percent change without layoffs.

And second, the sector from retained funds will contribute-- I believe it's \$100,000 a year. And so with all those changes, it will be self-sufficient and not be supported by the general fund. I mean, it will be supported by the general fund, but it will be supported by its own revenue base. It won't be supported by other revenue bases from other areas in the union.

DELEGATE SEARCY: That was my second part of the question. Will any of the monies come out of the general fund or the SIF fund?

PRESIDENT COHEN: Well, out of the general fund, because all the dues go into it, but it will be less than the revenue going into the general fund from the dues paid by sector members.

DELEGATE SEARCY: Thank you.

PRESIDENT COHEN: Also at the questions mike, Delegate Bullock.

DELEGATE FRANK BULLOCK (Local 7906): My question is, what's the difference between a Vice President and an Executive Officer?

PRESIDENT COHEN: There is a salary difference. I don't know exactly, but it's roughly \$20,000 less in this case, and it also recognizes-- again, this is sensitive, but you asked the question-- it recognizes the difference in scale between the printing sector-- again, through no fault of their own-- of what was described as the membership losses, the job cuts really, compared to others. So those are the differences. In other words, they are supervising two staff and a support staff person. It's the scale and salary.

DELEGATE BULLOCK: Thank you.

PRESIDENT COHEN: No other delegates wishing to be heard, the question is called on the amendment. All those in favor of the amendment, please indicate by raising your hand. Down hands. Opposed? It is adopted.

. . . Secretary-Treasurer Rechenbach assumed the Chair . . .

SECRETARY-TREASURER RECHENBACH: At this point, I would like to call the Defense Fund Oversight Committee to the platform and thank the Constitution Committee for their terrific work. Thank you very much. (Applause)

As the Defense Fund Oversight Committee comes forward, let me introduce them. Terry Daly, Treasurer, Local 1101; John Wills, Secretary-Treasurer, Local 2202; Mark Ledford, member, Local 3802; Edwin Phillips, member, Local 4340; James Allen, Vice President, Local 6215. (Cheers)

I've got to move to Texas some day, I think.

Cecilia Valdez, Secretary-Treasurer, Local 7026; Joan Gifford, Secretary-Treasurer, Local 9505; Sandy Kmetyk, President, Local 13500; John Lewis, member, IUE-CWA Local 83761; and the Chair of the Committee, Arthur Cheliotas, President, Local 1180.

I recognize the Chair for the purpose of giving the report.

DELEGATE ARTHUR CHELIOTES (Local 1180, Chair, Defense Fund Oversight Committee): Good afternoon. For the purpose of giving the report, I turn it over first to Terry Daly, District 1.

DELEGATE TERRY DALY (Local 1101): Thank you, Arthur.

Through resolutions and rules adopted by various CWA conventions, the Defense Fund Oversight Committee (DFOC) is charged with the responsibility to review activities associated with the Defense Fund, The Robert Lilja Members' Relief Fund and the Strategic Industry Fund. The DFOC is authorized to examine receipts, disbursements, investments and the administrative policies associated with the funds. The DFOC may also, with a 2/3 vote, affirm CWA Executive Board actions that are consistent with the rules governing certain funds. The DFOC is required to report its findings to each Convention and make recommendations to the Convention where appropriate.

The Defense/Members' Relief Fund Oversight Committee met on January 10-13, 2011, and May 2-3, 2011, in Washington, D.C. We met again prior to the Convention. The Committee reviewed activities associated with The Robert Lilja Members' Relief Fund (RLMRF), the Defense Fund (DF) and Strategic Industry Fund (SIF).

INVESTMENTS

Prior to the Convention, the DFOC met with representatives of the Marco Consulting Group (MCG) to review investment performance for the Robert Lilja Members' Relief Fund and the Defense Fund. MCG was selected to serve as investment advisors and co-fiduciaries on these funds effective June 1, 2009, after a Request for Proposals was issued for these services in the spring of 2009. Marco Consulting Group first presented an investment analysis to the DFOC at the CWA Convention in June 2009, and has subsequently updated the committee on investment performance at meetings in Washington, D.C. Marco Consulting Group is responsible for monitoring and verifying that fund investments are made in accordance with guidelines established by the President and Secretary-Treasurer, who are trustees of the funds.

John?

DELEGATE JOHN WILLS (Local 2202): Thank you, Terry.

As of March 31, 2011, the RLMRF had a value of \$414,019,000. This represents a \$21.3 million or 5.4 percent increase over the fund's \$392,681,462 balance at March 31, 2010. According to RLMRF guidelines, when the fund's assets fall below the floor of \$377,494,108, the quarter-hour dues that would otherwise be sent to the Strategic Industry Fund are retained by the RLMRF. Once the target floor balance is achieved, the quarter-hour of dues is redirected to the SIF and the RLMRF's growth is fueled by investment returns and asset appreciation. The RLMRF did not fall below the floor during the period from March 31, 2010 to March 31, 2011.

The Defense Fund had a balance of \$13,831,000 as of March 31, 2011, a \$1.2 million or 9.7 percent increase from its \$12.6 million balance as of March 31, 2010. While the fund experienced \$4.8 million in gains during the 12-month period, \$5.5 million were distributed.

THE ROBERT LILJA MEMBERS' RELIEF FUND

The balance of the RLMRF as of March 31, 2011 is **\$414,019,000**.

The DFOC has reviewed the current mortgage rates and, in light of the decline in commercial mortgage rates, we propose a reduction in new mortgages from the current rate from 7.73 percent to 6 percent for a 15-year fixed-rate loan, or 6.5 percent for a 30-year fixed-rate loan. The fund shall be the first lienholder. The loan may be up to 80 percent of current appraised value and with a clear title. Those holding current mortgages can apply to modify an existing loan. Locals who wish to refinance to the new rate must obtain a new appraisal for their building and sign new paperwork. Financial records will be reviewed prior to approval.

Mortgage loans issued by the MRF as of March 31, 2011 total \$13,892,730. The current balance as of 3/31/11 is \$11,305,304.21.

THE ROBERT LILJA MEMBERS' RELIEF FUND EXPENDITURES - April 1, 2010 - March 31, 2011:

STRIKE RELATED:

LOCAL 33225 - UPAGRA - \$2,700,100
LOCAL 81313 - GLENN PAINTER - \$27,500

Mark Ledford from District 3 will continue with the report.

DELEGATE MARK LEDFORD:

DEFENSE FUND

The balance of the Defense Fund as of March 31, 2011, is \$13,831,000.

DEFENSE FUND EXPENDITURES - April 1, 2010 - March 31, 2011:

Allocated - \$4,439,347.25

Amount Spent - \$1,250,435.16

Balance Remaining - \$3,188,912.09

The Defense Fund Oversight Committee congratulates the officers and members of the AFA-CWA

for their successful campaign which preserves the bargaining rights of over 14,000 members of CWA and added an additional 9,000 members from Continental Airlines. (Applause)

STRATEGIC INDUSTRY FUNDS (SIF)

The balance of the Strategic Industry Fund as of March 31, 2011, is \$47,375,510.

The Strategic Industry Fund campaigns adopted by the delegates at the 2006 Convention continue to increase our leverage at the bargaining table and further our major policy initiatives.

The campaigns operate with specific budgets and clear measurable benchmarks at six-month evaluations. We currently have 20 active SIF campaigns.

All SIF campaigns continue to stay well within their budgets.

The amount budgeted for SIF campaigns is \$91,299,052.20;

Amount Spent - \$43,923,542.19;

Balance - \$47,375,510.01

Total SIF income since inception in June of '09 - \$63,977,319.52

Total Expenses in that period - \$10,102,606.44

Balance today - \$53,874,713.08

Total SIF Unbudgeted - \$6,499,173.07

To continue the report, I give you District 4 Representative Ed Phillips.

DELEGATE ED PHILLIPS: Thanks, Mark.

There are 20 active Strategic Industry Fund Campaigns, including a Telecom SIF which has 22 sub-campaigns.

Since the 2010 Convention, 16 Strategic Industry Fund campaigns (including sub-campaigns) have been closed out. They are listed in the report.

SIF Campaign Successes

* Internal Organizing - District 6: 84 organizers from 29 locals have been trained and attended Organizing Institutes. A total of 6,207 new members have been signed up since the beginning of the campaign in 2010. (Applause)

* Stand Up for Ohio: In Ohio, with the help of the SIF, CWA launched a coalition that connects the attacks on public workers with the budget, environmental, voting rights, housing and education issues. The coalition organized 15 actions on March 15th involving 10,000 people, held a major rally at the state house on May 5th with over 12,000, trained 100 citizen activists to be "movement builders" who organized 10 actions across the state and built a Facebook page with over 125,000 fans.

A petition to overturn an anti-collective bargaining bill, SB 5, needed 231,000 signatures to force a referendum on the November ballot. The "Stand up for Ohio" SIF campaign was key in garnering 1,298,000 signatures, ensuring placement on the ballot. (Applause) That was really quite a victory.

On July 16-17 "Stand Up for Ohio" will host over 100 house parties and, on August 20th, a huge Ohio Festival featuring Grand Funk Railroad and many other acts.

For continuation of this report, James Allen from District 6.

DELEGATE JAMES ALLEN (Local 6215): Thank you, Eddie.

* CWA/SCA Canada: A major component of this SIF was to ensure that Canadians in smaller communities continue to have access to free over-the-air television when Canada moves to HD television in August 2011. The campaign created so great a public outcry that the CBC has stated that it will retain most of its towers to provide free over-the-air TV. The CBC now says there will not be any forced reductions before 2013. This is good news for our 150 union members at CBC which maintain and service the radio and television transmitter towers. In addition, a project to attract freelance writers has resulted in 100 freelancers now belonging to the Canadian Media Guild.

* Green Jobs: IUE-CWA Locals 83761 (GE Appliances) and Local 84722 (GE Lighting) attended the first Blue-Green Alliance Appliance Task Force meeting. Discussions centered on new lighting regulations and upcoming appliance standards. As a result of the meeting and IUE-CWA input, the Natural Resource Defense Council (NRDC) agreed to work on a report showing the loss of jobs and how companies use standards to export jobs, not invest in new technologies. The NRDC is a leading lobby group for improved efficiency standards.

For purposes of continuing the report, our distinguished representative, Cecelia Valdez, from District 7.

DELEGATE CECELIA VALDEZ (Local 7026): Thank you, James.

* News Industry Training: Over the past year, this SIF has focused on retraining our members. Over 300 have been trained in 16 cities. Tangible outcomes include saving jobs in Detroit, opening doors in New York City, and building on well-established labor-management relationships in Philadelphia and Buffalo.

* T-Mobile: This SIF is making progress in creating conditions for workers to organize. We were successful in getting the International Trade Union Confederation to select Deutsche Telekom as their first transnational company to convince to extend organizing rights to all workers in all countries. This action brings worldwide attention to the campaign. Outreach to investors and political figures in the U.S. and Europe has embarrassed Deutsche Telekom. As a result of the campaign, Deutsche Telekom has pushed its subsidiary T-Mobile-US to engage with CWA and three technician units have filed for representation elections. We expect the first election to be held in July. (Applause)

* Speed Matters: Released 2010 "Internet Speeds in All 50 States" report at press conference with FCC Chairman Julius Genachowski and national leaders from Sierra Club, NAACP and Alliance for Digital Equality. FCC adopted CWA's net neutrality position (December 2010). Stopped telecom deregulation in New Jersey. Launched "Bring Verizon FiOS to Buffalo NY" Campaign. FCC and Department of Justice adopted CWA-recommended conditions on NBCU-Comcast merger to expand local news programming and protect video competition by Verizon FiOS and AT&T U-Verse.

For purposes of continuing the report, I will turn it over to Joan Gifford.

DELEGATE JOAN GIFFORD (Local 9505): In addition, the committee recommends the following:

1 - In order to adhere to the biennial convention cycle, the terms of office for the committee must be changed to four years. We recommend that starting at this convention, the three members from Districts 2, 13 and Public Workers and one representative from the Airline Industries and one representative from the Media Sectors (TNG-CWA, NABET-CWA and PPMWS) shall be elected for four-year terms. The remaining committee members will have their terms of office extended and elections in those districts shall be for four-year terms starting in 2013.

For purpose of continuing the report, I pass the reading of the report to Sandy Kmetyk, District 13.

DELEGATE SANDY KMETYK (Local 13500): District 2-13. Thank you, Joan.

2 - The proper administration of Strategic Industry Fund grants is required to facilitate this important proactive work. However, during this time of escalating attacks on our members and the strained budget of our union, our shrinking staff is pulled in too many directions to take on this additional responsibility without additional support. The staff time commitment and additional expenses SIF projects generate are acknowledged by this committee and should be charged to the SIF grant. Therefore, we recommend that documented administrative expenses not to exceed 2 percent of the grant may be charged to the SIF by the union subject to review by the DFOC.

For purpose of continuing the report, I will turn the microphone over to John Lewis from IUE-CWA.

DELEGATE JOHN LEWIS (Local 83761): Thank you, Sandy.

3 - When the delegates established the Strategic Industry Fund conditions warranted that the union place high walls around the use of the SIF. Our world is changing as we speak; our union has sustained substantial losses in membership and our right to collective bargaining is under attack making traditional strategies less effective.

We must adapt to the new challenges we face if we are to meet them. That means resources at our disposal must be utilized if we are to prevail in our fight for the survival of our members and our union. Therefore, this committee supports the SIF Distribution Proposal.

I now turn it over to our distinguished Chair, Arthur Cheliotis of the public workers.

CHAIR CHELIOTES: Mr. Chairman, the Committee moves adoption of the report.

SECRETARY-TREASURER RECHENBACH: You have heard the recommendation for adoption. Is there a second?

. . . The motion was duly seconded . . .

SECRETARY-TREASURER RECHENBACH: Hearing a second. Seeing no one desiring to speak-- there is at Microphone No. 4, Delegate Alderman-- I'm sorry. Microphone No. 5, Delegate Alderman.

DELEGATE BARBARA ALDERMAN (Local 6301): I have a question. On page 4 of the report, under "Speed Matters," I am showing a budgeted amount of over \$8 million and expense amount of \$4 million spent, but less than \$1 million left. Is that an error?

SECRETARY-TREASURER RECHENBACH: Your eagle eyes have caught that. There should be a three in front of that. So it's \$3,975,000. Thanks for pointing that out. So if all the delegates would put a 3 in front of the 975, that would be very useful. Thank you.

Also on Microphone No. 5, Delegate Orr.

DELEGATE RODNEY ORR (Local 9119): I noticed that the Committee in the written report reports a 47 million and change balance in the SIF, but the slide stated it at 57 million and change, and I am just wondering which is correct.

CHAIR CHELIOTES: The report is correct. The slide was an error.

SECRETARY-TREASURER RECHENBACH: Just if I can maybe add to that as well, to update, the MRF, as of the end of May, to give you more current numbers, has \$419 million in it, the SIF has \$55 million in it, and the Defense Fund has \$14 million dollars in it. Those are the most current audited numbers we have on all three of those funds.

You are entitled to a second question.

Okay, seeing no other delegates appearing to speak for or against, the question before you is the adoption of the Defense Fund Oversight Committee's report. All those in favor, signify by raising the right hands. All those opposed by a like sign. The report is adopted. And I thank the Committee for their terrific work and their partnership over the years. (Applause)

The time is upon us for an afternoon recess, but I do have a couple of announcements to make before we go to recess. These are important, so if you can just hang on for just a second.

Nominations and election for the Public Workers Defense Fund Oversight Committee position, one that Arthur is particularly interested in, will be conducted today immediately after the noon recess in Conference Rooms 1 and 2. So that's the Public Workers group. There is going to be a Defense Fund Oversight Committee election, and it will be today at noon in Conference Rooms 1 and 2-- or is it past noon already? It will be immediately after the recess for lunchtime.

Tomorrow morning the AT&T Legacy Team and Alcatel Lucent bargaining team elections will be conducted. That's Tuesday morning, tomorrow morning, from 7:00 a.m. to 9:00 a.m. The convention schedule of events incorrectly identifies the time. Those elections will be held in Pavilion No. 6.

The Saginaw 61: AT&T is closing the No. 1 Winback Center in the region affecting 61 people. Jobs are being transferred out of Saginaw, Michigan. Two days before the announcement Michigan passed a telecom bill. And after the announcement, AT&T hired 16 people at a lower rate of pay. Your union brothers and sisters need your support. They are asking you to vote for AT&T as a "horrible bad boss." You can vote once a day through July 20th, at www.workingamerica.org. There is a yellow flyer being passed around that has the whole address, but if you go to workingamerica.org, there is a link to hook you right up to it.

The AFA-CWA is selling 50/50 raffle tickets for their Disaster Relief Fund. The AFA, as you might know, has flight attendants stationed or domiciled all across the world, including in Japan, and they have a Disaster Relief Fund to help those individuals. The cost is \$7 for five tickets. There is a table set up outside the convention door, as well as plenty of AFA representatives walking around with tickets in hand asking you to purchase.

We have gotten a suggestion, a good one, and we will have it taken care of, about recycling paper. There will be bins in the hall to recycle paper, and we will have those in the vendor area as well.

The hours of the day are upon us. I will call a recess. We will come back into session at 1:30.

. . . The Convention recessed for lunch at 12:02 p.m. . . .

MONDAY AFTERNOON SESSION

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

PRESIDENT COHEN: Delegates, please be seated.

As you can see, the National Women's Committee is at the platform for their report. I just want to alert delegates that after that report we will go to nominations.

At this time, it is my pleasure to call Executive Board Member Carolyn Wade to the platform to introduce the National Women's Committee. You heard Carolyn's voice on the video describing the resistance in New Jersey. She is also the President of Local 1040. She is a sister in the struggle for decades in New Jersey and across the country. Please welcome Carolyn Wade. (Applause)

. . . Executive Board Member Carolyn Wade assumed the Chair . . .

CHAIR WADE: Thank you, Mr. President. I would like to introduce the National Women's Committee.

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

Gayle Crawley, President, CWA Local 9410;
Shari Wojtowicz, President, CWA Local 7250;
Virginia Anderson-Dunbar, Treasurer, CWA Local 6300;
Jennifer Morgan, Secretary-Treasurer, CWA Local 4217;
Kim Ball, Vice President, CWA Local 3204;
Kathy Jo Hillman, Vice President, CWA 2202; and
Chair of the Committee, Kathleen Hernandez, Executive Vice President, CWA Local 1031.

I recognize the Committee for the purpose of presenting the report of the National Women's Committee.

. . . The Committee members shouted in unison "Don't jump! No, no, no, no!" and took turns presenting the report, as follows: . . .

The screams echoed through the tall building that tragic day as the Triangle Shirtwaist Factory burned to the ground. New York City fire trucks failed to get close enough to raise their ladders next to the buildings, blocked by more than 50 bodies piling up in front of 23 Washington Square and littering the streets. The ladders from nearby Company 20 were too short to reach the eight, ninth and tenth floors of the burning Triangle Shirtwaist Company factory, even if they could have gotten close enough.

The flames, which were thought to be sparked by a cigarette tossed into a pile of cotton scraps on the eighth floor, rapidly spread to the floors above. The maelstrom of fire snuffed out the lives of 146 workers who were just minutes from heading home from their 52-hour workweek that sunny Saturday afternoon on March 25, 1911. Almost all new immigrants, mostly women and girls-- Italians, Russians, Hungarians and Germans-- speaking little English, were victims of that inferno 100 years ago.

Many stood on the narrow window ledges waiting for rescue that never came, until they jumped or lost their balance and fell to their deaths. The fall was so far that the jumpers ripped through the safety nets as a circle of firefighters frantically moved back and forth on the street trying to catch them.

The fight to live was next to impossible. Thirty young girls' dead bodies clogged the elevator shaft. The flimsy iron fire escape could not hold the weight of the first trying to flee. Dozens of bodies falling into the shaft immobilized the only elevator, even though many of the girls tried to shimmy down the grease-covered cables

The main route to living were the exit doors, which were blocked by boxes of trash and fabric scraps, or even locked by the bosses to prevent their workers from stealing the fancy blouses that the Triangle Shirtwaist sweatshop produced by the thousands.

The owners of the factory at the time of the fire held staunch anti-union management principles close to heart. On the day of the tragedy, approximately 500 workers were present, though the employer usually employed almost 1,000 workers in busy seasons. Most of the victims were in their teens and early 20's, though the youngest victim was only 11 years old.

The Triangle Shirtwaist Company's anti-union history began at the site of the famous 1909 Uprising of the 20,000 for union recognition organized by the International Ladies Garment Workers Union (ILGWU). While some firms settled with the workers, Triangle Shirtwaist Company refused to grant their demands and discharged most union members. Most important, the fire and the worker abuse it uncovered ignited a national debate and produced a champion for a national system of worker safety regulations.

And yet, worker safety advocates cite with painful irony that, precisely 100 years to the month after the fire, the House of Representatives has passed a budget bill that would slash nearly \$100 million--about 20 percent-- from OSHA's current budget. About 40 percent of those cuts will be to the agency's enforcement and safety inspectors-- those on the front lines of protecting workers.

"With conservatives in Congress decrying the supposedly 'job-killing' effects of OSHA protection, we could be on our way to becoming a First World economy with Third World working conditions," said Tom O'Connor, Executive Director of the National Council for Occupational Safety and Health. The United States is still 29th out of 30 industrialized nations when it comes to safety and health protection for workers, managing to beat only the country of Turkey.

Those who claim that such worker protections are no longer necessary in the 21st century are criminally turning a blind eye to the reality of injustice. The deaths continue today. Look at what happened during one month in 2010:

On April 2nd, seven workers were killed in an explosion at the Tesoro petroleum refinery in Anacortes, Washington. Three days later, in West Virginia, 29 miners died when Massey Energy's Upper Big Branch mine exploded. Fifteen days later on April 20th, 40 miles off the Louisiana coast, the Deepwater Horizon offshore drilling unit exploded and killed 11 workers and injured 16 others.

This country suffers from a silent epidemic of workplace deaths that fails to elicit the outrage and attention it deserves. What protects the construction worker with no harness who falls to death from an unguarded roof? Who protects the worker's family? What about the sanitation worker with no protection or training who enters a confined space permeated with deadly chemical fumes? And what about the 18-year-old kid in his first week on the job who is buried alive in a collapsed trench?

The owners of the Triangle Factory were indicted by a grand jury on seven counts and were charged with manslaughter in the second degree under the U.S. Labor Code, which mandated that doors should not be locked during working hours. They avoided prison with the help of New York's finest, most prestigious and highly-paid lawyers, as well as a judge in their pocket. The Triangle factory owners avoided prison, according to published reports.

The tragedy is still being commemorated by annual demonstrations, by gatherings of women workers, and by union events, emphasizing the importance of the Occupational Safety and Health Act. Considered the worst disaster in New York City until the destruction of the World Trade Center on September 11, 2001, the Triangle Shirtwaist Fire remains one of the most vivid symbols for the American labor movement the essential need to ensure a safe workplace environment.

100 years ago, it was women who sparked the fire for workplace rights. They were mothers, sisters, wives and daughters. Today, women continue to face too many obstacles defending our voice and rights against constant attack.

Women can again spark the fire before any more tragedies occur. Once again, there are numerous issues that adversely affect women first and foremost, and opportunities where women can become primary benefactors.

AT&T and T-Mobile Merger

The merger between AT&T and T-Mobile provides a real opportunity for women in expanding good jobs in the wireless industry, accelerating the deployment of highspeed internet, narrowing the digital divide, and improving the quality of wireless service. In the heavily unionized workforce of customer service in wire line telecommunications, two-thirds of whom are women, union workers earn an average of \$63,500 a year. In the heavily non-union wireless industry, customer service representatives earn an average of \$37,800 annually. This job category makes up a significant share of the non-management workforce in the wireless industry, a growing and dynamic segment of telecommunications.

For years, CWA has actively worked with T-Mobile workers in the struggle to gain a voice at work. Like almost all of the major employers in wireless, T-Mobile maintains an active and vigorous "union-free" policy, making organizing an agonizing process. The only exception is AT&T.

The merger presents a shift in the wireless industry. AT&T's CEO, Randall Stephenson, at the Wall Street merger announcement publicly declared that the policy of neutrality and card check would extend to the T-Mobile workforce. Should the T-Mobile workers voluntarily choose to join CWA, they would join the unionized AT&T Mobility workers in creating, for the first time, a majority unionized wireless industry. This could be a critical step in making the wireless industry another exception to the rule of low-pay for women's work.

In short, the merger will benefit women both as workers and consumers, as well as our communities, and move further towards supporting a middle class that is struggling for survival in these difficult times.

Battleground States

There is a full frontal attack on collective bargaining in this country, the likes of which have never been seen. And while these attacks are guised as budget proposals and economic plans, the widespread epidemic hurts middle class workers-- women and minorities most of all.

Earlier this year, our brothers and sisters in Wisconsin made headlines with their unbelievable mobilization around the attacks on public sector workers, demonstrating how to engage coalition partners, friends, family and neighbors in the fight for the middle class. Governor Walker, a puppet for the infamous Koch brothers, arrogantly continues his attempts to do away with collective bargaining rights in the public sector, and his efforts to blame union workers for budget problems has been exposed.

The fight for the public sector has just begun. The legislative attacks include reducing or removing contracts and collective bargaining rights, Right to Work laws, paycheck deception, restricting or removing dues deductions, reducing unemployment compensation, privatization of public sector agencies,

elimination of extended sick leaves, wage and COLA freezes, and on and on.

Of particular note are the headline battles in New Jersey, where CWA represents the largest segment of public workers. Governor Christie has written a new playbook on public sector attacks disguised as "state budget cutting measures" in a bargaining year.

On top of expectations that public workers should double and triple their work loads, he demands restrictions on collective bargaining rights, reductions in wages and cost shifting in health care and pensions. Unfortunately, the Senate President, a Democrat, joined forces with Christie and introduced legislation to increase employees benefit and pension contributions, a move that does nothing to contain costs, but simply shifts costs to workers.

CWA has been attempting to bargain health benefits, even offering to pay more and save the state millions of dollars. Yet Christie refuses to bargain over healthcare and he wants it legislated.

And it doesn't end there. Redistricting of congressional lines is being drawn to disadvantage the candidates and friends we currently have in both the statehouse and Congress. It has been said that the stroke of a legislator's pen can erase years of bargaining history, and we are seeing it unfold before our eyes.

Make no mistake about it-- if it has not affected your state, it will. Form or join coalition partners in this fight for the future of collective bargaining and the middle class. It is critical to get involved at every level. To borrow from Pastor Niemöller, "First they came for women and I did not speak out because I wasn't a woman. Then they came for people of color and I did not speak out because I wasn't a minority. Then they came for the trade unionists and, as never before, it is time for us to speak and act out loud before it is too late."

The Healthy Families Act

A good example of a progressive initiative and positive opportunity for women exists in The Healthy Families Act. This Act was originally introduced in Congress in 2007. As proposed, the legislation would require employers to provide seven paid days per year to workers to care for their own or family member's medical needs. The Act would apply to employers with 15 or more employees. Surprise-- the legislation did not pass.

While most workers covered by a collective bargaining agreement have paid sick days, those that aren't are generally out of luck. Two-thirds of lower-income private sector workers do not have a single paid sick day, and the percentage is even higher amongst workers in certain industries. Yet paid sick days protect the public health. A recent survey of public workers states that many report to work while sick, putting their colleagues and everyone else they come into contact with under an increased risk of illness.

With unions and collective bargaining under attack, these benefits are increasingly at risk which creates greater pressure at the bargaining table. Today, middle class working families are struggling to get by and no one can risk missing a paycheck or losing a job. Yet every day many workers face the fear that they, or a family member, may get sick or need medical care and do not have the ability to take paid time off to deal with their medical needs.

Paid sick days will protect working families by ensuring that an illness won't mean a lost paycheck or long weeks in the unemployment line due to a personal illness. Women, in particular, face the challenges of managing careers and families, and the labor movement has never shied away from promoting policies necessary to support genuine family values. This common-sense bill would help parents, improve public health, and save employers money. We should all congratulate Connecticut for being the first state in the nation to pass paid sick days legislation.

The Healthy Families Act was reintroduced in the 112th Congress on May 12, 2011, by Senator Tom Harkin and Congresswoman Rosa Delauro. As Congresswoman Delauro stated, "It is in the best interests of our nation, and especially our families, to ensure American workers have access to paid sick days."

CEDAW

The Convention on the Elimination of All Forms of Discrimination Against Women is a landmark international agreement that affirms principles of fundamental human rights and equality for women around the world. It recognizes that women's rights are human rights, seeking to end sex trafficking and violence against women, prohibiting forced marriage and child marriage, expanding access to education, ensuring a women's right to vote, fighting maternal mortality, and putting an end to workplace discrimination against women. It continues to help millions of women around the world.

Countries that have ratified CEDAW have partnered with their governments to improve the status of women and girls in their social and economic climates. The United States is one of only seven countries in the world that has not ratified CEDAW, followed by countries such as Iran, Sudan and Somalia. The passage of the bill would send a clear message of support to both female communities in the United States and around the world. Having been trapped during the last session of Congress, it has never been brought to the Senate floor for a vote, even though ratification has no financial cost.

CEDAW would provide an additional tool for the United States to address issues that affect women, such as: domestic violence, where two million women a year report injury from current or former partners; health care, where the United States ranks 41st out of 184 countries on maternal deaths during pregnancy and childbirth; and economic security where American women continue to lag behind men in income.

Finally, ratification of CEDAW would combat human trafficking. Estimates suggest that there may be 20,000 women, men and children trafficked into the United States each year.

We must adopt CEDAW through ratification in Congress and the President's signature. The United States must examine areas of persistent discrimination against women and develop strategies for solutions. CEDAW provides the platform to do so, both in this country and globally. As a movement, we are committed to ending all forms of discrimination. We are your mothers, your sisters, your daughters, your wives. We deserve nothing less.

CHAIR WADE: Excuse me one moment. Delegates, please be in order. This Committee has worked extremely hard, so please be in order so we can hear.

. . . The Committee continued, as follows: . . .

Social Security & Medicare

Attempts to "fix" Social Security and Medicare are in preparation, and women struggling to support their families are set to pay some of the highest costs! Let's straighten this out before anyone gets hurt!

Social Security is a government program that provides economic assistance to seniors and persons with disabilities. This program is primarily funded through payroll contributions of workers and employers. Medicare is health insurance coverage for people over the age of 65 and those who are disabled or who meet special criteria. These benefits are important to keep people out of poverty.

About one in four households in the U.S. receive Social Security benefits. Women rely on Social Security and Medicare more than men and are over 56% of Social Security recipients. For older women, Social Security averages half of their income. Also noteworthy is that women have longer life spans than

men and have a greater chance of exhausting other sources of income. Social Security is not just for retirees-- there are survivor benefits and benefits for the disabled as well. Social Security is the nation's largest children's program and provides benefits to children or to the families that have children in the household.

The average annual Social Security income received by women over 65 years and older was about \$11,377 compared to \$14,822 for men. This is important to note when you listen to the politicians who are trying to overhaul Medicare and change it to a voucher plan. Under the Ryan Budget, there is an attempt to change Medicare that would result in out-of-pocket expenses doubling up to \$12,000. There is also a proposed change to Social Security's COLA which would cut benefits. Many women Senators-- Democrats and Republicans-- are against this plan because it will directly "cut health care for women."

Politicians are trying to create a sense of urgency in order to make changes to these programs. It is important to note that Social Security did not cause the federal deficit. It has a surplus and it cannot borrow to go into debt. Social Security can pay all benefits through 2036 at the current levels. This year Social Security benefits paid and administrative costs will exceed the amount of payroll contributions. This is not surprising with the current economic slump we are experiencing. This has happened 17 times since 1958 and does not mean there is a crisis. Social Security administrative expenses are less than 1% of every dollar paid in benefits.

The economy, the federal deficit and jobs will be a priority for all politicians in the near future. Medicare proved to be a pivotal factor in a recent mid-term election in New York and assisted in the democratic victory.

When lawmakers in your states talk about these topics, do not let them fool you that changing the current Medicare or Social Security system will save the nation money. Do not let them tell you that Medicare is in crisis. And make sure you tell them that the current proposed changes will have a negative impact on women and children.

Please support Resolution No. 2

Paycheck Fairness Act

How long must women wait for fair pay? How long?

Women's rights coalition partners applaud President Obama and Congress for moving quickly to enact the Lilly Ledbetter Fair Pay Restoration Act. However, the bill is only a down payment on making real progress in the wage gap and fair pay for women. The Paycheck Fairness Act is a much needed update of the 45-year-old Equal Pay Act, and is a crucial companion to the Lilly Ledbetter Fair Pay Act.

This comprehensive bill strengthens the Equal Pay Act by taking steps to create incentives for employers to follow the law, help women to negotiate for equal pay, and strengthen federal outreach and enforcement efforts. Specifically, the Paycheck Fairness Act would prohibit employer retaliation, improve equal pay remedies, increase training, research and education, and establish salary negotiation skills-training and improve collection of pay information.

The initial Paycheck Fairness Act passed in the House in January 2009, but ultimately was defeated in the Senate in November 2010, falling short by two votes, which was primarily due to Senate Rules that CWA fought so hard to change. These rules would have allowed legislation to be heard, debated and voted on instead of being held up for petty political reasons. We were unable to effectuate change in the Senate Rules and the Paycheck Fairness Act was one of the victims.

The latest bill, which is identical to the previous one, has been introduced in both the Senate and the House. The legislation would make it difficult for employers to prevail on the EPA, expose employers

to compensatory and punitive damages, make it easier for plaintiffs to bring class action lawsuits, expand the definition of "same establishment," and impose more obligations on the EEOC and the Department of Labor to bring remedies for pay inequality.

However, chances of passage in a Republican-controlled House of Representatives this time are considered slim, unless a significant lobbying process is undertaken. This means we, as CWA women in action, have our work cut out for us. Let's spark some action, get fired up and mobilize for passage!

None of this important work can be done without you. The CWA National Women's Committee would urge all women-- and men-- all CWA Locals and Sectors, individually and collectively, to be the spark that starts the fire once again and fight for progress on these key issues.

We urge our Sisters & Brothers to:

- * Support organizing by contacting your legislators to support the AT&T/T-Mobile merger and other campaigns;

- * Support representation by backing candidates that support a worker's right to bargain collectively, and get involved in primary and recall campaigns for those who don't;

- * Support legislation by getting involved with our coalition partners and natural allies like The Labor Project for Working Families to partner on bills like The Healthy Families Act, or the Coalition of Labor Union Women to stay informed on Paycheck Fairness & women's health issues;

- * Support stronger communities by helping educate our members on the importance of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW); and

- * Fight to protect programs that impact working families like Social Security and Medicare.

Together, and in memory of the 146 women and minorities who lost their lives 100 years ago in the Triangle Shirtwaist Factory Fire, we can build a stronger union and a stronger country. (Applause)

COMMITTEE MEMBER CRAWLEY: President Cohen, Executive Vice President Hill, the National Women's Committee moves for the acceptance of this report. (Applause)

CHAIR WADE: The National Women's Committee has moved the acceptance of the report. Do we have a second?

. . . The motion was duly seconded . . .

CHAIR WADE: It's been properly moved and seconded. We will recognize our first speaker at the "For" mike, Kim Collier-Hartjes.

DELEGATE KIM COLLIER-HARTJES (Local 4025): I rise in support of my sisters on the Women's Committee and thank them for their hard work in submitting this report. Their work here and back home truly shows us, their locals, and the world what it takes for women to achieve equity everywhere. Thanks again. (Applause)

CHAIR WADE: On mike No. 3, we recognize Melissa Pike.

DELEGATE MELISSA PIKE (Local 3204): Good afternoon, everyone. I would like to echo Sister Kim and rise in support of this. And also, to echo Sister Carolyn, thank you for telling everyone to settle down. Normally I do that. That's craft work, but I'm going to go ahead and let that go. (Laughter)

I want to encourage everyone that the beating we are taking legislatively is impacting your sisters disproportionately. The laws that they are trying to come out with the state of Georgia-- we actually have a legislator that tried to criminalize miscarriage and make every woman with a miscarriage subject to a possible murder investigation for infanticide.

You couple that with the legislation that defunds Planned Parenthood, which assists especially lower income women with birth control and prenatal care-- 93 percent of their funds go toward birth control and prenatal care-- and you see a direct attack on lower income females.

We need to stop waiting for legislation to come to us. We need to start bringing the fight to them, start beating wholesale ass out there every day and let me them know we are not going to take it. (Applause and cheers) Thank you.

CHAIR WADE: There are no other delegates wishing to speak on the motion to accept the Committee's report. All those in favor of acceptance, please raise your hand. Down hands. Those that are opposed? The report is accepted. (Applause)

Before we say thank you to the Committee, let me just make one correction for the record, and that is that Gayle Crawley is the president-- I'm sorry-- the Chair of the Committee.

I want once again to say thank you to the Committee for a very thorough report. (Applause)

. . . Secretary-Treasurer Rechenbach assumed the Chair . . .

SECRETARY-TREASURER RECHENBACH: The next order of business before us is the nominations of officers. But before I actually get into that process, let me make two short announcements for meetings that will be taking place. First, the Next Generation Committee members will meet in the visitors section, which is back there in the far left-hand corner of the Hall, at 6:00 p.m. tonight. Next Generation members, visitors section, 6:00 p.m. tonight.

Also, the following staff are to report to Pavilion 11 fifteen minutes after the adjournment here this afternoon to assist at the polling place: Erin Bowie, Pat Telesco, Mary Jo Reilly, Bryon Capper, Ron Honse, Frank Mathews, Al Kogler, Ellen West, and Tim Schick. So those individuals go to Pavilion 11 fifteen minutes after adjournment.

For the purpose of giving the Election Rules-- apparently some people didn't like the way I did the rules last year at the Convention-- I would like to introduce you to Richard Rosenblatt, who is the election judge, and I would ask you to pay particular attention because there is a change in the voting process from the way it's been done in the past, so you will want to listen carefully to his instructions. Richard?

RICHARD ROSENBLATT (Election Judge): Thank you. I'm not sure why they asked a New Yorker to speak slower, but here we go. (Laughter)

Delegates to the Convention: The CWA Constitution makes a provision in Article XV for the election of International Officers, District Vice Presidents, National Vice Presidents, and At-Large Diversity Board Members. The term of office shall be for four years or until their successors have been duly elected and qualified. The elections will be done in accordance with the following procedures:

International Officers, National Vice Presidents of the Union, and At-Large Diversity Board Members shall be elected by secret ballot of the delegates to the Convention today, beginning 45 minutes after we recess and following for two hours.

Nominations for the position of President, Secretary-Treasurer, National Vice Presidents, and At-Large Diversity Board Members will be conducted here in the Convention Hall during the Convention

session.

The District Vice Presidents shall also be elected by secret ballot today at the same time. Nominations will take place fifteen minutes after the Convention recesses today in the assigned District meeting rooms.

The sequence of nominations is as follows: International Officers: President, Secretary-Treasurer and then Telecom and Technology Vice President; Public Healthcare & Education Workers Vice President; At-Large Diversity Board Member for the Northeast region; At-Large Diversity Board Member for the Southeast region; At-Large Diversity Board Member for the Central region; At-Large Diversity Board Member for the Western region; and, as I said earlier, fifteen minutes after recess of Convention today, the District Vice Presidents.

The rules affecting eligibility of nominees and voters state that:

First, only those members of the Union in good standing who are not barred by law, shall be eligible to hold elective office.

Second, only delegates to the Convention who have been elected by secret ballot among the members of their Local and who have been duly certified by the Credentials Committee to the Judge of Elections shall be eligible to vote.

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

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

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

The following provisions apply to voting procedures. And as I just said earlier, please listen carefully as the voting procedures have been changed.

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

For National unit elections, if a Local has National unit jurisdiction, the unit votes will be divided amongst the Local's delegation as certified by the Credentials Committee to the Judge of Elections.

Proxies may be voted only as these 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 those elections. The Committee will be available in the designated voting area for that purpose.

All voting will take place in Pavilion 9, 10 and 11; however, the only access will be at Pavilion 11 in the Ballroom Royer. As I said earlier, the polls will open 45 minutes after the Convention recesses and will remain open for two hours.

Delegates must identify themselves to the Sergeants-At-Arms to enter the voting area. A delegate's Convention badge and photo identification shall serve as sole verification of their identity for the purpose of determining their right to vote. Delegates are not permitted to use the badge of another delegate.

There will be eight (8) voting stations with different Districts listed at each station. If your District Vice President's race is not contested, then to vote in the national races you may vote at any of the voting stations. If your District Vice President's race is contested, you must vote only at your District station. When you vote at this District voting station, your ballot will include the candidates for the national office followed by the candidates for the District Vice President office.

At the voting station, the teller will inform the delegates of their duly accredited votes and present each voting delegate with their ballots. Various denominations of ballots will be used. Each delegate will receive a sufficient number of ballots that equate to his/her voting strength. No single ballot will identify the delegate's total voting strength. The number of votes associated with each ballot will appear on the ballot.

Let me give an example. If the delegate voting strength is 386 votes then that delegate would likely receive three ballots. The first one will equal 300 votes, the second will equal 80 votes, and the third will equal 6 votes. The delegate must mark each ballot and vote-splitting is not permitted. Unmarked ballots will not be counted.

Staying with this example of the three ballots, the delegate would be handed three ballots and will be asked to verify the accuracy of their voting strength and be required to sign a receipt indicating that he/she received the correct number of votes on the ballots on the three ballots they received, or whatever the number of ballots you received is.

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

Only one delegate will be allowed in a voting booth at a time. Upon receiving a ballot, the delegate will go into the voting booth, fill in the box next to the name of the nominee they choose on the ballots for each election that they are voting on. The voting delegate will then deposit the ballots in one of the two ballot boxes, which are past the ballot voting area.

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

Delegates are reminded that the polls will open 45 minutes after recess and close two hours later.

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

1. The Observers, who must be CWA members and designated by the candidates, will be permitted to view the distribution of ballots, balloting and tabulation. This will include, among other things, the opportunity to view ballots that have been cast. A maximum of one observer per voting station for elections in which all delegates are permitted to vote, and a maximum of two observers per candidate for other elections.

2. Observers will not be allowed to touch or handle ballots at any time or interfere in any manner with the tally process.

3. Observers were provided with the opportunity for an explanation of the balloting and tabulation process at a meeting held yesterday.

Observers must remain in the ballot-counting area until the count is completed. No cell phone use will be permitted in the voting area.

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

After the polls close, the ballots will be counted, and the results of the election will be posted in the Ballroom Foyer area of the Convention hotel and announced by the Chair on Tuesday morning.

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

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

If a runoff election is necessary, it will be conducted starting one hour after the results of the first election are posted. The election will then be conducted for the following hour. A sign will be posted outside the polling area indicating the start time for that runoff election.

I will now turn the meeting back over to the Chair. Thank you.

SECRETARY-TREASURER RECHENBACH: Thank you, Richard.

I understand at the Questions mike, we have a question, Delegate Blackburn.

DELEGATE DAVID BLACKBURN (Local 7050): The election process and the nomination process in the district meeting, will that meeting be held for the sole purpose of the nomination?

SECRETARY-TREASURER RECHENBACH: That is correct.

DELEGATE BLACKBURN: No other business will be taken care of?

SECRETARY-TREASURER RECHENBACH: Is that your second question?

DELEGATE BLACKBURN: Yes, it is.

SECRETARY-TREASURER RECHENBACH: That is correct.

DELEGATE BLACKBURN: Thank you.

SECRETARY-TREASURER RECHENBACH: At this time, nominations are open for the office of President. For that purpose, the Chair recognizes Richard Dann, Local 1085, at Microphone 3.

DELEGATE RICHARD DANN (Local 1085): Thank you. Brothers and sisters, Larry Cohen is a longtime friend and member of my local. More important, he is a proven leader that our union needs now more than ever. It is therefore my privilege, once again, to nominate Larry for reelection as President of CWA.

This is a critical time for our union and for the labor movement as our industries change fundamentally and we deal with the effects of the Great Recession. The resulting loss of jobs has set back the entire labor movement. CWA alone has lost more than 75,000 members in the past two years,

the largest decline in our history. This, in turn, has drastically reduced our union's income and forced us into financial austerity.

In addition, we face political challenges as well. Although we had great hopes for the current administration in Washington, we have been frustrated by a Congress that has become increasingly dysfunctional, thanks to right-wing ideologues and greedy, cynical business interests.

In the States meanwhile, conservative governors and legislators have been carrying out the same anti-government, anti-union agenda by cutting jobs and eliminating collective bargaining rights in the public sector. Since Larry started out in the public sector back in New Jersey, I know that he is especially dismayed by the attacks we have seen there from Governor Christie and his legislative collaborators.

Yet CWA will overcome these challenges. We will do it through the efforts of our members, our locals, and the leaders of our great union. We are fortunate to have Larry who, without doubt, is the smartest and most tenacious leader in the labor movement today.

Under Larry's leadership, CWA is taking steps to restructure and use our resources in a smarter, more effective way, while empowering our members and our locals. Larry continues to build partnerships to advance the fight for justice.

He continues to work on Capitol Hill to change the dynamics in Congress, and Larry continues the effort to build CWA through organizing, as witnessed at the recent victory at United Airlines and the continuing campaigns at American Airlines, T-Mobile, Verizon Wireless, and elsewhere.

We know that we will succeed by all of us doing our part on behalf of CWA. As delegates to the 73rd Convention, please join me in supporting Larry Cohen for reelection as President of this great union. Thank you.

. . . The delegates arose and applauded in unison . . .

SECRETARY-TREASURER RECHENBACH: For those of you watching the clock, that was a well-timed speech. (Laughter)

There has been placed in nomination the name of Larry Cohen for President, and to second that nomination, the Chair now recognizes Walter Andrews, President of Local 3204 at Microphone No. 3.

DELEGATE WALTER ANDREWS (Local 3204): That's all right. I will forgive you, but get it straight. Delegate Walter D. Andrews, President, CWA Local 3204, Atlanta, Georgia, and President of CWA's National Minority Caucus. (Applause and cheers)

Brothers and sisters, it is with great pleasure I rise to second the nomination of Larry Cohen as President of the greatest union in the world, the Communications Workers of America. (Applause and cheers)

President Cohen, at the National Minority Caucus here at its 24th Annual Conference here in Vegas on July the 6th through the 10th, our theme was "Standing in the Twilight: Shall We Live or Shall We Die." Larry Cohen, under your leadership, the "C" in Cohen stands for courageous, the "O" stands for outstanding, the "H" stands for heroic, the "E" stands for everlasting.

Thank you for answering the question to our theme. Under your leadership, our great union will "N," never die. Thank you, Larry Cohen. Thank you. (Applause and cheers)

. . . The delegates arose and applauded and chanted Larry, Larry, Larry . . .

SECRETARY-TREASURER RECHENBACH: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes for the purpose of making further nominations. There being only one candidate for the office of President, the Chair declares that Larry Cohen is therefore elected.

Is there a motion from the floor to elect Larry Cohen by acclamation? (Applause and cheers)

It has been properly moved and seconded. All those in favor signify by standing up. Opposed by a like sign. Sit down.

It is with great pride and honor that as Chair I am privileged to declare that Larry Cohen is elected President of the Communications Workers of America.

. . . The delegates arose and applauded at length, as reelected President Larry Cohen resumed the Chair . . .

PRESIDENT COHEN: Thank you, all. I'm glad I only have five letters in my last name. (Laughter)

It's an honor and I will promise that I will work every day as hard as I can and fight every day as hard as I can, and all of us together will win this fight as long as it takes. Thank you. (Applause)

The next order of business is the election of Secretary-Treasurer of the CWA. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Stewart.

DELEGATE JEANNE STEWART (Local 7803): At this Convention, as we rise to the challenge of building our union in the toughest of times, it is with genuine pride and confidence I stand to nominate Annie Hill for the office of Secretary-Treasurer. Tough times call for tough leadership, and that's what we have in Annie.

Annie started out like a lot of us pulling wire and climbing poles. She got involved in the union soon after employment and held officer positions such as Secretary-Treasurer and Local President. Annie has been a Staff Representative, an Administrative Director, Assistant to the Vice President, Vice President of District 7, and later to become Executive Vice President of our union.

Annie helped build a permanent legislative and political structure in our union and has been involved in building a stronger human rights department.

Larry Cohen and Jeff Rechenbach drafted Annie to their team for a reason. They knew Annie added a fresh element to the leadership team. They knew Annie's track record meant she would take charge of the difficult challenges and lead the way. They knew that Annie would build and maintain strong relationships with the local leaders and all districts and sectors. They knew Annie has a way of making you want to do the work.

Annie is the perfect person for dealing with the issues of retiring Secretary-Treasurer Jeff Rechenbach. Annie has been managing budgets and finding a way to redirect our resources to our priorities since her time in the local.

She thinks outside the box and considers changes to streamline our organization and reduce costs. She has been part of our Executive Board for many years, so she has no learning curve on how to

work with all sectors and districts.

We are in changing times, and we need a visionary like Annie. I nominate Annie Hill as CWA Secretary-Treasurer.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: There has been placed in nomination the name of Annie Hill for Secretary-Treasurer. To second that nomination, the Chair recognizes Delegate Middleton.

DELEGATE GLORIA MIDDLETON (Local 1180): Brothers and sisters, I am honored and proud to second the nomination for Annie Hill to become the new Secretary-Treasurer for this great union, CWA.

We live in challenging times, and Annie is and has been committed to that challenge. She has been instrumental in the challenge of ensuring diversity occurs in CWA. With the diversity members-at-large on our Executive Board, she ensured that the newly-elected members had tasks besides the regular business of the Board, but also for them to be involved in the Civil Rights and Human Rights Department, which is where the CWA Human Rights Ad Hoc Committee was formed.

Annie has the experience and the expertise to perform the role of CWA Secretary-Treasurer--

. . . The microphone was cut off . . . (Applause)

PRESIDENT COHEN: For the purpose of placing an individual in nomination, the Chair recognizes Delegate Henderson.

DELEGATE WILLIAM HENDERSON (Local 1298): Good afternoon, ladies and gentlemen and brothers and sisters of CWA locals across this country. I am President of Local 1298, the largest AT&T local in the northeast, and proud to be part of the CWA District 1. I rise to nominate our good friend and ally, Don Tremontozzi for CWA Secretary-Treasurer.

Our delegation from Connecticut wants to send Don to Washington for many reasons, but the main reason is this: We need a strong voice for the rank and file. The 5,000 workers that I represent are relative newcomers in the CWA. Like our brothers and sisters of the AFA, the IUE, the Newspaper Guild, NABET, and the Printing Sector, we affiliated with the CWA after being wooed by many other unions. In our case, we gave up 60 years of independence and chose the CWA because we wanted to be part of a bigger, better-resourced AFL-CIO International Union.

In 1998 and 2004, our unity with the CWA was everything we needed and everything we ever wanted. But five years later, we had a very different experience in our negotiations with AT&T. Many of us here wanted to fight back together in 2009, but we were denied that opportunity by a sad breakdown of union solidarity within our National union. (Applause)

We had a tough fight with AT&T in our recent negotiations, setting a record of 500 days at the bargaining table with a company that made \$13 billion that same year, with the complete support of our District 1 administration. The impact of our separate AT&T contract settlements is now being felt by Verizon at the bargaining tables this summer.

Now we are in a position today of getting ready for another fight, and we need National officers who will help us win at AT&T and every other CWA employer. We need a strong union leader like Don Tremontozzi to help us through the decisions needed for our next round of bargaining. We can't have a strong union without a tough person able to make those tough decisions to help our finances get in order. I have faith that Don Tremontozzi is going to be the person who can set us in the right direction.

Brothers and sisters, I don't want to mislead you. Real union solidarity doesn't get rebuilt in a day in any CWA district or sector. You don't build by just electing one person, but you do have to draw the line in Las Vegas.

I fear we are doomed if we allow the CWA's flagship industry to go down without a fight. So let's fight back together the only way we can, from the bottom up with a strong, unified, real stewards army. Please join me--

. . . The microphone was cut off . . . (Applause and cheers)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Delegate Session.

DELEGATE ANETRA SESSION (Local 6327): I rise to second the nomination of Don Tremontozzi for Secretary-Treasurer. For the first time in our history, we as delegates will be nominating and electing our leadership for four years. We will be preparing to show faith in these leaders, not to only conduct the day-to-day duties of CWA, but also to navigate a multitude of expiring contracts-- all without reporting to this body for two years.

Those of us who lived through the seven months of bargaining with core AT&T know how important it is to have not only input, but also coordinated action and leadership. Our members rightly hold us accountable for the mistakes made in bargaining and all the dealings with our employers. Many of us were here in Las Vegas in 2010 and heard firsthand our plan for the next round of bargaining. We need the right hand of the President to be the voice of the people we already represent. If we don't protect our base, then anything we grow will collapse--

. . . The microphone was cut off . . . (Applause)

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

If not, the Chair will entertain a motion to close the nominations. Do I hear such a motion?

. . . A motion was made from the floor . . .

PRESIDENT COHEN: So moved. Seconded?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: It has been moved and seconded. All those in favor of closing nominations indicate by raising your hand. Down hands. Opposed by a like sign? Nominations are closed.

We have the nomination of two individuals, Annie Hill and Don Tremontozzi. I ask each candidate, do you accept nomination: Annie Hill?

ANNIE HILL: Yes.

PRESIDENT COHEN: Don Tremontozzi?

DELEGATE DON TREMENTOZZI (Local 1400): I do.

PRESIDENT COHEN: This election will be conducted in accordance with the instructions you have been given. Thank you. (Applause)

The next order of business is the election of the Telecommunications and Technologies Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Neilson-- I am incorrect. The Chair recognizes Delegate Phillips.

DELEGATE VORICEA PHILLIPS (Local 3263): Good evening, brothers and sisters. It is an honor and gives me great pleasure to nominate for Vice President of Telecommunications someone who I greatly admire and respect. Although he left my location as local President to accept the position as Staff Representative in 1989, his legacy remains strong to this day.

When I first transferred to the Norcross facility in 1998, it had been almost ten years since Ralph had been President of Local 3263, but the members spoke of him as if he had only just left. Even now, 20-plus years later, there are stories told and retold when we reminisce about the old days. I suspect some of the stories are true and some just get better with age.

When one of our members begins a story with "When Maly was President," there is no telling where it will lead, but there is no doubt that it's going to be good. Now that I think about it, even the company has some pretty good "When Maly was President" stories.

What I do know for a fact is that this is a man who truly gets better with age. His dedication, his intelligence, his willingness to guide and teach others is without equal. You don't have to be around him for very long to realize that unionism and all that it symbolizes courses through his veins and feeds his heart and soul. His strong belief and ability to rally the troops are unique and remarkable traits that place him head and shoulders above the rest.

I have had the pleasure of watching him in action sitting beside him at the National table doing what he does best: Negotiating for the company for what is right and fair for us, his brothers and sisters.

I have learned from the master. He has always been there for me and my local. He has never been too busy to give counsel or advice. The CWA is fortunate and blessed to have him as one of our own.

Brothers and sisters, I am proud and honored to stand before you today to nominate for the office of Vice President of Telecommunications and Technologies, Mr. Ralph Maly. (Applause and cheers)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Delegate Perry.

DELEGATE LETHA M. PERRY (Local 2001): Good afternoon, brothers and sisters. I stand before you today to second the nomination of Ralph Maly for Vice President of the Telecommunications and Technology Sector.

Ralph's 46-year involvement with CWA is long and distinguished. He has a solid foundation of experience and knowledge. When you combine that with his vision and foresight for directing our union in the challenging times ahead, and his passion and dedication to the labor movement and our members, he is a force to be reckoned with and is the right person for the job.

It is a privilege to work with Ralph, and it is an honor to second his nomination. Thank you. (Applause and cheers)

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes for the purpose of making further nominations. There being only one candidate for the office of Telecommunications and Technologies Vice President, Ralph Maly is therefore elected.

Is there a motion from the floor to elect Ralph Maly as Telecommunications and Technologies Vice President by acclamation?

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

PRESIDENT COHEN: Moved and seconded.

All those in favor signify by raising their hands. All those opposed? The motion is adopted. The Chair declares that Ralph Maly is elected Telecommunications and Technologies Vice President of CWA.

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

PRESIDENT COHEN: The next order of business is the election of the Public Healthcare and Education Workers Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Scott.

DELEGATE BRENDA SCOTT (Local 3570): Mr. President, I think it's fair to say that we have been catching hell in Mississippi for a while. Hurricane Katrina, double vortex tornadoes, all the floods of the rising banks of the mighty Mississippi-- we have seen it all-- and on top of all of this, a devastated economy which is hard on everyone. But when you have so little to begin with, well, it just seems that life for working people in Mississippi has been harder than most.

Mr. President, add to this the fact that Mississippi, led by the infamous and notorious Haley Barbour, is probably the most conservative state in the union. As public workers, we do not have the simple and basic right to come together as one and collectively bargain for our wages, our working conditions, and our future.

Given all these negatives, Mr. President, it would be easy to forget about us down in the Delta. It may be easier to focus just on states with collective bargaining. It may be easier to go where the political climate is more labor-friendly, or where there is the likelihood of a quick organizing victory. It may be easier to build up a union where the workers are not so beat down. It might be easier to forget about us, Mr. President. But we have never been forgotten by this great union because of the efforts of several people, but none so much as Brooks Sunkett.

Brother Sunkett is a hero to me and my local. He is a hero, not only because he has not forgotten about us, but Brooks has been there as a hero. He has marched with us. He has fought for us. He has sung with us the sweet songs of victory when we have prevailed, and he has shed the tragic tears of sorrow when we have not.

Brother Brooks Sunkett inspires us and he tells us to keep getting up; no matter what, just keep getting up. And one day, Mr. President, the red state of Mississippi will turn blue. One day, Mr. President, Mississippi will go from being the last state in workers' rights and equality to being the first state. And one day, Mr. President, with the continued helping support of Brother Sunkett, all 35,000 Mississippi State Workers will work under the protection of a CWA contract.

Mr. President, it is with much honor and humility that I move the nomination of Brooks Sunkett for Vice President of the Public Healthcare and Education Workers Sector of the Communications Workers of America. (Applause and cheers)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Delegate Henning.

DELEGATE BILL HENNING: (Local 1180): I rise to second the nomination of Brooks Sunkett for the office of Vice President for Public Healthcare and Education Workers Sector. You have heard from Brenda the wonderful attributes that make Brooks the ideal candidate for the workers in our sector. I am here to remind you that he is also good for our union as a whole.

We recognize that the only way public sector workers can thrive is if private sector workers thrive. Brooks has the vision to understand that and represent that point of view on the Executive Board for all of us.

So I am proud to second the nomination of Brooks Sunkett. (Applause)

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes for the purpose of making further nominations. There being only one candidate for the office of Vice President of the Public Healthcare and Education Workers, Brooks Sunkett is therefore elected. (Applause)

Is there a motion from the floor to elect Brooks Sunkett as Vice President of the Public Healthcare and Education Workers by acclamation?

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

PRESIDENT COHEN: Seconded. All those in favor, signify by raising hands. Down hands. Opposed? You are elected.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: The next order of business is the election of the At-Large Diversity Member for the Northeast Region. Is there a delegate at the mike? Is there a delegate at the mike? This is the Northeast Region.

The Chair recognizes Delegate Klein.

DELEGATE DONALD KLEIN (Local 1040): President Cohen, Executive Board Members, and fellow delegates, I rise to place the name of Carolyn Wade into nomination for candidate of Region 1 Diversity Executive Board Member of our great union.

Carolyn was instrumental in ushering in a new era for CWA. In 1980, 38,000 state workers joined the ranks of CWA. The organizing drive began a movement to welcome a whole new array of workers into our union. In those early days, Carolyn Wade formed one of the first Equity Committees, which served as a model for many of our locals. She also pioneered Local 1040's Women's Committee which is highly productive-- and our Women's Committee accepts men, by the way.

Carolyn serves on the National Committee on Equity and National Women's Committee. Her participation and support of equity and women's issues are part of a larger picture. Carolyn's priority is inclusion. The purpose of our Diversity Board Members is inclusion. Clearly, Carolyn Wade fits the bill.

As President of Local 1040, her leadership has created a vibrant local union which inspires pride in our members and all of CWA. Local 1040 represents public and private sector employees. Carolyn harnesses such diversity under the CWA Triangle to build solidarity instead of division. Those of you who know Carolyn know she is charismatic, resourceful, and a dedicated union activist.

It is with great pleasure and high honor for me to nominate Carolyn Wade as the Region 1 Diversity Board Member. Thank you for your time, and thank you for giving Carolyn the vote of confidence she rightfully deserves. (Applause and whistles)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Delegate Kalmijn.

DELEGATE JELGER KALMIJN (Local 9119): I rise to second the nomination of Carolyn Wade as a Diversity Member on the National Executive Board. You saw Larry's PowerPoint slides. The private sector has 6.9 percent unionization. The public sector has 36 percent. We still have much more density of defined benefit plans. Our benefit plans are still good. That's why we have a target on our foreheads. That's why I have a target on my forehead as a University of California researcher.

They are after us. We are the ones that are on the forefront right now. We need to have a leader like Carolyn Wade at the top level of our union to make this fight a priority. We are going to defeat these guys-- from Scott Walker to Chris Christie in New Jersey-- and we need someone like Carolyn Wade at the front of our union to fight that. We need a fighter that's tenacious, intelligent, and militant. We need a fighter that has experience and has the support of our members, and that's the kind of fighter that Carolyn Wade is.

She has been, year in and year out, out there fighting for our membership. We are going to take these guys down, starting with the contract in New Jersey, and moving right down all the way across the country to the contract in California where I work.

Thank you very much, Carolyn, for your service. I wholeheartedly endorse your nomination. (Applause and cheers)

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes for the purpose of making further nominations. There being only one candidate for the At-Large Diversity Board Member for the Northeast Region, Carolyn Wade is therefore elected. (Applause and cheers)

Is there a motion from the floor to elect Carolyn Wade as the At-Large Diversity Board Member by acclamation?

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

PRESIDENT COHEN: Made and seconded. All those in favor signify by raising their hands. Down hands. Opposed? The motion is adopted.

The Chair declares that Carolyn Wade is elected At-Large Diversity Board Member for the Northeast Region by acclamation. (Applause)

The next order of business is the election of the At-Large Diversity Board Member for the Southeast Region. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Torres.

DELEGATE RAFAEL CASTRO-TORRES (Local 3010): Mr. President, sisters and brothers, it is a great honor to rise and nominate our union brother, Nestor Soto, for the Southeast At-Large Diversity seat on the Executive Board.

Nestor, as you know, is from Puerto Rico where struggle is part of our everyday life; a little island with suspect political status where the daily struggle is fought in the open against a blatant, unashamed and unapologetic foe, Puerto Rico Government, Inc., run by the new poster child of the Republican agenda, Luis Fortuño.

Nestor has been a member of the legendary UPAGRA, the Union of Journalists, Graphic Artists and Associated Branches, in CWA Local 33225, a local within the Newspaper Guild since 1980, and has been a member of the Representative Assembly of his local since 1984. He has also been Local President since 2002 until recently when, due to its by-laws, he could not run again. He tried to retire, but by acclamation was elected to the Executive Board of UPAGRA.

Nestor is a representative not of a place or a certain people. Nestor is a representative of dignity, respect, and struggle. Nestor represents all of us. We need that perspective in that diversity seat, and we can secure it today.

Sisters and brothers, I urge you to vote for Nestor Soto for the Southeastern At-Large Diversity seat. Gracias, cie la lucha. (Applause)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Delegate Ayala.

DELEGATE JAVAD "JOE" AYALA (NABET-CWA Local 59053): Brothers and sisters, I also work for KVEA-Telemundo, the second-largest Spanish language network in the United States.

I rise to second the nomination of Nestor Soto for At-Large Diversity Vice President in the Southeast Region. Nestor is a leader in the AFL-CIO Puerto Rico and the Newspaper Guild. For the last ten years, he has led the fight for justice at *El Vocero* newspaper to restore the jobs of 107 workers wrongly laid off during bargaining with street mobilization and NLRB wins.

Latinos are a growing segment of our population and our union. Spanish language TV is winning in the ratings nationwide, and Nestor Soto is a winning addition to our Executive Board. I second his nomination for At-Large Diversity Vice President for the Southeast Region. (Applause)

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes for the purpose of making further nominations. There being only one candidate for the At-Large Diversity Board Member for the Southeast Region, Nestor Soto is therefore elected. (Applause)

Is there a motion from the floor to elect Nestor Soto as the At-Large Diversity Board Member for the Southeast Region by acclamation?

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

PRESIDENT COHEN: By acclamation, moved, seconded, all those in favor, signify by raising your hand. Down hands. Opposed. He is elected. The motion is adopted.

The Chair declares that Nestor Soto is elected At-Large Diversity Board Member for the Southeast Region by acclamation. (Applause)

The next order of business is the election of the At-Large Diversity Board Member for the Central Region. For purpose of placing an individual in nomination, the Chair recognizes Delegate Jamison-Cribbis.

DELEGATE JELENA JAMISON-CRIBBIS (Local 4100): Good afternoon, President Cohen, Executive Board, sisters and brothers and guests. I rise to nominate Gregory Wynn for CWA's Central Region At-Large Diversity Executive Board Member.

I have worked with Greg for the past 15 years. He has held many positions in our local and I have watched him grow to the great leader that he is today. He also is a great father and grandfather.

Greg is always fighting for the members that he represents. Here is one example of Greg's victories. Comcast's contract was up for renewal and a few people in the bargaining unit started a de-cert campaign. They lied to the members in the bargaining unit, and they started a de-cert campaign. So we had a meeting at the local. Greg got the meeting started and invited the people who started the de-cert campaign. He invited all the technicians.

It started to look pretty bleak. Well, I will tell you, I was pretty worried when they all showed up and it got pretty loud. But I am proud to say that we won that de-cert with 75 percent of the vote for the union. And that member who led that de-cert is now a steward for our local. (Applause)

Greg was just elected to the 2012 AT&T Midwest Bargaining Committee. Greg also has been active in the Minority Caucus for the past ten years, and is the Michigan representative on the caucus.

Greg is a part of the slate with the incumbent diversity members. I am confident that they can work as a team for a strong, effective voice on the Board. Please join me in supporting Greg for this position. Thank you. (Applause and cheers).

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Delegate Day-Thomas.

DELEGATE GEORGIA DAY-THOMAS (Local 6201): Delegates, Sisters, Brothers, Retirees, and Guests of the 73rd CWA National Convention: It gives me privilege and great honor to second the nomination of Gregory Wynn for the position of Central Regional Executive Board Member. Greg has come up through the ranks from job steward to a three-term Local President.

Greg's honesty, integrity, and professionalism are just a few of the traits that make it so easy for me to second his nomination. I know Greg would serve well as the Central Region Executive Board Member. So please join me in my support of Greg Wynn. We can win with Wynn. Thank you. (Applause and cheers)

PRESIDENT COHEN: For the purpose of placing an individual in nomination, the Chair

recognizes Delegate Flores.

DELEGATE DAVID FLORES (Local 86122): President Cohen, Executive Board, Brothers and Sisters, Retirees, and Guests: I am a little upset and I am appalled, so therefore, I rise and place in nomination for the Central Region Diversity Executive Board seat the name of Carl Kennebrew.

Carl is a talented and dedicated trade unionist who will help us build a bigger, better and more diverse union. When these positions were created four years ago, the idea was to open new pathways and leadership positions. We wanted to bring new ideas and new blood into our union.

I am upset to learn that Carl was approached by a senior person in the administration who advised him not to run because the "good old boy network" had already anointed who was to be seated. (Applause)

Yes. Historically our great union has been a democratic institution. These Board positions were created to give grassroot opportunities to those outside the powerful structure, not to have someone selected by those already in charge.

Carl is to be commended for all the good steps he has taken to advance himself in the union. Carl is qualified to hold this position and should be elected on his own merits. He has taught diversity in his plant for ten years and wanted to bring that experience and knowledge to the Board.

He is a highly regarded graduate of the Minority Leadership Institute, he is the key activist in organizing new members in the Dayton, Ohio, local, and is a District 4 LPAT member mobilizing against SB-5. He also was elected by the International to work in the prestigious Department of Labor Grants.

Carl is the type of person we want to run for office. He and anyone else should be allowed to do so without intimidation. Thank you. (Applause)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Delegate Session.

DELEGATE ANETRA SESSION (Local 6327): I rise to second the nomination of Carl Kennebrew as an At-Large Diversity Member of the International Executive Board for the Central Region. Carl has proven his willingness to take on some of the toughest challenges we face. Not only has he handled grievances, grown CWA membership and worked tirelessly on the legislative front, he has also taken extra steps of helping members whose jobs have been eliminated to gain the training needed to work again, and jobs for the members for opening new avenues for the union growth.

Carl is a young, energetic labor leader. He has already shown his commitment, not only on the home front, but graduating from the CWA Minority Leadership Caucus. So thank you, and support Carl Kennebrew. (Applause)

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

If not, the Chair will entertain a motion to close the nominations. Do I hear such a motion?

. . . The motion was made from the floor . . .

PRESIDENT COHEN: Second?

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

PRESIDENT COHEN: There has been placed in nomination Gregory Wynn and Carl Kennebrew for the At-Large Diversity Board Member for the Central Region.

Gregory Wynn, do you accept the nomination?

NOMINEE GREGORY WYNN: Yes, I do.

PRESIDENT COHEN: Carl Kennebrew, do you accept the nomination?

NOMINEE CARL KENNEBREW: I accept. (Applause)

PRESIDENT COHEN: The nominations are closed. This election will be conducted in accordance with the instructions you have been given.

The next order of business is the election for the At-Large Diversity Board Member for the Central Region-- I'm sorry, That was the Central Region. Now we are on the Western Region.

For the purpose of placing an individual in nomination, the Chair recognizes Delegate Turner.

DELEGATE JEANETTE TURNER (Local 7901): I rise to nominate Madelyn Elder for the Western Region At-Large Diversity Executive Board Member.

Madelyn began her career as a telephone operator and soon got a job as a cable splicer at Pacific Northwest Bell. She became a CWA shop steward within six months of being hired and still files many, many, many grievances today. She served as Secretary-Treasurer of our local for two terms before she was elected President starting in 2000.

She is vitally concerned with the realities of working in the United States today. There are problems for working parents at AT&T Mobility, CenturyLink/Qwest, the struggles of low-paid immigrant cab drivers, problems of getting health care for the lower wage workers in the various small contracts our local holds. She constantly gets ideas and implements them, fighting with and for our rank and file. She is encouraging all of our activists to be the best they can be, to be brave and stand up against injustice.

I support Madelyn Elder for Western Region At-Large Diversity Board Member. (Applause)

PRESIDENT COHEN: For the purpose of seconding the nomination, the Chair recognizes Delegate Whitney.

DELEGATE ROSE WHITNEY (Local 9400): Good afternoon, brothers and sisters. I rise to second the nomination of Madelyn Elder for Western Region At-Large Diversity Executive Board Member. Madelyn actively participated on the CWA Human Rights Ad Hoc Committee with me. It was formed to refocus, retool our union with civil rights, equity, and women's programs.

Madelyn has been self-identified as a lesbian since she was 19 years old. She stood up in a past Convention to advocate the inclusion of gays, lesbians, bisexual, and transgender members in our local and to accept the LGBT community issues as workers' issues.

Madelyn is active and she has helped form the Oregon Working Families Party. The WFP of Oregon has fusion voting so that working family votes can vote for the issues without wasting their votes or splitting votes that end up voting for the wrong candidate. Please elect-- (Applause)

. . . The microphone was cut off . . .

PRESIDENT COHEN: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mikes for the purpose of making further nominations. There being only one candidate for the At-Large Diversity Board Member for the Western Region, Madelyn Elder is therefore elected.

Is there a motion from the floor to elect Madelyn Elder as the At-Large Diversity Board Member for the Western Region by acclamation?

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

PRESIDENT COHEN: Moved and seconded. All those in favor, signify by raising their hands. Down hands. Opposed by a like sign. The motion is adopted. The Chair declares that Madelyn Elder is elected At-Large Diversity Board Member for the Western Region by acclamation. (Applause and cheers)

In accordance with the instructions you have been given, all District Vice President nominations will be conducted in the rooms listed in the schedule of events 15 minutes after we recess. The voting area will be open 45 minutes after the Convention recesses, so that would be 3:30 for the District Vice President nominations. At 4:00 the voting area will be open.

All delegates will vote in the same voting area in Pavilions 9, 10, and 11. The delegates are urged to go directly to their district meetings for nominations first before proceeding to the voting area. There are signs directing delegates to the voting area from the district meetings. The results will be posted in the Ballroom Foyer area as soon as they are available.

The Convention is recessed until 8:30 tomorrow morning.

. . . The Convention recessed at 3:14 p.m. . . .

TUESDAY MORNING SESSION

July 12, 2011

The Convention reconvened at 8:33 a.m., President Cohen presiding.

PRESIDENT COHEN: Delegates, please be seated. Good morning.

For purposes of an invocation, it's a great privilege for me to introduce Gene Leedy, President of CWA Local 2276. I have heard Gene before. He comes from right on the line between Virginia and West Virginia, and you will recognize the soul of a brother from mining country who knows which side he's on. Gene Leedy. (Applause)

DELEGATE GENE LEEDY (Local 2276): Thank you, Larry. If you would all please stand and let's bow our heads.

Great God in heaven, we humbly pray that You would allow us into Your presence.

Our Father in heaven, hallowed be Thy name. Your kingdom come and Your will be done, on earth as it is in heaven.

Father, I would like to thank You for bringing us to this meeting place safely, and I would pray, Father, that afterwards You would take us home once again.

Almighty God, as leaders and activists, we have a huge, huge responsibility to our members. I would beseech You that You would bless our leaders, and that our leaders would seek Your counsel to make decisions this day-- this day, Heavenly Father, that incorporates changes that may well be necessary for the very existence of our union. Guide us to take the proper course, Father, for we must serve our members and we must serve You.

Lord, Your word tells us that we eat by the sweat of our brow. We seek to be able to work with justice. Employers should look at Your word and Your will that says, we are told, "Masters, give your bondservants what is just and fair knowing that you also have a master in heaven."

In our dealings one with another, may we apply Your Golden Rule, that is, therefore whatever you want men to do to you, do also to them, for this is the law of the prophets.

And, Father, I would like to make a special request. We have several individuals of our leadership who are retiring today. We also have several members that are changing jobs and responsibilities. It's my prayer, God, that they would seek Your counsel, seek Your wisdom, Heavenly Father, so that they can do the things that are necessary in this world.

For it's in the blessed name of the master that I do pray, Amen.

PRESIDENT COHEN: Please be seated.

In that spirit, I will read the election results, and remember that we are all on one side here.

CWA Secretary-Treasurer: Annie Hill, 276,769. (Applause) Don Tremontozzi, 94,733.

At-large Diversity Board Member, Central Region: Greg Wynn, 234,856. (Applause) Carl Kennebrew, 133,009. (Applause)

District 3 Vice President: Judy Dennis, 31,019. (Applause) Mike Fahrenholt, 18,222. (Applause)

District 6 Vice President: Claude Cummings, 32,977. (Applause) Richard Kennefer, 18,586.

District 7 Vice President: Mary Taylor, 20,495. (Applause) Lou Ellington, 14,049. Ken Sather, 1,652. (Applause)

I would like to thank all the staff and Sergeants-At-Arms for your work on the elections. Thank you all. (Applause)

I want to thank yesterday's platform observers: James Nolan, Jr., Vice President of NABET-CWA Local 51016; Vanessa Quinn, Executive Board Member, Local 1133.

Today's platform observers are Kimberly Gallardo, Vice President, CWA Local 4123; and Ken Williams, Executive Vice President, CWA Local 2001.

At this time we have a short video greeting from the President of the United States, Barack Obama. (Applause)

. . . The following video greetings from President Barack Obama were shown: . . .

U.S. PRESIDENT BARACK OBAMA: Hello, CWA. I want to thank your outstanding President, Larry Cohen, and everyone at CWA for doing so much for so many American workers. I also want to congratulate you on organizing 3,000 Piedmont workers and 25,000 flight attendants at United, one of the largest representational elections in years.

There are challenging times for a lot of working families, including many of your members, but we know what it's going to take to get us moving again. We know we need to focus on the issues that matter most for working Americans and middle class families. That's why together we have added more than two million private sector jobs over the last 15 months. We have worked to provide affordable health care for every American, and put place common sense rules to shore up our financial system, and we are also focused on improving our nation's infrastructure, including helping to bring high-speed broadband to underserved communities.

With the help of my Secretary of Labor, Hilda Solis, the daughter of a union member, I have also stood with you to fight back against the assaults on unions and collective bargaining that we have seen this year and to protect present and enforce the laws that give workers a voice.

But as much as we have done, our work is far from finished. My top priority every day is to make sure the economy works for your members and people like you all across the country. And I won't be satisfied until every American who wants a good job can get one, every family can feel a sense of security, and every worker who wants to join a union can do so.

CWA, with your help, I am confident that we can get there, and I promise to stand with you until we do.

Thank you, God bless you, and God bless the United States of America. (Applause and cheers)

PRESIDENT COHEN: At this time, it's my honor to bring to the podium once more our Secretary-Treasurer, Jeff Rechenbach.

Some of you may have gotten a gift that he gave out. He actually surprised us all with it. This was his idea. Back, a ways back-- and he didn't have hair then either-- he gave these out in the District 4 Vice President election. I still have mine from then. But I think we can all benefit, as many of you wrote--

actually I meant to hold these up. He doesn't even know about this. But we have hundreds of these that we collected from you yesterday, messages to Jeff, and I appreciate you all doing those, and we will be turning those into a book for him.

He doesn't like this kind of thing at all, so we are doing it in different ways, as I said yesterday. There is no formal retirement. He is joining our movement as a volunteer, as he started 40 years ago, and that will be a great benefit in the SB-5 campaign, to repeal SB-5 in Ohio as he takes over part of that campaign. (Applause)

But right here, as you will hear, he has been working almost every minute. He took on some work with me at the end of last week that was not easy, helped work on the Printing Sector resolution. He has worked on this Finance Committee report, and obviously Resolution 1.

The last six years we got to work literally side by side, and I can't tell you how great that was. It could not have been better, unimaginable.

But like many of you are who have to deal with a local at a time of a movement in the decline, a movement that needs to fight back, the democracy movement we talked about yesterday and we will talk about more in the other four resolutions, it's not fun being Secretary-Treasurer at a time like this. It's not supposed to be fun. But it's managing a movement in decline, a movement that needs new spark and new life, that he desperately wants to help bring about and will bring about in retirement.

He has taken us through a period with hard, nearly impossible choices. And at every moment, on a personal level, sacrifice starts with him. Everyone in D.C. knows that. You don't all know it, but that's how he has done this work.

So when I talked yesterday about how we must always put the union first, the members first, and then take care of each other, that's how Jeff Rechenbach has been every single day as Secretary-Treasurer and in his 40 years. I bring you Jeff Rechenbach.

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

SECRETARY-TREASURER RECHENBACH: Thank you all very much, and thank you, Larry, for that introduction that was so much from the heart. I hope we recorded that, so I can play that back for my granddaughter some day.

In fact, let me point her out to the group here. That's little Millie back there. (Applause) And my son-in-law Ryan, my daughter Kirsten, and my wife Karen back there. (Applause) There you see four of the top ten reasons that I have decided to retire. Three more are back in Cleveland right now.

Let me start by congratulating my successor. "Insert name here-- oh, I'm not supposed to read that." (Laughter) Annie has been a member of the Budget Committee for three of the most difficult years in our union's history. She has provided input and ideas to help guide us through some of the most challenging times in the financial history of our union, and I'm going to be able to go home to Ohio secure in the knowledge that Annie's imagination and creativity will serve us well in the job of managing the finances of our great union.

Congratulations, Annie. (Applause)

Now, because I think it will be a little easier at this point than at the end of my talk this morning, let me recognize the work of some of my colleagues as I take this podium for one last time. First, thanks to the Executive Board. Your leadership and friendship have been especially invaluable to me, and I thank you for that. And I also want to thank two retired friends of mine that have come today, John Thompson and Carmine Turchi for making the trip to be out here today. They are somewhere around here, probably

telling jokes to each other. (Applause)

Let me acknowledge our senior headquarters staff, George Kohl, Yvette Herrera, Ed Sabol, Bill Bates and Mary O'Melveny. All of them work relentlessly and provide critical thinking on the complex problems that our movement faces. I have learned much from each one of them.

And my clerical support team, Robin Childress and Pam Oxley, as well as all the supervisors and employees of the Secretary-Treasurer's office are an incredible asset, and I'm sure will continue to provide amazing support to the work of our union.

Teri Pluta has been my assistant for nearly all of the past three years, and I can tell you without hesitation that no one works harder or puts in more hours than she does. It has been a pleasure having her as my right arm over these past few years. Thank you. (Applause)

And finally, our President. Larry is not just the heart and soul of CWA, he is the moral compass of our entire movement. His incredible vision and passion for our cause are second to none. You have made the right choice in trusting our leadership to this visionary. He is a man that I am so proud to be able to call my friend. Thank you, Larry. (Applause)

So, this is one screwed up country we live in today. I mean, where else in the world would the current lineup of Republican candidates be considered as Presidential timber. You know, I saw part of the first Republican debate a couple of weeks ago-- seven Republicans standing up in front of, well, probably 37 people who were tuned in and watching on TV. (Laughter) They saw these seven candidates tell just how much they hate government.

Imagine any one of us taking that tack on a job interview trying to get hired, telling them how much you hate the employer that you want to go to work for. One of the common campaign themes that they all seemed to put forward was the need to throw Barack Obama out for not solving all the problems created by George Bush. (Applause)

Although, to be fair, they did give credit to George Bush for hunting down Osama bin Laden, kind of like opening a jar of pickles and having the other guy say, "Well, I loosened it for you."

The other theme that I got from this debate was that we are going to go back to a strict interpretation of the United States Constitution, the Constitution put forward by our founding fathers. So I hope all of you women and non-whites out there don't like voting.

You know, I really felt it was almost like watching a TV Land rerun. You've got Bachmann and Palin, they could be Ginger and Mary Ann. You've got Romney, the millionaire. You've got Gingrich, the professor. All we need is the skipper and the little buddy, and we are back on Gilligan's Island. (Applause and laughter)

So let's review some of the candidates that are looking for this nomination. The leading contender is Mitt Romney. Mitt Romney has a personal wealth of a quarter of a billion dollars, but in New Hampshire the other day his idea of a joke was telling an out-of-work woman, "I'm unemployed, too." You've got to love that CEO sense of humor he brings to the table, don't you?

Then we have John Huntsman. He is an interesting candidate, sort of a Mitt Romney light. He is fluent in Chinese which is an upgrade from our previous President who wasn't even fluent in English. (Laughter)

Then there's Tim Pawlenty, the former Governor of Minnesota. Maybe some of our District 7 folks can help me out with this one, but I do think we need to check into the kind of health care they provide for Minnesota state employees. Somehow they have been able to keep Tim Pawlenty alive without a spine,

and that's truly remarkable. (Laughter)

Ron Paul is back in the race. That's good news for all of us. He apparently does have a spine. In an interview the other day-- this is true-- he came out in favor of legalizing heroin and prostitution, and in one fell swoop locked up Charlie Sheen's endorsement. (Applause and laughter)

I would say that the chances of Ron Paul becoming President are roughly equal to the chances of Dick Cheney returning all of the Christmas gifts to Whoville. (Laughter) That one was for Millie.

And speaking of Dick Cheney, things are so bad in the field of Republican candidates there has even been talk of a "Draft Cheney" movement in D.C. I don't really give it much chance of success. After all, this is a guy who five times during the Vietnam War avoided the draft.

And one of my favorites, Newt Gingrich. Newt is so pro-marriage, he just can't stop doing it. (Laughter) He is going to have a hell of a time explaining some of his past positions, especially since so many of them have been on top of women he wasn't married to. (Laughter and cheers) I should have seen if Millie left the room yet before I did that one.

Now this is true. This is absolutely true. Gingrich said that he cheated on his first two wives because he was "consumed for the love of his country." Now, I am just thinking he misunderstood the phrase "Please rise for the National Anthem." (Laughter)

And what about Sarah Palin? I heard just last week there was a documentary released about her life entitled, "The Undefeated." Isn't that a little like the Cleveland Browns releasing a documentary entitled, "Our Super Bowl Highlights."

I did see where Sarah took her daughter to a book store the other day, her daughter Bristol, to promote her latest book. I think it coincided with "National Bring Your Daughter to a Place You Never Go Day."

Of course, Sarah did remind us about Paul Revere and his famous ride to warn the British about gun control, and I suppose George Washington was crossing the Delaware to break up a gay wedding ceremony. (Laughter)

Michelle Bachmann has been coming up in the polls. She also must have been sick during the Revolutionary War section of high school history class. Bachmann the other day said, "Our founding fathers, many of whom were slave owners, worked tirelessly to end slavery." This quote apparently had Sarah Palin particularly upset as she saw this as an attempt by Bachmann to capture the coveted "dumb ass" vote. (Laughter and applause)

I really do think it is time we stopped telling all of our kids that anyone can grow up to be President of the United States. (Laughter)

But in the recent past, the American people do have a tendency to pick a President on the basis of who they would rather have a beer with, so the next 15 months are going to be tough ones for us.

Today we live in a country that far too many Americans look at the wages and benefits that union workers receive and say, "I don't have that. Why should they?" But somehow many of these same union haters, many even earning low wages with no benefits, get caught up in defending tax cuts for the wealthiest of Americans and defend them at a time when the distribution of wealth in this nation is more out of whack than at any time in our history. In fact, it's worse than the distribution of wealth in Egypt which brought tens of thousands of Egyptians to Tahrir Square.

In today's America, the top one percent own more than the bottom 90 percent combined. The

wealthiest 400 Americans own as much as half of the U.S. population.

Let me try and put this in perspective for you. Anyone want to guess how long it would take the average CWA member to earn what a top hedge fund manager earned in one year? 35,217 years. Now, I know we have pretty good health care in most of our contracts, but I don't think any of us are going to get there. Oh, and by the way, you currently pay a tax rate that is more than double what that hedge fund manager pays in taxes.

But I guess half of the tax rate they paid is better than no taxes at all paid by General Electric who made \$14 billion worldwide, \$5 billion of it here in the U.S., and paid no federal income tax; or Exxon Mobil who made \$30 billion and paid no taxes, or Bank of America or Chevron or Boeing or myriad other profitable companies who made plenty and paid nothing.

Well, I guess nothing isn't exactly correct. During the 2010 election campaign, those five companies that I mentioned did pay out \$43 million in campaign contributions. I guess that turned out pretty well for them.

So let's be clear, the rich aren't getting richer in this country because they are smarter. The 300,000 people with incomes over a million dollars aren't the teachers who shape our children's minds and characters. They aren't factory workers on an assembly line or construction workers building new homes. They aren't scientists searching for a cure for cancer. They certainly aren't telephone workers, newspaper reporters, flight attendants, call center workers, printers, TV technicians, or public workers who belong to our union.

So who are they? They are the Wall Street bankers who played with our economic security like they were in a casino, and when the dice came up craps, they demanded the taxpayers bail them out. Then to add insult to injury, they have been rewarding themselves with record bonuses ever since.

They are the CEOs who cut themselves in for multimillion dollar bonuses and salaries while shipping our jobs overseas, and then telling us we needed to tighten our belts.

And again, they can do this why? Not because they are smarter, but because they are the ones writing the rules. It isn't so much what they own that makes them successful; it's who they own that does. Their most valuable asset is their cell phone with speed dial set up for Members of Congress, and as long as Congress has their phones pressed up to their ears listening to these demagogues, they will never hear us.

The time is upon us. We need to step up and return our government to one that is of, by, and for the people and not a government that is of, bought and paid for by corporate America and billionaires. (Applause)

And the only hope, the only hope to turn around this nightmare cycle of wealth distribution to the top, is a strong and vibrant labor movement. And that is clearly why they will do whatever they can to try and crush us. But as the song goes, "Like a tree standing by the water, we shall not be moved."

Moving labor forward with the kind of decline that President Cohen described yesterday won't be pleasant, and it certainly isn't where we would like to be, but it's the hand we have been dealt, so let's play it. And playing it will be playing it smart. We need more than ever to make the best uses of our diminishing resources, force the companies that we deal with to pay for prosecuting the mistakes that they made instead of us paying for them.

As we see labor losing ground in membership and power, we see a growing disdain for the movement coming up and rising. People have stopped imagining what a union might do for them and began despising what it's been doing for others. Lately much of this anger has been directed at public

employees with politicians seemingly from both parties bemoaning the cost to taxpayers, ignoring completely some key facts, not the least of which is the value that public employees bring to our society.

You know, imagine just for a moment a society without laws-- no police protection or firefighters; schools only an option for parents who can afford it; highways and sewers built with public funds, a thing of the past; social safety nets shredded and millions of Americans cast into the streets to fend for themselves. Well, that's the America that too many of the tax-cutters envision for us.

But we can do better than that as a society. We can recognize that, as the prayer I used to recite before every union meeting says, "an injury to one is the concern of all, and the concern of all is the welfare of everyone."

Before I close this morning, let me give you an update on the financial state of CWA. As I told the Minority Caucus on Friday, whenever I talk about finances I am reminded of Lyndon Johnson and what he said about giving a speech in economics. He said, "It's a little like peeing down your pant leg. It may feel hot to you but not to anyone else." (Laughter)

So here goes. It, of course, comes as no surprise to you we have been losing members at an alarming pace. The economy, which has devastated all Americans, has had a particularly brutal impact on our union. Everyone in this room has experienced membership loss over the past two years. In fact, in CWA we have over 75,000 fewer members than we did over two years ago. And no local has been immune, whether through office closings, plant shut downs, early retirements, or stolen elections as in Northwest Airlines. We have seen all too many of our members leave our ranks.

Of course, this has forced all of us to do more with less. Here in CWA, along with the Finance Committee, we put together a budget that projects \$95 million in revenue for the fiscal year ahead, and that's down from a projection of over \$120 million just a few years ago. Dealing with this has meant deep and dramatic cuts as well as changes in the way we manage our income.

As I told the delegates to the 2006 Convention, one of the charges of "Ready for the Future" was to have all of our districts and sectors spend no more than they bring in and help contribute to the overall bottom line of CWA. That continues to be our goal and a target that we have made dramatic and significant progress on.

At that same Convention, we made a commitment to change the makeup of the Executive Board, to eliminate some of the full-time officers, and we did that through your actions last year to merge Districts 2 and 13 and the C&T offices, and again yesterday with your support to eliminate the Executive Vice President position, so we are fulfilling that commitment.

Those changes certainly helped but are not enough to fill the gaping hole between the expense of building our union and our income. So more recently we have taken more significant actions. Today at our headquarters office in Washington, DC, we have 76 fewer employees than we did just a few years ago. Similar reductions have been taking place principally by attrition throughout the union with 121 fewer employees nationwide at every level of the union, but principally in what we would call the back office operations. President Cohen has a deep commitment to keep as many workers at the frontlines of the jobs we have to do.

We have also been more aggressive about using our existing resources. CWA employees now occupy less than half of the square footage of our headquarters building. Tenants today occupy parts of the first, sixth, and eighth floor, and all of the second, third, fourth, fifth, and ninth floors, including our former Executive Board conference room and the Glenn Watts room.

Earlier this year, we sat down with nine different unions that represent CWA employees and made

changes to the health care and pension benefits as well as future wage increases. And I would echo Larry's appreciation and respect for them as they came mid-contract and said, "We want to do what we can to help make sure our union is strong and can survive."

You saw the Finance Committee report the current salaries of CWA officers. What you didn't see is those salaries are in the bottom ten percent of National labor union officers' salaries, a fact that I know President Cohen is very proud of and I am as well. But despite these deep and significant cuts, this year's spending, just to maintain our current ability to service, negotiate, and organize, will leave us about \$5 million short on revenue.

A little later this morning, you will have an opportunity to debate and vote on a proposal to help us address that issue in the form of the Strategic Industry Fund distribution. I have spent a good deal of time over the past two months talking with literally hundreds of local union officers and leaders about the ramifications of this plan. And as with any proposed change, there is concern.

But the history of our union is one of adaptability, of being able to adjust to the times. The facts are that we have been in a constant state of change over the 40 years that I have been lucky enough to be a member of this union. We have merged districts. We set a two hours dues rate, we added a quarter hour assessment for the Members Relief Fund, and we put \$100 million cap on it. Then we removed the cap. We changed the payout from \$200 to \$300. We set a floor for the Members Relief Fund and created a Strategic Industry Fund.

And now, in the face of dramatic and unprecedented membership losses, we are proposing to distribute assistance to both the National union and local unions in the form of a \$20 per contributing member distribution of the quarter hour SIF funds.

The fact is that, for us to grow, we need a strong National union and strong local unions. This distribution would generate \$6 million for locals and \$6 million for the national, and still leave \$10 million for use in ongoing and new Strategic Industry Fund projects, with, as in the past, the bulk of that money, that \$10 million, being distributed for local union-incurred expenses. So of the \$22 million, nearly \$16 million will continue to go directly to locals or indirectly through future SIF project reimbursements.

This proposal is for two years only, but it will buy us valuable time to review, with local input, our overall finances with an eye toward the future. The reality is, we can just not sit back and hope that the status quo will suffice in a world where our movement is under full-scale assault. (Applause)

Saving for a rainy day is fine, but even here in the middle of the desert it's pouring outside on the labor movement. So let's get this done for the sake of our members and for the sake of our union.

In January, I celebrated 30 years of working full-time for CWA, and last month I celebrated 40 years of carrying a CWA membership card proudly in my wallet, and I have enjoyed every minute of it--well, almost every minute of it. Time is one of those things that you can just never get enough of and it keeps ticking away on you. I have lived in Washington for almost six years now, spending weekends going back and forth to Cleveland, and I am ready to go back to Ohio where my wife and most of my family still live, and make regular junkets out to California to see Millie and my daughter and son-in-law.

President Cohen asked me several times about a party or retirement gift, and I have consistently told him I want neither. On reflection, I have decided I do want a gift. But after months of saying "no," it was really too late to change my mind and say "yes." So I came up with a little strategy. You know how at the holidays someone gives you a gift and you didn't buy them anything? You scramble to find something you already had in the closet and wrap it up and present it.

Well, think of your combs that I put on the table this morning as my unexpected gift to you. I

bought these just days before, as my wife reminded me, I will be going on a fixed income. I hope that you will think of a bald guy who used to drone on about money when you look at those combs.

But now you're on the hook. You've got to give me something, and here is what I want. I want all of you to respect and celebrate each other. I want you to remember the things that bring us together. It is what all of us in this room hold in common-- the desire to make things better for our co-workers and our nation, to gain respect on the job and dignity in the workplace, to bring economic security to the homes of our members, our willingness to stand up together as we build this union to make sure that they get a fair return on the sweat of their brows.

As a gift, I want you to remember that leadership in this union, as evidenced by all of those in attendance here today, is not measured by the color of your skin or the God that you pray to. It isn't measured by the gender you are or the gender you want to spend time with. It's only measured by the size of your heart. And we need not just diversity of race, sex, and religion, but diversity of views as well.

So when from time to time you are angry at one of your union colleagues, remember that it's a common desire to improve the lot of our co-workers that brings us to this hall, and that animosity within our ranks is the prescription for success to our enemies.

Give me those gifts, and I can promise you in retirement I will continue to fight, beginning in my home state of Ohio, as we take on the fight to bring back collective bargaining rights. (Applause)

And finally, as my fellow Clevelander Bob Hope was most famous for saying, "Thanks for the memories." I appreciate it. Thanks.

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

SECRETARY-TREASURER RECHENBACH: Thank you. Thank you all very much. Can I ask the Finance Committee to come to the podium? Oh, here they come great.

It's my honor to now recognize the Finance Committee-- and I didn't bring my script with me.

Serving on the Finance Committee are, and I would like to recognize them with the traditional single clap, beginning with:

Roy Hegenbart, President of CWA Local 3250;
Carolyn Sallis, CWA Local 7175;
Terrie Senich, Executive Secretary-Treasurer, CWA Local 13500; and
Chair of the Committee, Chris Lane, the President of Local 2201.

I recognize the Chair.

DELEGATE CHRIS LANE (Local 2201, Chair, Finance Committee): Thank you, Mr. Chair.

For the purpose of the report, we will start with my brother Roy to the right of me.

DELEGATE HEGENBART (Local 3250): Brothers and Sisters:

Your Finance Committee met in Washington D.C., on May 23 and May 24, 2011, to review and recommend suggestions on the 2011-2012 Budget and a preliminary 2012-2013 Budget. Every supporting document requested was made available to us. The Committee reviewed the Consolidated Financial Statements for the period ended May 31, 2010, prepared by the Certified Public Accounting firm of Calibre CPA Group. The Auditors conducted their audit in accordance with generally accepted accounting principles. In the Accountant's opinion, the financial statements presented fairly, in all material

respects, the financial position of the Communications Workers of America, AFL-CIO, CLC, as of May 31, 2010.

Last year the Finance Committee recommended to the Secretary-Treasurer's office and the Executive Board that they reach out to the nine (9) unions that represent the bargaining unit members who work at CWA to discuss the state of our finances and work together to explore possible solutions. We would like to acknowledge the nine unions that participated in concession bargaining; CWA Staff Union, The Guild, O.P.E.I.U Local 2 & 3, F.G.R, B.E.S.T, U.S.E., IFSOEU and the Operating Engineers and thank them for their negotiation efforts and agreements that were reached which will significantly contribute to cutting costs in the 2011-2012 budget. We ask all CWA members to recognize our Brothers and Sisters that are in these bargaining units and the Secretary-Treasurer's office for all their hard work and sacrifices.

During the past year the Secretary-Treasurer's office, with the support of the Executive Board, has also taken some major initiatives to solidify our financial position. Some of the other initiatives taken include but are not limited to:

- * Froze wage increases for the Administrative Staff and elected Officials.
- * Reconfigured the National's office building space to be more efficient and allowing more rentable space to provide additional income.
- * Moved investments to allow better management of these funds.
- * Negotiated copier contracts which will reduce the costs of in-house printing by more than \$1.5 million over the next five years and allow more printing to be brought in.

DELEGATE SALLIS (Local 7175): This Committee recognizes and thanks those Vice Presidents who have moved in the right direction to be within or near their budgets; however, there are still 26% that remain over budget. The Committee understands that there may be unexpected circumstances that influenced this overage.

The Finance Committee has carefully reviewed and considered the budget obligations that CWA faces in the future. Therefore the Committee makes the following recommendations to further deal with this budgetary crisis:

* We are encouraged by the Secretary-Treasurer's Office and the Executive Board's direction and commitment to balance the budget and grow our Union. We recommend and support the passage of the SIF Distribution Resolution as a short-term patch while exploring longer term solutions for increased revenue opportunities.

DELEGATE SENNICH (Local 13500): * Each Administrative Unit must keep their expenses within their generated dues income and budget with further recognition of the need for all Units to contribute to the ongoing programs and administration of the National Union. In addition, all Units must be in compliance with the CWA Constitution and be current with their dues. The Committee recommends that the Secretary-Treasurer take steps that may be necessary to keep Locals in compliance.

* Each Administrative Unit and Local must continue to aggressively pursue organizing along with signing up their non-members, particularly those working in Telecom, Mobility, and the Public, Health and Education sectors. These efforts alone have a potential of generating close to \$5 million in revenue throughout the Union. In addition, an alternate plan should be discussed to generate future revenue for the operation of this great Union.

* We recommend that any Administrative Unit whose expenses exceed more than one percent of

their budget, must provide a reasonable explanation for the cause of the overage to the Finance Committee and should be prepared to present that explanation to the Convention Delegates.

CHAIR LANE (Local 2201): The Committee is recommending the 2011-2012 Budget as one that shows fiscal responsibility during a challenging time. Financial stability will require oversight of internal controls to meet budgetary compliance. The Committee recognizes the burden that National and Local leadership face exercising cost containment while providing necessary service to our membership.

The 2011-2012 Finance Committee would like to thank President Larry Cohen, Secretary-Treasurer Jeff Rechenbach, Executive Vice President Annie Hill, Assistant to the Secretary-Treasurer Teri Pluta, and their staff for their time and effort in aiding the Committee in the review, development and preparation of this year's report.

The Committee wishes to thank all representatives in CWA Districts, National Units and Headquarters for their ongoing efforts to achieve the financial targets outlined in the 2011-2012 Budget.

We respectfully request delegate approval.

Mr. Chair, the Committee moves the adoption of this report.

SECRETARY-TREASURER RECHENBACH: You have heard the motion. Is there a second? I heard a second. At the "For" mike, Delegate Siefers.

DELEGATE PAM SIEFERS (Local 4900): I rise to support our Finance Committee. As we deal with the challenges in our personal budgets, as well as our local budgets, the challenges of doing more with less is no less significant at this level. For those who have served on the committee in the past, you may remember that you leave the first meeting with the three- to four-inch binder of numbers and facts and figures.

So for their willingness to serve on this committee and their dedication to the financial stability of our organization and their willingness to deal with some very difficult issues, in particular the SIF distribution, which we will deal with later in this session, I extend thanks and appreciation for all their work. (Applause)

SECRETARY-TREASURER RECHENBACH: At Microphone No. 4, Delegate Sarnoff.

DELEGATE STEPHEN SARNOFF (Local 3179): Brothers and sisters, first let me express my personal appreciation to the Finance Committee and to the Executive Board for producing a financial report that does the best with what we have. But whenever we try to do the best we can, we sometimes lose sight of a bigger picture or a more vital part of that picture.

I wish to address your attention to Line Item 48, Education. Education is being cut from \$300,000 to \$210,000 a year. I understand-- again, I am involved with doing budgets also-- and I understand that you get a formula, and you go down and you try and make sometimes very hurtful cuts, but it makes the numbers work.

I stand opposed to this proposal. Education is our future. During the Great Depression, my family, my grandfather, who drove a cab in New York City, worked seven days a week and only left that cab so that his children could obtain the best possible education, because he knew that in the worst of times, a person's education will take them out of that wilderness, out of that darkness.

Our union is no different. At the worst of times, we should be putting every resource available into the education, not only of our staff, but also of our own members and our officers. We should be educating people. We should be having more training, then when we come to a convention or any district

or state meeting, there should be union-supplied education going on in the form of workshops, classes, anything we can get, because we need that information. We need that training to improve our ability to bargain great contracts, the ability to organize, and more importantly the ability to win grievances at arbitration.

We must beef up education. This is not acceptable. We must have materials. How many here have wanted materials from the National office that don't exist anymore or they are in short supply or they are so old that they are not relevant? How many here would like a decent grievance handling video that we can show to our members of how you should learn how to handle a grievance, not just kind of describe it to them. (Applause)

Brothers and sisters, I demand that the Executive Board and the Finance Committee look at education and, instead of cutting it, double it. Thank you. (Applause)

SECRETARY-TREASURER RECHENBACH: All right. At the Questions microphone, Delegate Benitez.

DELEGATE LUIS BENITEZ-BURGOS (Local 3010): Can we look to Page 7, Expense 32.

SECRETARY-TREASURER RECHENBACH: Is that your first question?

DELEGATE BENITEZ: Yes-- no, that's not my first question.

SECRETARY-TREASURER RECHENBACH: Just checking. (Laughter)

DELEGATE BENITEZ: Please look to page 7, that Convention Expense. Does that mean the Annual Convention of CWA?

SECRETARY-TREASURER RECHENBACH: Yes, it does.

DELEGATE BENITEZ: Second question: Why do we have an expense for next year since next year, because it's a non-convention year? Shouldn't those resources-- (Applause)

SECRETARY-TREASURER RECHENBACH: Hang on. Hang on. You asked the question. I will give you the answer and that will hopefully clear it up for you.

This fiscal year started a month and a half ago on June 1st, so this Convention actually falls into this fiscal year budget, the one we are in right now.

DELEGATE BENITEZ: I didn't understand, because we have three years of Conventions in the budget, 2011-2012 and 2012-2013, all those years shouldn't have a Convention budget.

SECRETARY-TREASURER RECHENBACH: In the following year, the next Convention actually falls in April. What's done with Convention costs is you amortize them over the period of time. So even though, you know, the Convention itself might fall in a particular year, you spread that cost over an entire year. So the Convention costs are spread out over that period. There would be an additional cost also associated, a minor one, with the President's Meeting, but those costs right now are budgeted into here.

At the Questions mike, Delegate Winton.

DELEGATE TONY WINTON (Local 31222): I would like to direct everyone's attention to pages 7 and 8. Page 7 indicates a single line for membership dues income. Page 8 indicates the administrative unit's budget, but there is no breakdown of the dues income as we have had in previous years in this report. So the question is-- two questions: One, why is it omitted, and two, can this information be

provided? Thank you.

SECRETARY-TREASURER RECHENBACH: We are trying to put together, to answer the first question, what we are trying to do is put together an overall budget that looks at all the dues income and breaks it out in the operating budget in general, and then we take and break down the administrative unit budgets. It is possible-- and we do break down the dues income by administrative unit, by districts, and by sectors, and that information is available, and we can certainly make it available as well.

There appear to be no other delegates desiring to speak. The question before you is the adoption of the Finance Committee report. I will put the question. All those in favor, signify by raising your right hands. Opposed by a like sign. The Finance Committee report is adopted. Thank you.

I would like to thank the Finance Committee for their work. This was a difficult, difficult year, and they put in a lot of hours to get this work done, so our thanks to the Committee. (Applause)

I would like to now call the Resolutions and Rules Committee back to the platform.

The Chair recognizes the Committee Chair.

DELEGATE JOHN SMITH (Local 3204, Chair, Resolutions and Rules Committee): Thank you, Jeff.

Would the delegates please turn to page two of the resolution report and look at resolution 73A-11-1 entitled "Strategic Industry Fund Distribution to Strengthen Our Union." I will read the resolution.

**Resolution 73A-11-1
Strategic Industry Fund Distribution to
Strengthen our Union**

These are challenging times for all unions. Our contracts and the fundamental right to collective bargaining are under attack across the country. At a time when we have more fights than ever, all unions are seeing significant membership losses as a result of job cuts. This is a unique moment in time for the labor movement, and it requires that we allocate our resources to the frontline struggles.

CWA has taken unprecedented action to reduce expenses in order to focus on supporting our frontline representation, as well as political and organizing campaigns. Over the past several years, CWA has reduced the number of employees by 161, including 76 who worked in CWA headquarters. Currently, more than 50 percent of CWA building space in Washington, DC, is leased to outside tenants, with continuing efforts to lease more space. In keeping with our "Ready for the Future" commitments and, with the support of local leaders, at this Convention the C&T and Telecommunications offices will combine and Districts 2 and 13 will merge, thus reducing the number of Vice Presidents by two and providing for a projected future savings of \$1 million a year.

In keeping with this same commitment to right size the CWA Executive Board and further reduce expenses, this Convention is considering a proposal to eliminate the Executive Vice President position at an additional projected savings of \$500,000. CWA has negotiated an agreement with the unions representing CWA employees who recognized the economic strains of the times and agreed to a wage freeze as well as significant pension and health care changes. CWA withheld wage increases for Administrative Staff and elected Officers over the previous 18 months, who will forgo future wage increases. CWA will apply pension and health care changes consistent with the negotiated agreements.

Locals have made similar sacrifices and face the same strains. While this Strategic Industry Fund (SIF) Distribution is not a long-term solution, it is an important temporary measure which will allow CWA to maintain and build power under these difficult financial conditions and at the same time grow our Union

and make it stronger both at the International and local union level. This action will provide CWA with some breathing space to fight the attacks on collective bargaining and develop longer-term solutions.

Resolved: Based on membership records for the 2011 CWA Convention, the International Union and Local Unions will each receive \$20 per member payable from the Strategic Industry Fund for each CWA member paying one-quarter hour, or (.15%) into the Members' Relief Fund/Strategic Industry Fund allocation.

Resolved: Currently there are 305,461 CWA members participating in the Members' Relief Fund. The income generated by the participants is approximately \$22 million annually. This distribution would generate approximately \$6 million each for the International Union and Local Unions. The remaining estimated \$10 million would be directed to continuing grassroots Strategic Industry Fund campaigns.

Resolved: The \$20 per member distribution would be made once in the 2011-2012 fiscal year and again in the 2012-2013 fiscal year. Distributions would be made no later than January 1, 2012, and January 1, 2013.

Resolved: The CWA Executive Board will evaluate progress and will work with locals to bring longer-term options to the 2013 Convention.

Mr. President, the Resolutions Committee moves the adoption of Resolution 73A-11-1 entitled "Strategic Industry Fund Distribution to Strengthen Our Union."

SECRETARY-TREASURER RECHENBACH: You have heard the motion before you. Is there a second?

. . . The motion was duly seconded . . .

SECRETARY-TREASURER RECHENBACH: It is seconded from the floor.

The Chair recognizes at Microphone No. 1, Delegate Canida.

DELEGATE KEVIN CANIDA (Local 6215): Good morning.

I would like to stand and make a motion to amend Line 34 and Line 40. On line 34, I would like to make the motion to delete the words "the international union and." In addition to that, change the \$20 to \$40.

On Line 40, I would like to change \$6 million to \$12 million. Also delete the word "each" and in addition to that, delete the words "the international union and," which would give you a new statement of: Based on membership records for 2011 CWA Convention, local unions with receive \$40 per member payable from the Strategic Industry Fund for each CWA member paying one-quarter or .15 percent into the Members Relief Fund/Strategic Industry Fund allocation.

Also 38, "Currently there are 305,461 CWA members participating in the Members' Relief Fund. The income generated by the participants is approximately \$22 million annually. This distribution would generate approximately \$12 million for the union-- wait a minute-- \$12 million for the local unions." That is the motion that I would like to make.

SECRETARY-TREASURER RECHENBACH: You have heard the motion before you. Is there a second?

. . . The motion was duly seconded . . .

SECRETARY-TREASURER RECHENBACH: There is a second. Appearing at Microphone No. 3, Delegate Wilson-- I'm sorry, I screwed up. The delegate is entitled to speak on his motion, Delegate Canida.

DELEGATE CANIDA: The purpose of the motion is just to give the money back to the people who actually paid into it. It's obvious. (Applause and cheers)

SECRETARY-TREASURER RECHENBACH: At Microphone No. 3, Delegate Wilson.

DELEGATE ERIC WILSON (Local 6215): Thank you. I would have to agree with the motion. I would not be a representative of the people if I didn't get up and speak for the people. We are all elected delegates that represent the people of our relative locals. If you don't pay, you don't play.

At first sight of this, I thought, "Man, I will get close to \$90,000 coming to my local, \$20 per person." Then I thought "Why?" Then I thought, "Man, that's the 50/50 split local-to-national.

Then reality struck me, and integrity and ethics said my local didn't pay the money into this fund, nor did the National. The members did. So since the proposal states \$40 then will go to the locals, I support this, because I believe it will better at the grassroots area do best with the local members that put the money into it. Thank you. (Applause)

SECRETARY-TREASURER RECHENBACH: At Microphone No. 4, Delegate Kmetyk.

DELEGATE SANDY KMETYK (Local 13500): President Cohen, Executive Board, delegates, brothers and sisters, I urge you to vote against this amendment. Our world is changing. These are challenging times, as you all know. Our union is under attack by some of the most anti-union, vicious employers that we have ever dealt with. Our membership has dropped by 75,000 in a short period of time. That would put a hole in any budget.

You have all heard and seen the report from the Finance Committee. There is a shortfall that we are committed to fix. It is our job to keep this union strong. (Applause)

Brothers and sisters, we have to do the right thing for our National, our locals, and our members. The 50/50 split will give both the National and locals \$6 million each. This amount is necessary to help with the shortfall. It will give us time to come up with a good, well-thought-out plan. The National must be strong in order to plan out strategies and defend the union.

The 50/50 split was proposed because the funds that are to be rebated were a quarter hour earmarked for the MRF. Since the MRF is over the floor, this is money that would be earmarked for the SIF. This is money that was never part of the 60/40 split. We made a commitment to do what we needed to do to get ready for the future. There is no future without a National union. (Applause and cheers)

It is our job to make sure we have a strong union for those who come after us. Let's get it done. I urge you to vote against this amendment and ask you to vote for the SIF distribution proposal. Thank you. (Applause and cheers)

SECRETARY-TREASURER RECHENBACH: At the Questions mike, Delegate Hummell.

DELEGATE JIM HUMMELL (Local 13101): How are SIF funds used now?

SECRETARY-TREASURER RECHENBACH: As was passed in the "Ready for the Future" proposal, SIF funds now are used for specific projects. We have one, our Speed Matters project. We have had a project for health care. We have had projects that are very specific to individual units. Those dollars are used principally to take offensive actions and are used by and large to reimburse the

expenses incurred by locals in helping to participate in those actions.

There has been a very strict prohibition. None of those funds are used by the National union for any of the general fund expenses that the National union might incur.

You are entitled to a second question.

DELEGATE HUMMELL: Yes, I have a second. Why is the Executive Board proposing the SIF distribution gets divided 50/50?

SECRETARY-TREASURER RECHENBACH: The proposal to divide 50/50 was, as I said in my remarks earlier, we need both strong local unions and a strong National union in order to deal with the challenges that we have got facing us in these next couple of years. And the 50/50 distribution seemed to be the best way to effectuate that.

In addition, you would still have out of \$22 million, \$10 million of those dollars earmarked for SIF reimbursement that would continue to go by and large to local unions. So that was the rationale behind going to the 50/50.

At Microphone No. 4, Delegate Klein.

DELEGATE JOHN KLEIN (Local 1168): Hello. Thank you.

I oppose this amendment. I ask you to vote against it. I say, as was said before, what will this money do for our locals if we don't have a strong National union?

We need to work as a team, the National and the locals working together to ensure the best possible contracts for our members. I just experienced this with our largest employer in Buffalo, New York, Kaleida Health where we represent 4,500 members. Kaleida Health came after everything they could-- pension, health care, wages. They came with \$60 million in concessions. But we were able to team up with the National and use the SIF Fund, and have our National Reps assist us. We were able to fight off Kaleida Health and gave our members a concession-free contract to vote on. (Applause)

We really need to work as a partnership. It's the only way we are going to get fair contracts for our members. It's not us against you. It's not you against us. It's us against the CEOs that are out there trying to take everything away. (Applause)

We have to work at this together. But I will tell you, National, this is a short-term fix. You really have to do other things to help this Union survive.

So I will leave that with you. We have to get this passed today. We have to fight off this amendment. But we have to work as a team, and we have to get financial stability, and that's up to you to do more up there, too, okay? Thank you (Applause)

SECRETARY-TREASURER RECHENBACH: At Microphone No. 1, Delegate Blake.

DELEGATE LESLIE BLAKE (Local 4900): Call the question.

SECRETARY-TREASURER RECHENBACH: The question has been called for. It's not debatable. It requires a two-thirds vote. All those in favor of calling the question, signify by raising your right hands. Opposed by a like sign. The question is called for.

The question before you is on the amendment to the resolution which would, to paraphrase,

essentially rebate \$40 to local unions and no dollars to the National union. All those in favor of the amendment, signify by raising right hands. Those opposed by a like sign. The amendment is defeated. Thank you. (Applause)

At Microphone No. 1, Delegate Santora.

DELEGATE T SANTORA (Local 9000): I am here to make a motion to amend the report in the following way: Under the last Resolve, add a new sentence that will read as follows: "To that end, the Executive Board will present to the 2012 Local Presidents Meeting draft proposals to address the long-term financial and structural needs of our union and provide there the opportunity to fully discuss and evaluate our options."

SECRETARY-TREASURER RECHENBACH: You have heard the motion to amend. Is there a second?

. . . The motion was duly seconded . . .

SECRETARY-TREASURER RECHENBACH: There is a second. The delegate is entitled to speak on the amendment.

DELEGATE SANTORA: Thank you, Mr. Chairman. Thank you, delegates.

As you can tell, this is an emotional time. It's a crisis time for our nation and our union. I think we need to look at innovative ways to protect ourselves and our future. But I also think because we will no longer have Annual Conventions, two years is a long time to wait for action. I also believe very strongly that the talent in this room, the talent in our local leadership, needs to be tapped as often as possible. (Applause)

There are lots of ideas out here and up on that podium of how we might restructure ourselves and our finances. There are lots of strategies that can come out of a meeting of local officers at a Convention. But as you know, when we come to these Conventions, there's precious little time for us to actually vet an idea, debate it, strategize around it, consider options, and then take a vote. Generally, the thought has been developed and delivered to us for a yes or no vote.

That served us well, but in these critical times with this critical question, I believe it is important for us to take advantage of the new Local Presidents Meeting, listen to the ideas from the Board with a variety of options, discuss them, deliberate them for a full year or the length of time it will take after that Presidents Meeting before we get to the Convention, so when we do arrive at the next Convention we will have plenty of time to have absorbed the ideas, considered them, strategized around them, and coalesced around them so that at the next Convention we won't have this kind of division in the house.

We have the ideas, we have the talent, we have the vision, and we have the dedication. It's time to put it to work and let's bring it to the next meeting. (Applause)

SECRETARY-TREASURER RECHENBACH: There appears to be no other delegate desiring to speak on the amendment. The amendment before you is adding the sentence, "To that end, the Executive Board will present to the 2012 Presidents Meeting a draft proposal to address the long-term need of the Union to provide opportunity and discuss and evaluate our options." I paraphrased it but you all know what the amendment is.

All those in favor would signify by raising right hands. Down hands. Opposed by a like sign. The amendment is adopted. (Applause)

At the "For" microphone, Delegate Calabrese.

DELEGATE CHRIS CALABRESE (Local 1109): Good morning, brothers and sisters, delegates and guests of the 73rd Annual Convention.

I rise in support of Resolution 73A-11-1. I come from a local that only four short years ago faced a financial crisis of our own as our local went from 5,000 members to 2,000 members over a five-year period. When a union loses membership at such a rate, you can cut costs and expenses and downsize your staff, but those savings alone will only help stop the bleeding, not fix the wound.

I am proud to say that our local is in a better financial place today because of the progressive thinking of our Executive Board, a strict spending policy, and a dues increase approved by our membership. Some of the decisions we made as an Executive Board were tough decisions and not always popular choices, but they were the right decisions and the necessary decisions.

I believe that supporting this resolution is not only the right decision for our union but also a necessary decision for our union. With less than seven percent of the private sector unionized in this country, we are not dead but we are definitely on the endangered species list.

I have been a delegate for only four years, but I have learned the history of the Members Relief Fund and the Defense Fund from officers of my surrounding locals who helped found these funds. I understand and have great respect for the history, passion, and pride they have in these funds. They were progressive and visionary in their thinking and did what was right for the future of CWA. I know from speaking with them how personal and controversial it is to take money from those funds when that was not the original intention when the funds were started.

But I also know that my local, as well as other locals in our district, would not have been able to conduct campaigns, mobilize members, and organize members without money from the Strategic Industry Fund these last two years. My local trained members for Verizon mobilization with SIF money, and I know that will pay dividends this year. My staff and chief stewards worked on the T-Mobile campaign with money from SIF these last couple of years. My Local 1109's Political Action Committee lobbied and got bills passed that benefited our membership with money from the SIF.

While Local 1109 was rebuilding its finances, we would have had to sit on the sidelines these last four years if it were not for the SIF. Instead, we built a local with engaged membership who shows up for rallies in droves. Instead we built an army of activists who do whatever is necessary to help their union, and instead we have mentored a group of young chiefs and stewards who will help shape the future of our local and hopefully our union in the years to come.

There is really only one way to grow a union movement in this country, and that is to organize. It is no big secret, and it's probably the hardest thing to do. Every year we get countless organizing leads that go nowhere, campaigns that never reach stage three, and elections we win but struggle for years to get contracts with. It's discouraging, but we cannot stop. We have to try and try again until we get positive results.

Our union and our members count on us to steer the ship and make tough decisions. I am 39 years old, and I have been a union member for 17 years and an activist in the union for the last 15. If I am lucky, I am at the halfway mark of my career.

I don't want to be part of the last generation of union leaders. I don't ever want to utter the words, "Remember when there were unions." I am ready to do whatever is necessary to fight back, not only to survive but to win, and I believe this resolution is necessary.

Please join me in supporting it. (Applause)

SECRETARY-TREASURER RECHENBACH: At Microphone No. 4, Delegate Stanley.

DELEGATE GLYNNE STANLEY (Local 6214): Fellow delegates, they call this a "SIF Rebate Proposal." I call it stealing. You have to put in something to get something. The members paid into this fund, not the International, not the local either.

When the delegates chose to set up the Members Relief Fund, we promised the members it would be used for strike relief. We broke that promise. When the SIF was created, we promised it would be used to help with strategic industries-- mobilization, preparing for bargaining, training, et cetera. If this passes, we will break another promise. Hell, this sounds like Congress dealing with Social Security. (Applause and cheers)

S.I.F. does not stand for "self-inflicted." I'm sorry, but the CWA National and CWA locals are not strategic industries. There is nothing that says that the National or locals cannot raise dues if they need money. The part for the locals is legalized bribery. The National says, "We will get our share and we will pay you to vote for this." (Applause and laughter) Those of you on the firing line think about what is happening: The National takes something and pays nothing. The local takes something and pays nothing.

And by the way, there are over 100,000 delegate votes here who put nothing-- zero, nada-- into the Members Relief Fund or SIF. (Applause) But they get to vote on this proposal. I would request that the delegates who are not paying the quarter-hour dues for this proposal not vote at all. (Applause and cheers)

If they did pay the quarter hour, that would generate \$5.5 million more in this proposal. Maybe we need to assess those who are not paying a \$40 assessment per year so everybody can help. (Applause)

We all know that once the money gets into the National's account, there is no control how this money is spent. It can go to help members who pay and members who do not pay into the fund. There is no plan in place the National has proposed to drive down costs. All I have heard was, "Follow the Ready for the Future resolution." I, for one, want to see a plan. If you look at the Constitution report, page 16, line 652 and 653, the National has subsidized the PPMWS Sector \$1 million per year for the last decade. That, delegates, equals \$10 million. Is that prudent spending? I say not.

Let's send a message that, if you want more money, then start showing that what you spend you will spend wisely. You decrease your spending when your membership declines. That, my fellow delegates, is what CWA locals do all the time when we have declining membership.

We were told that the budget for this year would be \$96 million, and if this does not pass, the National will go under. \$6 million from \$96 million is not going to break the National.

I have heard members say, "I don't agree with this, but I will hold my nose and vote for this." Fellow delegates, I have not and will not hold my nose on any vote, and if it stinks, vote no. (Applause and cheers)

If it does not feel right, vote no. I will breathe and vote no. I don't have to hold my nose.

Let's get a plan in writing, then come back and talk to us. Thank you. (Applause and cheers)

SECRETARY-TREASURER RECHENBACH: At Microphone No. 5, Delegate Simmons.

DELEGATE DARRIN SIMMONS (Local 9421): Thank you, Mr. Chair, for your career.

I have two questions: One, where ultimately will the distribution funds be coming from?

SECRETARY-TREASURER RECHENBACH: Right now the quarter hours that is going into the Strategic Industry Fund generates about \$22 million. It comes from a quarter-hour assessment on the dues of all members of CWA that are eligible to strike. And to point out, the members that don't contribute to the fund don't have the right to strike, and that's where the distinction comes in. It generates right now around \$22 million a year.

You are entitled to a second question.

DELEGATE SIMMONS: What, if any, impact will it have on the Members Relief Fund?

SECRETARY-TREASURER RECHENBACH: This proposal would have no impact on the Members Relief Fund. The Members Relief Fund continues to grow through investment income. From the floor of \$377 million, as I mentioned yesterday, as of at the end of May the Members Relief Fund has \$419 million in it at this time.

At Microphone No. 3, Delegate Castaneda.

DELEGATE PAUL CASTANEDA (Local 7019): Brothers and sisters, I rise in support of the SIF Rebate Resolution. Over the last ten years, my local has gone from over 5,000 members to just over 1,700 because of downsizing of our largest employer. Although we have organized new bargaining units during that time, we have not been able to keep up with the continued loss of members as a result of downsizing. Because of that downsizing, as a local we have had to make cuts year after year after year.

When I was first elected to the Executive Board nine years ago, we had three Vice Presidents and sixteen area Vice Presidents. Over the years we have downsized to one Vice President and eight area Vice Presidents. At this year's local convention, we will go down and eliminate that Vice President and reduce another area Vice President position.

Although I wish this was unique to my local, I'm sure it's not. We have all had to downsize. We have had to make these cuts every year to continue to support all sides of the CWA Triangle and be a fully-functioning local. It has not been a easy task to provide the same level of representation to our members that have come to expect and, more importantly, deserve from us.

The SIF rebate would put over \$60,000 directly back into our funding. It would also allow us to find new ways to build the labor movement, build coalitions, not just in CWA but across my state in Arizona. It would allow us to put more resources in supporting the goals of our locals.

At a time when we have more fights than ever, all unions are experiencing declines in membership. CWA has an opportunity to implement a short-term measure in providing SIF rebates to the locals and the International to fight the attacks on, not just the unions, but the middle class and all working families as we head into the 2012 elections and beyond.

CWA has been the only union in the state of Arizona with no help from the Democratic Party, but by helping and building a nonpartisan coalition of concerned citizens to successfully recall what most people in the state of Arizona and across the country call "the most powerful man in the state of Arizona," Senate President Russell Pearce. Better known for his anti-immigration stance, Senator Pearce has also co-sponsored over 50 anti-labor bills in the state of Arizona, from so-called payroll deception bills to a bill that supersedes the NLRB and outlaws card check in the state of Arizona.

He has proposed cuts to education, refusal to extend unemployment benefits for those who have been unemployed for over 99 weeks. My local has been fortunate enough that we have been able to find money in our budget to allow us to continue to participate in funding fights on those attacks on unions and all working people. The rebate would allow us to do all we can at all levels of the union to protect,

represent, and build our political movement, grow our union through organizing, energize our members, their mobilization, and I believe this proposal will help us do just that. Thank you. (Applause)

SECRETARY-TREASURER RECHENBACH: At Microphone No. 4, Delegate Rogers.

DELEGATE JERRY ROGERS (Local 2205): I stand up in opposition to this proposal. The SIF Rebate proposal is a proposal that would give each local \$20 per member for two years. We all understand that. This is to be used to help the locals financially because of the loss of members. This fund has been used for mobilization efforts by reimbursing locals for the monies they have spent.

You know, we have all lost members. I understand that. My local has taken a beating, just like everybody else. This money is something that we paid into. It looks like a good thing but, you know, we need to stop and consider what we are doing here before we cast our ballot. You don't take something you don't really deserve and something that's not yours. (Applause)

What we need to do today is-- just like my local's lost members-- we have to tighten our belt. This SIF money is not going to be spending money-- once you get this money, you will not be spending this money on members that you've already lost. So what you do is you tighten your belt. You take the finances that you have. You work with that.

This is something that we've got to say "no" to. I encourage you all to vote against this proposal. We do not need to stick our hand in the SIF cookie jar every time the lid is open. Thank you. (Applause)

SECRETARY-TREASURER RECHENBACH: At Microphone No. 1, Delegate Blake.

DELEGATE LESLIE BLAKE (Local 4900): Call the question.

SECRETARY-TREASURER RECHENBACH: The question has been called for. It is a non-debatable motion. It takes a two-thirds majority.

If all those in favor of calling the question would signify by raising their right hands. Down hands. Opposed by a like sign. The motion is carried.

The motion now before is on the Strategic Industry Fund resolution as amended. All those in favor would signify by raising their right hands. Down hands. Opposed by a like sign. The resolution is adopted. (Applause)

I want to thank the Resolutions Committee for their--

. . . Cries of no . . .

SECRETARY-TREASURER RECHENBACH: Hold on. Hold on. If you were up here, it's not that close. We will do this one more time, and I will call the observers up here to help me out.

There is a procedure. We are going to follow the procedure. I will ask everyone to take their seats, all those that are standing in the aisles. Take your seats quickly and we can get on with this.

All right. The question before you is on the resolution, "Strategic Industry Fund Distribution to Strengthen Our Unions." All those in favor of supporting the resolution would signify by raising the right hands. Down hands. Opposed by a like sign.

It is very clear the resolution is adopted. (Applause and cheers)

. . . Calls for a roll call, roll call, roll call . . .

SECRETARY-TREASURER RECHENBACH: There are calls for a roll call and there is a process for doing that. For a roll call to be called, it takes a vote of 20 percent of the delegates. So we will put the question again. This is on whether or not we are going to have a roll call on the resolution. All those in favor of a roll call would signify by raising the right hands. Down hands. Opposed by a like sign. It is defeated.

I want to thank all the delegates for their support over the years and would ask them, as I mentioned in my opening remarks, that there are times when within this union we are going to disagree on things. But we have to be careful not to let those disagreements drive a wedge between us. If we are going to be able to work together into the future, we have to work collectively together into the future. And I appreciate the support that all of you have shown. Thank you. (Applause)

. . . The delegates arose and applauded at length, clapping in unison, and President Cohen resumed the Chair . . .

PRESIDENT COHEN: Thank you all.

The Chair recognizes the Resolutions Committee for purposes of reading Resolution 2.

CHAIR SMITH: Thank you, Mr. President. The Chair recognizes Sheldon Neeley.

DELEGATE SHELDON NEELEY (Local 54046): Thank you, Mr. Chair. Please turn to page 4 of your Resolutions report and look at Resolution 73A-11-2 entitled "Protect Medicare and Strengthen Social Security." I will read the resolution.

Resolution 73A-11-2 Protect Medicare, Strengthen Social Security

The House Republican Budget Resolution, approved on a near party-line vote in April 2011, would end Medicare as we know it. Under the House Republican plan, Medicare would be converted from a guaranteed benefit paid by the government into a voucher program in which the federal government would provide seniors with a fixed contribution to purchase medical coverage from private insurers. The change would take place in the year 2022.

There is a major flaw in the plan. Due to the rising cost of health coverage, there would be a growing gap between the amount of the government contribution and the actual cost of health coverage. Seniors would have to pay out-of-pocket to make up the difference simply to maintain the same level of coverage.

Under the House Republican plan, people turning 65 in 2022 (those who are age 54 this year) will have to spend half of their Social Security checks on health costs no longer covered by the new Medicare plan. At age 80, the amount of health costs not covered by Medicare will eat up 90 percent of the Social Security benefit.

The Republican Medicare plan will cause a huge shift in cost from the government to seniors. This represents a major transfer of wealth from our most vulnerable citizens to private insurers, which are among the most profitable corporations in the nation.

As if this were not bad enough, the Republicans also propose to change the method of calculating the cost of living adjustment (COLA) for Social Security benefits. Today, Social Security benefit payments are adjusted annually based on the change in the consumer price index (CPI). Under the Republican plan, the COLA would be based on a smaller so-called "chained CPI," adjusting the CPI downward to reflect the fact that people buy less or cheaper goods when prices increase. The effect of this change in

the COLA calculation would cut Social Security benefits by a total of \$108 billion over ten years.

Requiring seniors to pay more for Medicare and cutting Social Security benefits is not the way to protect older Americans, nor does it conform to our vision of a humane society.

Resolved: CWA will stand with seniors to protect Social Security and Medicare and will oppose all attempts to cut these important social insurance programs.

Resolved: CWA will join together with our progressive allies in a campaign to oppose the Republican House plan to cut the federal Medicare program. As part of the campaign, CWA will work through our LPAT structure to get a strong CWA presence at congressional home district town hall meetings during the upcoming August 2011 congressional recess to drive home our united opposition to any plan that would reduce federal Medicare support.

Mr. President, the Resolutions Committee moves the adoption of Resolution 73A-11-2 entitled "Protect Medicare, Strengthen Social Security."

PRESIDENT COHEN: Thank you.

The resolution has been moved. Is there a second from the floor?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: Microphone No. 1, Delegate Mohr-- Microphone 3, I'm sorry.

DELEGATE ELLA LOUISE MOHR (Local 4470): Mr. President, fellow delegates, retirees, and guests: I rise today to speak for this resolution proposal to protect our current Medicare and Social Security system.

In 2009, after 40 years of service, my job was surplusd, my career ended, and I became an early retiree and activated my Social Security pension. In January of this year, I also achieved what I had worked to reach and became a retired client under the national Medicare system. Now I find what was acclaimed as a time to celebrate is a fearful time of chaos and distrust for both these earned benefits.

I am thankful to my union for I have a subsidy of defined pension along with my Social Security income to sustain a living wage. Sadly, I see other friends and family struggling to survive under their Social Security as this is the only financial income they have. An annual income of \$14,000 is the average for any average retiree. Some of these folks did have 401(k) accounts which at one time would have provided substantial financial security. However, they saw these monies disappear overnight and left them with nothing. Others had no opportunity to provide additional monies to their futures. Both these families are struggling to survive by downsizing or eliminating their homes, minimizing medical care, or eliminating any activities they worked hard to enjoy as they fall below the poverty level.

Oddly, I saw in a press release that those on Social Security need to tighten their belts. Social Security does nothing to the deficit. Today Social Security generates a \$2.6 trillion surplus and is paid by workers and employers through Social Security tax. I'm sure you all know that Social Security taxes are only on wages up to \$107,000. Six percent of Americans do not pay any above that.

Since I became a participant in Social Security in 2009, there has been no COLA increase for Social Security or SSI income. Researchers calculate that last year alone seniors' costs went up \$119 per month, and that was before the \$4 at the pump.

You all here today have contributed for today's oldsters just as we did for the generation before us

and the generation before them. Quoting from Oram Lee Johnson, this is not welfare or charity. Social Security was a step forward to a modern, moral, and efficient society 76 years ago, and it still is.

The question is not how to reduce the deficit, but who will pay to reduce the deficit. It must not be through Social Security.

I am a novice in the Medicare system, and I am terrified for all retirees that this seems at risk. Some in Congress would suggest a voucher system. They present this as a guaranteed benefit with a required participation for basic care. But this benefit is unknown and no one knows what the basic care would be. However, it would cause 50 million medical recipients to be moved to non-existent private insurance. This would crush low income seniors and leave them stranded with a high indemnity-- \$500 to \$1,500 deductible, 20 percent co-pay, and 4 to 5 percent annual increases.

Look at the finances. Medicare spends 1 to 2 percent of every dollar on administration costs. Medicare Advantage, which is only a partial move to private insurance, has the following breakdown: 83.3 percent on medical, 10.1 percent on non-medical, 6.6 percent to profit-- a difference of 16.7 percent in administration fees to the 2 percent max paid out by Medicare. And the private insurance companies spend 30 percent or higher on their administration costs.

This all comes at a time when corporate America, in the last quarter of 2010, had the highest profits in their business year. The question, again, is not how to reduce the deficit, but who pays?

Through all my years of life wishing for things I wanted, my wonderful father-- may he rest in peace-- always would say, "Well, Sis, you have a wishbone and you have a backbone. It is up to you."

I ask for your support to be the backbone in helping to prevent any of these suggested changes and to support this National CWA resolution. Thank you. (Applause)

PRESIDENT COHEN: Microphone 3, Delegate Henning.

DELEGATE BILL HENNING (Local 1180): Sisters and brothers, I rise to support this resolution to protect Medicare and strengthen Social Security. I don't know about you, but I am sick and tired of the billionaires' agenda that tells working people we need to lower our standard of living while they suck up more and more of the productivity gains. (Applause)

For a generation or more, working class wages have stagnated or actually declined. Tax cuts for the wealthy and a trillion dollars in wasteful military spending over the last ten years have brought us to this point. Billionaires and their servants in the mass media and in our legislative halls are trying to sell us the notion that the greatest threat we face is the deficit.

Sisters and brothers, the deficit means nothing. The greatest threat we face is unemployment. For more than two years, our official rate of unemployment has exceeded 9 percent. We have 25 million of our fellow workers who want jobs but can't find one or can't find full-time work.

We cannot cut our way out of this crisis, a move that will only accelerate greater and greater deficits. You want to solve the deficit problem? Put people to work and they'll pay taxes. (Applause)

We need a massive jobs program to put people back to work, and if the private sector won't do it, the government sector must. They are sitting on billions of dollars and stockpiling profits at a time when we have 25 million people looking for jobs. That is unconscionable. (Applause)

I don't know about you, but I am sick and tired of hearing that we need to get the deficit under control by cutting Social Security, Medicare, and-- I don't know, you fill in the blanks-- national parks, endowment for the arts, but it's always leading with Social Security and Medicare cuts. And their echo

chambers, the pundits and the talking heads, keep repeating it often enough that even some of us are starting to believe it.

Sisters and brothers, Medicare is the solution, not the problem. (Applause) Expanding Medicare to all Americans is the best way to direct health care money toward keeping us healthy instead of enriching private insurance company executives.

Medicare turned 40 last year and Social Security turned 75. Social Security is the single greatest anti-poverty program-- next to unions-- that we have devised in our nation's history. Attacking seniors and the disabled is not the way to go.

Sisters and brothers, I urge your support for this resolution. (Applause)

PRESIDENT COHEN: Microphone 1, Delegate Blake.

DELEGATE LESLIE BLAKE (Local 4900): Call the question.

PRESIDENT COHEN: The question has been called. It's not debatable. It requires a two-thirds vote. All those in favor of calling the question, please indicate by raising your hand. Down hands. Opposed? The question has been called.

Resolution 2, "Protect Medicare, Strengthen Social Security" is before us. All those in favor of the resolution, please indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause)

Before I go to the Motions mike again, I just want to point out that in everybody's packet is this Town Hall Meeting Toolkit for August actions. If you could go through it and hopefully sign up-- there is a sign-up sheet on the second page where it asks what you're willing to do. But the key thing we really want is locals signing up. As I said yesterday, we are going to develop a list of many targeted congressional districts, and we need mass action in the streets. So, this is not just a resolution. Thank you.

At Microphone 1, Delegate Wojtowicz.

DELEGATE SHARI WOJTOWICZ (Local 7250): I move that the Committee just read the Resolveds from the report. (Applause)

. . . The motion was duly seconded . . .

PRESIDENT COHEN: There has been a second.

No one wishes to speak on the question. So this is that, on the remaining resolutions, the Committee would just read the Resolveds. All those in favor of that please indicate by raising your hand. Down hands. Opposed? It is adopted.

I want to thank the Committee. They will be back. But at this time we will go to the installation of officers. We will now bring to the podium President Emeritus Morton Bahr to install the newly-elected officers and administer the oath of office. Thank you, Morty.

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

PRESIDENT EMERITUS BAHR: Thank you.

. . . Shouts of "We love you, Morty" . . .

PRESIDENT EMERITUS BAHR: I love you all, too.

This is a solemn occasion for all of us. We, the Communications Workers of America, have built out of our own experience an organization which today stands as a great institution for justice. We have fashioned that organization, our Union, the Communications Workers of America, according to the dictates of democratic tradition. We have today taken upon ourselves a grave responsibility, a trust delegated to us by the thousands of men and women whose work make our Union possible.

In keeping with this tradition, we have held truly democratic elections, an action by which we have chosen our leadership. We have chosen leaders who, throughout the years, have demonstrated by their ability, courage and devotion that they are well-qualified to fill the sacred trust we have placed upon them.

They have, as their creed, our common faith and a devout belief in the essential dignity of all. This cause, throughout the Free World, finds its finest expression in unions of working women and men.

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; that they truly reflect the pin that everybody is wearing-- We Are One. Theirs will be wise decisions made in the name and the best interests of our membership and for fellow working men and women in the entire Free World.

But those statements and those decisions will only have force and effect to the extent that we support them. In a larger sense, you, the delegates to this great Convention, must carry the trust which we have bestowed upon them far beyond the bounds of this assembly. It is up to us to take home the faith we have demonstrated in electing them and translate that faith into concrete action.

They are a living symbol of our trust and faith, and signify our belief that they will act in accordance with the responsibilities of the high positions we have bestowed upon them.

Their work of service for us and all people will be consecrated, since it is Godly work to bring justice and equity here upon this earth. In that spirit, we ask that they demonstrate all humility in the assumption of their duties and obligations. It is then in the name of the membership and of the sacred cause of Free Labor that I administer this Oath of Office to our elected officers, reverently asking our Creator to look after them and care for them in the execution of their solemn obligations.

Will the At-Large Diversity Executive Board members and Executive Officer of the PPMWS please come to the podium?

Do you, on your honor, accept the office of At-Large Diversity Executive Board member and Executive Officer of the PPMWS and thereby the trust 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 your fellow officers who comprise the Executive Board of the union, to uphold the Constitution of the Communications Workers of America at any and all times?

Do you solemnly swear to work tirelessly to build our union by organizing the unorganized?

Do you swear that you will faithfully preserve the fundamental principles and traditions of a free and independent labor movement and pledge yourself to defend our nations and their constitutions?

Will each of you, 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.

EXECUTIVE BOARD MEMBER WADE: To this I, Carolyn C. Wade, solemnly swear so help me God. (Applause)

EXECUTIVE BOARD MEMBER ELDER: To this, I, Madelyn Elder, Western Region At-Large Diversity Board Member, do solemnly swear, so help me God. (Applause)

EXECUTIVE BOARD MEMBER SOTO: To this, I, Nestor Soto, Vice President of the Southeast Region, do solemnly swear, so help me God. (Applause)

EXECUTIVE BOARD MEMBER WYNN: To this, I, Gregory Wynn, Central Region Executive Board Diversity Member, do solemnly swear, so help me God. (Applause and cheers)

EXECUTIVE BOARD MEMBER WASSER: To this oath, I, Dan Wasser, do solemnly swear.

PRESIDENT EMERITUS BAHR: Will the Vice Presidents please come to the podium and form a semi-circle around the podium.

Do you, on your honor, accept the Office of Vice President and, thereby, the trust of Executive Board Member of the Communications Workers of America?

Do you solemnly swear that you will faithfully fulfill the responsibilities of your office and carry out decisions, orders, and regulations of the duly constituted authorities of the Communications Workers of America?

Do you hereby pledge yourself to assist your fellow Vice Presidents and International Officers who comprise the Executive Board of the Union to uphold the Constitution of the Communications Workers of America at any and all times?

Do you solemnly swear to work tirelessly to build our Union by organizing the unorganized?

Do you swear that you will faithfully preserve the fundamental principles and traditions of a free and independent Labor Movement and pledge yourself to defend our nations and their constitutions?

Will each Vice President, one at a time, step forward, place your left hand upon the Bible, raise your right hand, and pledge yourself to the Oath and sign the CWA Constitution, which is beside the Bible, thus symbolizing your conviction of your Oath.

VICE PRESIDENT RALPH MALY: To this, I, Ralph Maly, Vice President of the Telecommunications and Technology Division, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT CHRIS SHELTON: To this, I, Chris Shelton, Vice President, District 1, CWA, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT JAMES CLARK: To this, I, James Clark, Vice President of the IUE-CWA, do solemnly swear. (Applause)

VICE PRESIDENT SETH ROSEN: To this, I, Seth Rosen, Vice President of CWA District 4, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT ED MOONEY: To this, I, Edward Mooney, Vice President of CWA District 2-

13, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT BERNIE LUNZER: To this, I, Bernie Lunzer, Newspaper Guild Sector CWA, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT JIM WEITKAMP: To this, I, Jim Weitkamp, Vice President of District 9, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT JUDY DENNIS: To this, I, Judith Dennis, Vice President, CWA District 3, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT BROOKS SUNKETT: To this, I, Brooks Sunkett, Vice President of the Public, Healthcare & Education Workers, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT MARY TAYLOR: To this, I, Mary Taylor, District 7 CWA Vice President do solemnly swear, so help me God. (Applause)

VICE PRESIDENT CLAUDE CUMMINGS: To this, I, Claude Cummings, Vice President of CWA District 6, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT JIM JOYCE: To this, I, Jim C. Joyce, Vice President of NABET-CWA do solemnly swear, so help me God. (Applause)

VICE PRESIDENT VEDA SHOOK: To this, I, Veda Shook, International President of the Association of Flight Attendants, CWA, do solemnly swear, so help me God. (Applause)

PRESIDENT EMERITUS BAHR: Now, will Secretary-Treasurer Annie Hill please come to the podium. (Applause)

Do you, on your honor, accept your office as Secretary-Treasurer of the Communications Workers of America and solemnly swear that you will truly and faithfully fulfill the responsibilities of your office and perform the duties belonging to this office and carry out the decisions, orders, and regulations of its duly constituted authorities; that you will organize the unorganized, and that you will earnestly and in good faith defend the integrity of our Union and pledge that you will 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?

Annie, step forward please and place your left hand upon the Bible, raise your right hand and pledge yourself to the Oath, and sign a copy of the CWA Constitution, which is beside the Bible, as a symbol of your resolution to fulfill the principles of your oath.

SECRETARY-TREASURER ANNIE HILL: To this, I, Annie Hill, CWA International Secretary-Treasurer, do solemnly swear, so help me God.

. . . The delegates arose and applauded ..

PRESIDENT EMERITUS BAHR: Will President Larry come to the podium please.

Do you, Larry Cohen, as the 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 perform the duties associated with this office?

That you will truly and faithfully observe the Constitution of our Union at all times and will carry out the decisions, mandates, policies, and objectives legislated by the duly constituted bodies of this Union?

That you will honorably and faithfully strive to promote the good and welfare of the membership of the Union and of working people in our countries and throughout the Free World with whom we are united in the sacred bond of labor solidarity?

That you will strive to improve the lives of all working people by organizing the unorganized?

That you will, in good faith, with an unshakable conviction and with deep-rooted courage, strive to protect, defend, preserve, and advance the ideals, principles and traditions of a free and independent Labor Movement, and that you will faithfully persist in the advancement of the fundamental principles and institutions of our democracies and the enduring welfare of their people?

Larry, will you place your left hand upon the Bible, raise your right hand and pledge yourself to the Oath, and sign the Constitution as a symbol of your resolution to fulfill this pledge.

PRESIDENT COHEN: I, Larry Cohen, President of the Communications Workers of America, do solemnly swear, so help me God.

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

PRESIDENT EMERITUS BAHR: Will the officers we have installed, the local officers, delegates, and alternates, and the visitors, please stand. Would you all stand, please and bow your 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 officers and delegates arose in prayer . . .

PRESIDENT EMERITUS BAHR: The installation is now complete. These elected leaders of the Communications Workers of America have been duly installed in the name of the membership. Let's all send them off with a shout of, "We are one. We are one."

. . . The delegates shouted "We are one! We are one!" (Applause)

PRESIDENT COHEN: Thank you, delegates. It is now a great honor for me to bring to the podium our new Secretary-Treasurer Annie Hill. Annie has been a union sister starting in Oregon, and then District 7 Vice President, staffer before that, and these past three years as Executive Vice President.

I have worked with her every day during that time. She has been there with Jeff and I, fighting the fight. She is committed, as she says, to fight forward, not just fight back. She is committed to building this movement and building this union. Sisters and brothers, please welcome our new Secretary-Treasurer Annie Hill.

. . . The delegates arose and applauded . . .

SECRETARY-TREASURER HILL: Thank you. Thank you so very much. Wow!

I want to start out by thanking all of you for your support. And a special thanks to Larry and Jeff and all of the Executive Board Members for their assistance.

Jeff, I will miss you like crazy. And you talked about those three envelopes. God, I hope some of

them hold those jokes that you tell so well, because I could use a lot of help in that. But I want to wish you and your family all of the best for the future. And I know that we can count on you and you will still be out there fighting the fight. So, all the best. (Applause)

To Larry and the Board, I look forward to working with you to help build a stronger CWA and build our movement.

Before I begin, I want to take the opportunity to acknowledge my sister Lindy and her husband Rob. (Applause) I love you both very much, and it means the world to me to have you here. Lindy is an SEIU member and a state worker in Oregon. She takes calls in an unemployment center and is currently working without a contract, something many of you in this room can relate to.

I am so proud and humbled to be our union's Secretary-Treasurer. I have been fortunate to serve CWA in so many capacities, and I know that this will be one of my biggest challenges. But I am excited to roll up my sleeves and get started.

Before I look to the future, I want to take a few minutes to talk about some of the responsibilities that I have had for the last three years as Executive Vice President. In the last three years, I had the opportunity to work with the Telecommunications Vice Presidents, oversee our human rights and legislative and political programs, help support our passenger service members at US Airways, coordinate and support our fundraising efforts for our charity of choice, the Elizabeth Glaser Pediatric AIDS Foundation, help start a new Customer Service Committee, and work with the Next Generation Committee. But there is no doubt that my biggest challenge in my assignment was working with telecommunications.

Regardless of the industry within our union, negotiations are either tough, tougher, or seemingly impossible. Corporations that used to be willing to share the wealth now want to give less and less or even take back, even though many are the wealthiest that they have ever, ever been.

And, it doesn't seem to matter if the employer is extremely profitable or bankrupt. They are clearly on the path to destroy not only unions, but what is left of the middle class. We are seeing it most recently in Verizon bargaining where they have the audacity to put forth the worst proposals ever seen in 50 years of collective bargaining history. And, I know that all of you will be there tonight to support our Verizon brothers and sisters as we rally to support them. (Applause)

But, of course, we also saw it at AT&T, my first major challenge when I first became EVP. I know there continue to be huge disappointments from many of you on how bargaining played out and the results. I would be first in line to claim the plan that we prepared did not work as well as we would have desired. It is why we had a meeting in Vegas a year ago to talk about bargaining, the experiences, the learnings, and ideas to move forward.

Many of those ideas have been incorporated into a very different plan with more direct involvement of the Vice Presidents and, even more important, members of the Bargaining Committee, a model that Verizon has evolved into. I support that plan, and work is already beginning for what we know will be another tough round of bargaining.

We are never going to be perfect, but what is most important is that we learn from every experience and do better the next time. Much blame continues to be tossed around, much of it at me. I accept the role that I had in that. But we are all in this together. This is one union, and we all work together. That is the strength of our union. (Applause)

We need to move on and focus on fighting, not just harder but smarter. I know together we can and will do that.

Our human rights program has been strengthened and expanded over the last three years. We created a Human Rights Ad Hoc Committee with representatives from each of the groups within our union, with a focus on human rights. This group has been instrumental in reshaping and moving forward our human rights efforts.

Many natural allies and supporters exist within the human rights communities outside CWA, and we have come a long, long way in the last few years to strengthen and add meaning to those relationships. The One Nation march last October, which I know so many of you participated in and rode hours and hours on buses, was not the end but the beginning of a more meaningful involvement with a wider variety of progressive organizations-- NAACP, Sierra Club, Common Cause, and more.

It is not enough any more to just send dollars, attend conferences, and to support their causes. We need them to support us and understand, but more importantly, work to restore collective bargaining rights in this country. It is the first step to make our country a better place.

Without these workers' rights, there will be no counterbalance to corporations' ever-growing greed and wealth. We need to work collectively and join forces to restore the American Dream and the middle class for our children and for future generations, and I know together we can do it.

We have to also develop a vibrant and influential legislative and political program, and the backbone of it is our legislative and political action teams. This idea was an outgrowth of our experiences in our health care campaign. It became obvious that we needed to build a more permanent structure within our union. We were losing opportunities to influence legislative efforts because we did not have a structure that could respond in a quick and meaningful way.

I am proud to say that has changed. In short, the legislative-political action teams were designed to maintain our legislative and political programs year-round so that CWA can mobilize quickly and effectively around legislation and on political campaigns.

We also want to continue to build skills for our activists. We heard someone speak eloquently about education, and I am firmly committed to that. We have to arm people with the right skills. We also need to build stronger relationships between legislators and members and speed up communication for rapid response.

Our skills-building began with our health care program and continued with our first national election training led by Yvette Herrera held in 2010, which included both local leaders and staff leaders. We had a plan, we had a strategy, and we had follow-up in the 2008 elections. Now, trust me, I know we weren't all very happy about the results, but we had a great team working together.

Another national event held earlier this year and led by Shane Larson, our Legislative Director, was held in February. Our Legislative University also included both locals and staff. Each session included more than a hundred activists. During our Legislative University, we were also in joint session with more than 150 Sierra Club activists, another group with whom we are building a relationship. Delegates sat together state-by-state and made connections, and I know many have followed up since and are identifying issues we can partner on together.

Since the Legislative University, there have been many follow-up sessions with many of the states so we can reach even more people beyond the identified state coordinators. The staff and state coordinators have been working hard to identify local coordinators so we can have a network that can quickly produce handwritten letters and phone calls to members of Congress on key issues. This network is held together by regular communications with biweekly conference calls and information provided by the staff.

I want to show a special appreciation to our legislative and political teams that have been working

so hard to keep this group together and make it stronger. This is what we, working together, have built so far. We have identified 299 local LPAT coordinators, and we have a total of almost 1,800 activists and LPAT members who are ready to take action at a moment's notice. We are actively working in 28 states, but won't stop there. We recognize we cannot build strong networks in 50 states at once. And, most importantly, we are building an inclusive structure that includes all of our districts, sectors, and divisions.

We thought and we did do great work in our Health Care and Employee Free Choice Act campaigns, but this structure is already producing more handwritten letters and phone calls to Members of Congress than we have ever seen in the history of our union.

I know many of you in this room, and I want to acknowledge and thank you for all of your hard work. We have more to do, such as including retirees in the structure and expanding to additional states, but we are well on our way.

Let me just share a couple of specific success stories. The good news is there are many more, as you saw in the short video during President Cohen's remarks yesterday. In Tennessee, our state LPAT coordinators were able to quickly mobilize to kill a harmful piece of state legislation that the State Fed had missed. The bill would have made card check illegal and would have required annual elections. Had it not been for our state coordinator, our ability to represent thousands of CWA contracts in Tennessee would have been at risk.

In New York, Florida, Missouri, and Pennsylvania, our members successfully lobbied Republican Members of Congress to cross party lines and vote to preserve the pro-labor NMB rules, something we know is very, very important. (Applause)

With hundreds of letters and phone calls, our members made the difference. And one of the most amazing stories comes out of Ohio where our members are leading the fight against SB-5. They were instrumental in gathering more than 1.3 million signatures to get this issue on the ballot. (Applause) A little more than 200,000 signatures would have done the trick, but our volunteers were unstoppable. Would all of you who worked on that please stand up and be acknowledged. (Applause)

And, who can forget our work in Wisconsin where the firestorm seemed to begin. But we know differently. These vicious attacks have been building over time with carefully crafted strategies worked out by the right-wing think tanks. Volunteers also did incredible work and are working to recall Republicans who led the fight to take away the rights of public workers, and I think most of those elections are taking place today. Stand up, Wisconsin. (Applause)

And finally New Jersey, where our public workers are under unrelenting attacks by Governor Chris Christie. Please feel free to boo--

. . . Shouts of boo . . .

--and disgustingly supported by many Democrats. (Boos) They have lost their right to bargain over pensions and now health care. But we have joined forces with many groups and will not give up the fight. All of those Democrats who forgot their roots will soon be on the chopping block. Stand up, New Jersey. (Applause)

And there are many other stories. We can stand here all morning, but I know Larry will want me to move on.

When I first arrived in D.C. three years ago, we only represented the US Airways passenger service agents who worked at both airports and in the reservation centers. They have been joined recently by a great organizing victory last November which brought an additional 3,000 members into the fold from Piedmont Airlines. (Applause) Yes!

We are hoping soon to add more passenger service workers to our CWA family as we are moving ahead with our campaign at American Airlines, an effort that has been consistently maintained for at least ten years. (Applause)

It is up to us to ensure that these members who work in the same industry as our AFA members have the support they need. We know from the battles that AFA has experienced that it will be tough bargaining. We will be providing them all the resources and support they need to maintain a fair and just contract, both at Piedmont and US Airways, as they begin their negotiations this week, and looking ahead as we add American to the fold.

We also started a new Customer Service Committee involving all sectors of our union that represent customer service workers. They put on a very successful conference in 2010 and will be working to provide additional resources for locals and bargaining teams that represent customer service workers. These workers are a significant part of our union, and it is up to us to ensure that they get the job protections they need. Their jobs are full of stress as employers monitor almost every part of their job, and they are measured on more and more components.

I am also proud that locals have redoubled their efforts and we are participating at an even higher level with our charity of choice, the Elizabeth Glaser Pediatric AIDS Foundation. CWA locals, over a 20-year relationship, have contributed an astounding \$6.8 million. (Applause) Our goal is to have more and more locals participate in this worthwhile venture. We are on the forefront of helping create a generation free of HIV.

And, I was so lucky to help support the work done by our Next Generation Committee that was commissioned out of a resolution put forth to the delegates two years ago, both out of District 9 and young workers that brought it up from the floor-- Darren Shiroma and Jesse Abril. Their energy, enthusiasm and willingness to challenge the status quo are inspirational. They will be presenting their proposal this afternoon, and I hope you enthusiastically support it.

A final determination has not been made on how this work I currently have will be distributed, but I commit to support all of it that I have, either directly or indirectly, along with my responsibilities as Secretary-Treasurer.

I ran for Secretary-Treasurer because I deeply care about our union and, as I indicated, I'm ready to roll up my sleeves or put on my work boots to get the job done. I am pretty sure I still have an old pair kicking around in the back of the closet from when I was a technician.

Thank you, Jeff-- wherever Jeff is. Did he leave already? There he is, over with the retirees. Thank you, Jeff, and all of your team members for making so much progress over the last three years. I know there is much work to be done, but the foundation you have built will make the next steps much easier.

By now you have been notified by Jeff that we are in the beginning phase of installing a new dues processing system. The system is on display at the Secretary-Treasurer's booth, and I hope that you have stopped by to see some of the features, or will before you leave. It goes without saying that our current system has run its course. It is the same system we were using when I was a secretary for two different locals in the late '70s and early '80s. It is DOS-based, and I am pretty sure I had college roommates who took that programming class in college.

In my many discussions over the last few months, people were thrilled to hear that we were finally getting a new system. I heard many reactions and many comments, most of which I can't publicly say from this podium. The system which is currently running in a small trial mode will not only significantly improve our processing of dues and efficiencies, but will also be web-based. This means we will have

finally joined the 21st century. This will allow you to have real time information on your membership, run reports and labels, track grievances, and directly input information. I know you will really miss all of those pesky forms.

You will also be able to make available for cash dues-payers a way to submit payment by ACH or credit card or online. There will be advantages for locals that have dues processed both top-down and bottom-up.

The implementation schedule has not been finalized, but we are hoping that we will have final testing done within the next 60 days and be totally transitioned within the next six to nine months. We are hoping to get it done sooner, but don't want to be over promise. It will be done in increments, and I know in talking to Teri Pluta that many of you have volunteered to be first in line. We will be figuring out a schedule.

I believe this will be a huge step forward and remove many administrative roadblocks, but it is not a silver bullet and will not resolve all of our problems. One of our challenges is that with many of our units, we obtain our information from the employer. If it is incorrect or late, it causes us problems, and then it causes you problems. I plan to create a process to regularly interact with secretary-treasurers and/or presidents to find out as soon as possible about what problems we are experiencing. The goal is to get on the front end of the problem and resolve it as quickly as possible.

I know we have great people that work in our Secretary-Treasurer's operation, and I am looking forward to working closely with them. Again, as I have been talking with so many of you over the last several months, I have heard examples of problems that have not gotten resolved in a timely manner. Hopefully, these are the exceptions versus the rule. But I'm going to establish a tracking system so we know how quickly these issues are getting resolved and where we have problems that are not getting resolved. My primary focus is to work to remove as many administrative roadblocks for you so that you and your officers can focus on building our movement.

I know I can't create perfection, but we can and will do better. Our union is only successful when we have both strong locals and a strong national, including our districts, sectors, and divisions. In the "Ready for the Future" report that was adopted by the Convention in 2006, Point No. 5 stated: "Fully functioning and effective locals strengthen our bargaining process." It went on to say that in CWA, members have a voice in decisions about their workplace and their union. However, this representation must be effective and requires trained stewards, full participation in constitutionally mandated meetings and programs, and resources for membership communications and mobilization, as well as organizing and political action. Our members deserve no less. The CWA Executive Board will provide assistance and incentives to help locals meet this goal.

This point is more important today than it was in 2006. We are asking and needing everyone to do more. We are at a crossroads, a moment in time, and we all have to have the sufficient resources to do this work. Whether it is working with our LPATs, organizing new workers, representing members, working with coalition partners, or doing the work associated with Strategic Industry Fund projects, this is no easy task and it requires people, education, dollars and support.

Our union continues to evolve for many reasons. As has been stated earlier, we have lost 75,000 members in just two years. That not only impacts the National union but the locals. Some locals have merged and become stronger for it. Today we have 980 total locals within CWA. One hundred and fifteen locals have a thousand members or more, making up 64 percent of our membership, but only 12 percent of our total locals. We have 225 locals with between 500 and 1,000 members, making up another 25 percent of our membership and 23 percent of our locals.

Then we have 390 locals that have between 51 and 250 members that make up 10 percent of our

members and 40 percent of the locals. Finally, we have 250 locals with 50 members or less that make up 1 percent of our members and 25 percent of our locals.

We have many great locals in CWA. Some are big; some are small. But we all know that we have locals that are not doing what needs to be done, especially with the challenges we face. We can no longer sit back and have locals that only do basic representation.

I'm not suggesting there is some magic size of local that will create the right environment to have a fully functioning local. We have very large locals, such as the several in New Jersey that are leading the fight against the monstrous attacks on public workers.

And we have very small locals, such as CWA Local 59054 led by Dennis Csillag. Dennis has a small NABET local of less than 50 members that stood up against a decert that dragged on for over four years. I was honored to be there on that day, along with all the delegates, attending the District 9 meeting in San Diego. This local used all of their clout and connections to create this victory. They put the pressure on the station in many ways, including getting Democratic candidates to boycott the station and refuse interviews. The station went from being No. 1 in the market to No. 5, and all because of the work that that local did. (Applause)

Unfortunately, they still do not have a contract, but I know with their tenacity they will be there one day longer than management and they will get that contract. (Applause)

Brothers and sisters, this is not an easy discussion to have. We all have deeply-rooted traditions and identities based in our local union structure. But we have to have open, honest dialogue about how we structure ourselves at all levels of our union to create the greatest leverage and power base.

I know all of this work is hard and we all need to work together. Our financial challenges that we heard about earlier this morning are not going to disappear overnight. The SIF distribution will give us the ability to get through the next two years, but collectively. And I was very pleased actually to see the amendment put in place, because the plan is to start immediately to put together and build a plan for the future. We cannot wait until 2013 to begin that discussion. It needs to begin now, and it needs input from all of you.

The Board has already had some discussion, and I know we will have more. With our collective hard work and ideas, I know we will build plans for the future that will make our union even stronger.

Again, saying "thank you" is not enough for all of your support. I am so proud to be standing here today and will be working hard with all of you to make our union and our country the best it can be. We will not just fight back, but we will fight forward.

I love all of you, and I love this union. Solidarity.

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

PRESIDENT COHEN: That was great.

I want to describe briefly why the Canadian Director was not sworn in. It's because we are still electing the Canadian Director, obviously, in Canada. There has been a wave of strike activity in Canada. As you saw on my bar graph, Canada has almost 30 percent collective bargaining coverage. Collective bargaining is much stronger there, particularly in the public sector where it's nearly 100 percent. But the Canadian Postal Workers have been on strike, and our rules in Canada are that when we have more than one candidate running, we have a referendum ballot, and that ballot was held up by a strike. So it's a good thing. We still have Canadian Director Arnold Amber. Stand up Arnold. (Applause) Arnold will remain Canadian Director and on our Board until that balloting is completed, which should be

only several more weeks, and then we will announce the results and swear in the winner. Arnold is not a candidate, but he has agreed to stay on until that is settled.

You also may have seen the brother with the T-shirt on, "Recall Rick." It's another one of the states, which we had in the video, Florida. "Recall Rick Scott," right? I don't know if that delegate is still walking around, but if you are, stand up. You will see his "Recall Rick" shirt on. He wanted to make sure that everybody is aware that we are not laying back in Florida either. (Applause)

I now recognize the Chairman of the Resolutions Committee for purposes of a resolution.

DELEGATE SMITH (Chair, Resolutions Committee): Thank you, Mr. President.

The Chair recognizes Paula Vinciguerra.

DELEGATE VINCIGUERRA: Thank you, Mr. Chair.

Please turn to pages 5 and 6 of the Resolutions Report and look at Resolution 73A-11-3 entitled "Oppose Voter Suppression Laws that Weaken Our Democracy." I will read the Resolveds of the resolution.

**Resolution 73A-11-3
Oppose Voter Suppression Laws
That Weaken Our Democracy**

A new attack on the right to vote is spreading across the country. Anti-democratic forces are working in many state legislatures to pass laws designed to make it more difficult for many Americans to exercise the most basic right in a democracy-- the right to cast a ballot. These are the same extremist elected officials and their supporters-- emboldened by gains in the 2010 elections-- who are passing legislation to eliminate collective bargaining, rescind or dramatically reduce healthcare and pension benefits, and gut public services.

To consolidate their power in the 2012 elections, these forces are proposing and enacting state legislation to make it more difficult for certain segments of the population to vote. They are pushing laws that would require stringent voter identification, limit early voting, end same-day registration, and make it difficult for groups to register new voters.

In twenty states that do not currently require voter ID at the polls, legislation has been introduced to institute such a requirement, making it more difficult for many voters to cast their ballots on Election Day.

Texas, Kansas, Wisconsin, South Carolina and Tennessee enacted voter ID laws this year. Indiana and Georgia already had such requirements. The Maine legislature ended same-day voter registration. Florida shortened the early voting period and imposed onerous restrictions on voter registration drives.

Wisconsin requires a government-issued ID in order to vote. In Texas, the law allows handgun licenses but not student IDs for voter identification. Minnesota passed a new voter ID requirement this year but it was vetoed by the governor; supporters have vowed to pass a new bill next year.

There are two types of Photo Voter ID requirements. Some legislation mandates every voter to show a photo ID in order to vote, requiring voters who do not have a photo ID to cast a provisional ballot which is counted only if the voter returns to election officials within several days after the election to show a photo ID. Other legislation requires voters to show a photo ID in order to vote, or, if they do not have a photo ID, they must meet other criteria in order to cast a ballot.

Voter ID requirements disproportionately affect students, minorities, senior citizens, and those in the lower-income brackets. These criteria are reminiscent of darker times in our nation's history when voters had to pay poll taxes, pass literacy tests, or demonstrate ownership of property in order to vote. Such practices were used to intimidate and deny the right to vote to minority citizens and women.

The new voter ID requirements are a poll tax by a different name. In Wisconsin, where the legislature passed one of the strictest Photo Voter ID laws in the nation, a 2005 study by the University of Wisconsin found that 55 percent of African-American men, 49 percent of African-American women, 46 percent of Latino men, and 59 percent of Latino women do not have a driver's license. A 2006 nationwide study by the Brennan Center for Justice at New York University found that one in four African-Americans lacks a government-issued photo ID. In Missouri, the Secretary of State identified nearly 240,000 registered voters-- mostly elderly, disabled, poor, and minority citizens-- who lack a government-issued photo ID.

In 2008, African-Americans, Latinos, and youth voted overwhelmingly for Barack Obama. It is no coincidence that the Photo Voter ID requirements and other recently enacted challenges to the right to vote will suppress the vote in these populations.

This is the civil rights issue of our time and it must be stopped.

Resolved: CWA will educate members about the nationwide attempt to adopt new voter ID laws and the threat that these laws pose to our democracy by suppressing some citizens' right to vote.

Resolved: CWA will join with allied groups to expose the true intent of voter ID laws and work with allies to eliminate them.

Resolved: CWA will inform members about what they must bring to polling places in each state in order to vote so that our members, their families, and people they know will be able to cast their ballots and not be denied the fundamental right to vote.

Resolved: CWA will participate with the AFL-CIO and other allied groups in the 2012 election protection program and will document abuses and the consequences of these laws on voters.

Mr. President, the Resolutions Committee moves the adoption of Resolution 73A-11-3 entitled "Oppose Voter Suppression Laws that Weaken Our Democracy."

PRESIDENT COHEN: The Committee has moved adoption. Is there a second from the floor.

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

PRESIDENT COHEN: At Microphone 3, Delegate Sarnoff.

DELEGATE STEPHEN SARNOFF (Local 3179): Sisters and brothers, I rise to support this good resolution. In the state of Florida, it was my obligation to attempt-- along with our coalition partners in the Florida AFL-CIO, the League of Women Voters, the NAACP, the A. Philip Randolph Institute, and others-- to oppose this voter suppression legislation that we experienced in Florida.

Under our last governor, Governor Crist, those men and women who were convicted felons did not have to sue and spend the money to sue the state of Florida to restore their right to vote. He finally took Florida out of the 18th century and got them into the 21st century.

With the election of Governor Rick "Baltimore" Scott, we now have the end of that. He has put us

back to the 15th century with the exception of burning witches at the stake.

The next thing that they wanted to attack was the ability to register voters. For the first time in the history of this country, the League of Women Voters is no longer registering voters in the state of Florida. That is an atrocity. That was the whole point of how the League of Women Voters even got started. The reason why is because, if you fail to turn in a registration card within 48 hours, you will have a \$1,000 fine for each card that you failed to turn in within 48 hours. No social justice organization can afford that penalty.

They have done everything they can to stop our ability to even collect cards on any kind of property. We have literally had to do it in the middle of the street, and even there we are prohibited from being out in the street. We cannot do it on private property. We are subject to arrest.

Sisters and brothers, this is a good resolution where we will fight hard in the state of Florida-- I'm sorry. The other thing they did is they took away, just about cut in half our early voting. One of the most important advantages we had in Florida and some other states was the fact that our sisters and brothers who have to work two and three jobs don't get Election Day for holiday. There is no holiday to vote. There is no time to vote. So having early voting for two weeks before Election Day was a way for people to somehow find their way to a polling place in order to cast a ballot.

And even that they want to take away. They want to cut it down to only a few days right before Election Day, and also cut the budget so that there are very, very few places to vote. In my county, the only place to vote is in the Supervisor of Elections offices. That's it-- no malls, no stores, no public places, just in her offices, which aren't out where people can even see it from the street.

Everything is done with intent. In the state of Florida we passed legislation, a constitutional amendment, to redistrict our state, have fewer districts. It was a good bill and it's a good policy to have. It's the law. But yet our state legislature is spending our taxpayer dollars, over \$30 million, to stop us from having fewer districts.

They want to hold power. And in this case, the "they," I'm going to tell you, is the Republican Party in Florida. They want to hold onto power and make it an imperial state, not a democratic state.

We must fight with everything we have, not only in the labor movement but with our coalition partners to educate, mobilize, and fight this fight and get fair voter rights for every American and restore democracy. Thank you. (Applause)

PRESIDENT COHEN: Microphone 3, Delegate Steele.

DELEGATE WILLIAM STEELE (Local 2222): Sisters and brothers, a new attack on the right to vote is spreading across the country. This basic right is being challenged in many states through laws designed to make it more difficult to cast a ballot. Wikipedia defines voter suppression as "a strategy to influence the outcome of an election by discouraging people from exercising their right to vote.

"It is distinguished from political campaign in that campaigning attempts to change likely voting behavior by changing the opinions of potential voters through persuading an organization. Voter suppression instead attempts to reduce the number of voters who might vote against a candidate or proposition advocated by the suppressors.

"This tactic of voter suppression can range from the minor dirty tricks that make voting inconvenient, up to blatantly illegal activities that physically intimidate prospective voters to prevent them from casting ballots. Voter suppression can be particularly effective if a significant amount of voters are intimidated individually because the voter might not consider his or her vote important."

These new voter suppression laws require voter identification, limit early voting, and end same-day registrations and make it difficult for groups to register new voters.

The proposed legislation makes it more difficult for certain segments of the population to vote. Voter ID requirements disproportionately affect students, minorities, senior citizens, and those in lower income brackets. These changes are rolling back the clock to the days when poll taxes, literacy tests, and property were required before citizens could vote. They were used to intimidate and deny the right to vote to minorities and women.

In the United States, voter suppression was used extensively by conservatives in most Southern states until the Voting Rights Act of 1965 made most disenfranchisement and voting qualifications illegal.

On behalf of the National Committee on Civil Rights and Equity, I rise in support of this resolution. Thank you. (Applause)

PRESIDENT COHEN: No other delegates have asked for the floor, so the question is called.

There is one. I have to go to the Motions mike. I apologize to those delegates who asked for the floor.

Delegate Griffin at the Motions mike.

DELEGATE PEGGY GRIFFITH (Local 4302): Call the question.

PRESIDENT COHEN: Thank you. I apologize for saying your name wrong. I read it the way it was on the card. Peggy Griffith, that's twice I did that.

The question has been called. It's not debatable. All those in favor of calling the question, please indicate by raising your hand. Down hands. Opposed? Okay. The question is called.

The motion is now before us. Resolution No. 3, "Oppose Voter Suppression Laws that Weaken Our Democracy." All those in favor of the resolution, please indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause)

I recognize the Committee.

CHAIR SMITH: Thank you, Mr. President.

The Chair recognizes Mary Lou Schaffer.

DELEGATE MARY LOU SCHAFFER (Local 13550): Thank you, Mr. Chair.

Please turn to page 7 of the Resolutions Report and look at Resolution 73A-11-4 entitled "Oppose Colombia Free Trade Agreement." I will read the resolved of the resolution.

Resolution 73A-11-4 Oppose Colombia Free Trade Agreement

Colombia has institutionalized an economic and legal system that has virtually eliminated workplace protections and the right to collective bargaining for most workers. In a framework of Orwellian doublespeak, Colombia has defined away workers' rights, effectively stripping 85 percent of the workforce of any legal protections.

By redefining a workplace as a "cooperative" or a person's employment status as "temporary,"

Colombian law effectively exempts 15 million of the nation's 18 million workers from all worker protective and collective bargaining legislation. Fewer than three million or only 15 percent of Colombian workers are officially classified as "workers" with even nominal legal protection, only four percent of Colombian workers are members of a labor union, and only two percent are covered by collective bargaining agreements. In essence, Colombian employers-- with government acquiescence-- have free reign to trample on the rights of workers.

Over the past 25 years, nearly 3,000 union activists and leaders have been murdered in Colombia, many after being kidnapped and tortured. During this period, more trade unionists were killed in Colombia than in all other countries combined. In 2010, even as Colombia should have been on its best behavior as the Colombia Free Trade Agreement was considered in Congress, 51 trade unionists were murdered, more than in 2009. Yet, the Colombian conviction rate for these murders and other forms of violence against trade unionists is in the single digits. This type of rampant violence against workers must stop before Congress approves a Colombia Free Trade Agreement.

The Colombia Free Trade Agreement as currently structured, including the Colombia Action Plan Related to Labor Rights side letter, legitimizes a global economy based on disregard for workers' rights and labor standards. The Obama Administration intended that the Labor Action Plan would fill the gaping omission in trade agreements negotiated by the Bush Administration. But the Labor Action Plan is not part of the trade agreement, and therefore does not have full enforcement powers. At a minimum, the Labor Action Plan must be incorporated into the Colombia Free Trade Agreement. Congress should not approve the Colombia Free Trade Agreement until there has been demonstrable progress in protecting workers' rights. To date, this has not happened.

While the attack on workers' rights in the United States has not reached Colombian proportions, it is clear that in our country, workers' rights in the public and private sector are also under assault. The recent wave of state initiatives to roll back or eliminate collective bargaining rights for public sector workers, to ease union decertification, to ban project labor agreements, and to introduce "right to work" laws are some of the ways in which workers' rights are under attack in this country. The failure to pass much needed federal legislation such as the Employee Free Choice Act, which would help to restore the collective bargaining protections guaranteed under the National Labor Relations Act, makes efforts to form unions or bargain first contracts difficult at best. As in Colombia, the U.S. has experienced a steep decline both in union density and collective bargaining coverage.

Resolved: CWA opposes the U.S.-Colombia Free Trade Agreement and will work to educate leaders in the U.S. about how this Free Trade Agreement moves our global economy in the wrong direction by sanctioning an economic and legal system designed to prevent effective collective bargaining rights and other workplace protections.

Resolved: Each CWA local president will write to their Members of Congress to express opposition to the Colombia Free Trade Agreement.

Resolved: CWA will take immediate action to have at least 5,000 members contact their Members of Congress urging them to oppose the Colombia Free Trade Agreement and asking for their commitment to the protection of workers' rights, collective bargaining, and trade unions.

Mr. President, the Resolutions Committee moves the adoption of Resolution 73A-11-4 entitled "Oppose Colombia Free Trade Agreement."

PRESIDENT COHEN: The resolution has been read and moved. Is there a second from the floor?

. . . The motion was duly seconded . . .

Okay, at Microphone 3, I believe it's Delegate Crosby. If there are other delegates wishing to speak, please pick up the phone.

DELEGATE JEFF CROSBY (Local 81201): Thank you, President Cohen.

I think people at this Convention probably heard about the human rights situation in Colombia. Some of it's documented in the Resolution-- 33,000 trade unionists murdered in the last 25 years, 51 last year which is an increase from the year before. There are current scandals that have come up in Colombia of the military kidnapping poor people, murdering them from the cities, taking them into the countryside, and claiming them to be dressed up as guerrillas to increase their status in the war that's going on there.

In addition to that horror, which is the heart of the problem, what I found in my own visit to Colombia was how familiar so much of the rest of it seemed to me-- the misclassification of jobs so that they could not be legally organized, the privatization of the public sector, the destruction of the public good for profit-making purposes, the deregulation of the labor market so there's no protection for anybody ever on their jobs, just a race to the bottom. And it reminded me that solidarity isn't charity. It's common struggle against a common enemy.

I would like people to keep that in mind as we go home. I am proud of the CWA and President Cohen for leading the fight against the Free Trade Agreement. It's a shame, frankly, on President Obama that he would put the U.S. seal of approval on a horror situation in human rights as it exists in Colombia today.

So I hope members will vote for this resolution but, more importantly, go home and implement this resolution so we can defeat the Colombia Free Trade Agreement. Thank you. (Applause)

PRESIDENT COHEN: No one else? There is no one at the other mikes. No one at that "For" mike wishes to speak on Colombia? If you do, stick your hand up because the system isn't working fast enough up here. Does anybody wish to speak on Colombia there? No, okay.

So the question is called. All those in favor of this Resolution 4, "Oppose Colombia Free Trade Agreement," please indicate by raising your hand. Down hands. Opposed. It is adopted. (Applause)

And let me just say again here, in that Resolved, 5,000 members means at least one percent of every local. That could be Dennis' local. Well, that would be interesting. You have 50. I expect, Dennis, you to get at least two. But for everybody else, figure that out and please take it seriously. This is life-and-death, and we need these letters and we need these contacts.

The Chair recognizes the Committee.

CHAIR SMITH: Thank you, Mr. President.

I call on Delegate Schaffer again with a follow-up to that resolution.

DELEGATE SCHAFFER (Local 13500): We just passed a resolution that calls on at least 5,000 CWA members to contact their members of Congress and urge them to oppose the Colombia Free Trade Agreement. Now is the time we can all kick-start that goal. In front of you, distributed in your materials this morning, is a flyer with sample language that you can use in writing to two U.S. Senators.

Also included are two blank pieces of paper to write these letters on. Take a few minutes right now to review the suggested sample letter and write your own letter to your two U.S. Senators. Address the letters to your Senators, and if you aren't sure who your senators are, ask those around you. You can just address it to Dear Senator, and the Legislative Department staff will make sure that they go to the

correct offices. Be sure to put your name and return address on the letter.

Once you have completed your letters, have someone at your table collect them all. You can deposit them in the Legislative Department booth right next to the Women's Committee and the Civil Rights/Human Rights Committee. Our Legislative Department will take them back to D.C. and hand deliver them to the appropriate offices on Friday.

This is an easy opportunity for us to lead by example and to take the simplest of steps in our democratic process. Let's make our voices heard. Thank you for your support. (Applause)

PRESIDENT COHEN: I want to echo that and thank the Committee for that activism. There is time here now before the lunch break, so there's no time like the present. If we can get that done, that's a big jumpstart on this resolution. It's very sneaky, so we get 2,000 here. Then Dennis only needs one.

The Chair recognizes the Committee.

CHAIR SMITH: Thank you, Mr. President. The Chair recognizes Kevin Sheil.

DELEGATE SHEIL (Local 1103): Thank you, Mr. Chair.

Please turn to page 9 of the Resolutions Report and look at Resolution 73A-11-5 entitled "State Campaigns and Movement Building." I will read the Resolveds of the resolution.

Resolution 73A-11-5 State Campaigns and Movement Building

This year, a big part of our fight back effort has been our state campaigns. In too many states, the attacks by over-reaching politicians and their allies have been fierce. Our members have responded with strong action and new alliances, and we have not backed down.

In Ohio, 10,000 CWA members and other union volunteers collected nearly 1.3 million signatures--six times more than the law requires-- for a November 2011 referendum to overturn S-B5, the bill that eliminated public workers' collective bargaining rights.

In Wisconsin, we are pushing ahead on recall elections of state legislators who voted against working families.

In New Jersey, CWA activists are taking the fight to the November 2011 elections after state legislators approved the governor's assault on the right to bargain over health care, stripping bargaining rights from 500,000 public workers and imposing health care cuts that will decimate living standards for families.

Everywhere that workers' rights are under attack, the fight goes on.

CWA, the entire labor movement, and our allies all are standing together. Last October, we came together in Washington, D.C., as One Nation. On the steps of the Lincoln Memorial, 10,000 CWA members stood with members of the NAACP, Sierra Club, and progressive organizations to fight together for economic and social justice.

On April 4, "We Are One" was our message as we marched together again, in memory of the assassination of Dr. Martin Luther King, Jr., who was brutally killed while standing strong for the rights of sanitation workers in Memphis. In unity, we reaffirmed the collective bargaining rights Dr. King died defending.

This summer, we are turning up the heat to hold our elected officials accountable. We will make our voices heard and build our momentum for August Accountability Month by taking action in our Districts, states, and communities through various activities, including attending Congressional Town Hall meetings, visiting with legislators on our issues, and holding house parties. Through concerted political action we will shine a bright light on the elected officials and politicians who have voted to harm working families and our communities. We will provide information about rallies, events, and many other ways to participate at www.we-r-1.org.

Our Legislative-Political Action Teams (LPATs) are a key component of CWA's effort to restore democracy, build our movement, and gain a progressive majority in our states and our nation. Through our LPAT structure, CWA activists are working in nearly every state and congressional district to build coalitions, get the attention of lawmakers, fight against the attack on workers, and move forward our agenda that benefits working families at every level of government.

To build our power, we also need to expand our partnerships with key allies. CWA has been partnering with human rights groups, civil rights groups like the NAACP, citizen groups like Common Cause, and others who share our commitment to keep and strengthen a democratic society for all families, not just the wealthy.

CWA activists and the Sierra Club members in Virginia formed a partnership to help bring high-speed broadband to communities throughout the state, which is a goal shared by both organizations. In Texas, the Sierra Club and CWA members are also working together to advance our common goals.

Thousands of CWA members are joining the NAACP because we know that together we are stronger in the fight for economic justice.

CWA partners with Common Cause to fight for democracy in the U.S. Senate and to restore fairness to current campaign contribution rules that favor dollars over true democracy.

Resolved: CWA districts and locals will continue to work to build effective coalitions with our allies to protect and fight for the fundamental right to collective bargaining and to build a movement to move our agenda forward.

Resolved: CWA supports the historic march for Jobs and Justice "From the Emancipator (Abraham Lincoln) to the Liberator (Dr. Martin Luther King, Jr.)" on August 27, 2011, in Washington D.C., just one day before the unveiling of the Dr. King Memorial on the National Mall.

Resolved: CWA activists will participate in the August "We Are One" mobilization to hold elected officials accountable for their anti-worker agenda to eliminate collective bargaining, destroy Medicare and other critical safety-net programs, and restrict workers rights.

Resolved: CWA will work with Move On this summer, organizing house parties to help activists "Rebuild the American Dream" and build the August 20 Stand-Up for Ohio rally.

Working together is the way we build our movement. It is the way we fight back and win.

Resolved: Every CWA local will strive to get 10 percent of its membership participating in Legislative-Political Action Teams (LPAT) activities such as attending rallies and Congressional Town Hall meetings, writing letters and making phone calls to Members of Congress, and spreading the word to friends and neighbors.

Mr. President, the Resolutions Committee moves the adoption of Resolution 73A-11-5 entitled "State Campaigns and Movement Building."

PRESIDENT COHEN: You have heard the Resolveds, and the motion has been moved. Is there a second from the floor?

. . . The motion was duly seconded . . .

PRESIDENT COHEN: At Microphone 3, Delegate Rodgers.

DELEGATE CLINTON RODGERS (Local 4603): I'm a local officer from Milwaukee, Wisconsin, and I'm also an LPAT member in the great state of Wisconsin.

First, I would like to wish our best and offer any support we can give to all the other states that are in fights like ours, especially Ohio, Illinois, Indiana, and Michigan.

Today in Wisconsin, we are having primaries across the state in our six senate districts that we had recall elections in. This is the first step in our fight to give our state back to the people. (Applause)

Thanks to the support we received from CWA headquarters and District 4, we have been able to have LPATs and volunteers released to do great things. We are coalition-building like never before. The "We Are Wisconsin" coalition is made up of groups who up until now have never dreamed of working together. "We Are Wisconsin" is made up of the Wisconsin AFL-CIO, CWA, AFSCME, SEIU, AFT, UFCW, Alliance for a Better Wisconsin, America Votes, Fair Wisconsin, Pro Choice, One Wisconsin Now, Planned Parenthood, Sierra Club, and a bunch of other groups.

We ask this body to continue making resources and support available to states like ours. At this time, myself and the other Wisconsin delegates would like to present you with a signed Wisconsin map which was signed by the 14 Senators who left the state. (Applause) We also have a United States flag and the Wisconsin flag that flew over our State Capitol while we were protesting in Madison for workers' rights. Thank you. (Applause)

. . . Chants of "We Are one," "We Are One," as the Wisconsin delegates came forward to present the flags . . .

PRESIDENT COHEN: That's what democracy looks like! (Applause and cheers)

Microphone 3, Delegate Perez.

DELEGATE JUDY PEREZ (Local 9400): President Cohen, Executive Board, Delegates, Brothers and Sisters: I rise in support of this resolution. I am the California State LPAT coordinator, and I would like everyone to know that the locals in District 9 are working damn hard.

We are lucky in California. Our governor and both state houses are controlled by people we, CWA, supported. Yesterday I asked our friend, Congressman George Miller, whether we had any hope of getting the Colombian Free Trade Agreement defeated along with the Panama Free Trade Agreement and the Korean Free Trade Agreement. And he said the Republicans will get what they want because they have control of the House.

How in the hell did we let it happen? I'm not here to question your anatomy, but I guess we sat on our big fat asses last year because we thought we had it made, and we watched state after state fall and workers' right decimated.

Well, it's time we said "No More"-- no more to those who tax the workers while the rich get tax breaks; no more to those representatives who give tax credit to companies moving our jobs out of the country; no more to those Republicans who say a balanced budget is for our children's future while they cut education funding. It's certainly not our kids they are worried about. No more to those who question

the birth of our great President, a man we helped elect, and no more to those damn Tea Parties.

Go back to your locals, get your LPAT volunteers, and on November the 6th, 2012, let's take back our country. And remember, there is only room for one Michelle in Washington, D.C., and that's Michelle Obama, not Michele Bachmann. (Applause)

PRESIDENT COHEN: Microphone 3, Delegate Sarnoff.

DELEGATE STEPHEN SARNOFF (Local 3179): Try to follow that, yeah. It's me again.

Brothers and sisters, it is so unusual that we have seen such a conspiracy-- a conspiracy against and the destruction of the middle class as you have all heard about during this Convention and as you have been reading about in recent weeks. And the worst part of it, the worst part of this conspiracy, is it's out there. Everybody can see it, and yet it seems only the labor movement and our social justice partners are the only ones who seem to be responding to it.

So we have to lead the fight, and the way we lead this fight is grassroots-- not a national campaign, but state campaigns, county campaigns, city campaigns, neighborhood campaigns. This is the only way we are going to defeat this conspiracy.

They have hundreds of millions of dollars behind them. We have little money behind us. We must learn and mobilize through the LPAT and, more importantly, get involved with every other group there is in your community.

My local is involved with the NAACP. I serve as a Third Vice President of our NAACP Chapter in Pinellas County. We have officers at A. Phillip Randolph, also with Florida Consumer Action Network. We also have a major state campaign called Awake the State. Awake the State in Florida is in 42 communities now.

This is the only way that we are going to get this changed. We have to make a change within a year. We have to work every day from now until Election Day in 2012 to change our future, because it is our future at stake. The legislation that's being passed has to be overturned. The damage will be done, but we must look to the future and we must look at the big picture, and we must work together and knock on every door, ring every bell, make every phone call, talk to everyone we meet and spread the word that we must have real change in 2012.

Thank you. (Applause)

PRESIDENT COHEN: On Microphone 3, Delegate McNamara.

DELEGATE KEN McNAMARA (Local 1037): Our local consists of 8,500 public sector workers in New Jersey and 2,200 private sectors workers in New Jersey, all of whom are under attack. We are in a fight for survival in New Jersey just like many of you are facing in your state.

Whether the attack is coming from our governor and a handful of so-called Democrats-- who we refer to as Christie-crats-- or whether the attack is coming from the corporations who have some of our private sector brothers and sisters-- union and not-- believing that those workers in the public sector are their enemy, we are unquestionably fighting to decide whether or not we are going to accept living in a country where there are only the rich and those of us who work for them.

I did not expect to rise today on this issue, and so wearing this T-shirt wasn't planned. I am just proud of our union's mobilization for the One Union March last year and the movement that it has spawned in many states with the union members and our allies.

The attack on workers truly is a nationwide issue, and the fight must be waged not just with union members, but with our allies alongside us.

I fully support both the sentiment and the specifics embodied in this resolution, and I urge its passage. Thank you. (Applause)

PRESIDENT COHEN: No other delegates wishing the floor, the question is called. All those in favor of Resolution 5, please indicate by raising your hand. Down hands. Opposed by a like sign. It is adopted.

I thank the Resolutions Committee for their service. (Applause)

And I want to give a particular thanks to the Wisconsin delegation. We will set up an area in our building and those flags will fly. (Applause and cheers)

I think you can tell by the emotion in this resolution that it's not just about state battles. It's also about what we did on October 2nd with One Nation. It is also about April 4th when we mobilized across the country to bring democracy back and link the struggle to the murder of Dr. King and the linkage between human rights and workers rights.

You can see in this resolution that we have several action items built in here that we will be working with you on. It will include the rededication or the dedication of the Martin Luther King, Jr. Memorial in Washington on August 27th, which is a Saturday. I think the Sunday is the official dedication, but we will have a march from the Lincoln Memorial to the Martin Luther King Memorial. That's our People's March. And there are hundreds of thousands of people gathering for this already, but CWA will be there and at the rally in Ohio on the 20th. I know that all of our members, tens of thousands in Ohio, will be there.

This is the point: We have to be in the streets. We have to restore democracy. So at every one of these state fights, there is a chant that goes out, and you get a challenge and it goes like this. "Tell me what democracy looks like," and you answer back--

. . . This is what democracy looks like . . .

PRESIDENT COHEN: Tell me what democracy looks like.

. . . This is what democracy looks like . . .

PRESIDENT COHEN: Tell me what democracy looks like.

. . . This is what democracy looks like . . .

PRESIDENT COHEN: Tell me what democracy looks like.

. . . This is what democracy looks like . . .

PRESIDENT COHEN: Sisters and brothers, we are going to carry that chant across this union in our fights. Even if it's a contract fight, it's really a fight for democracy. It is up to us, and this is our time.

I have several announcements, and I think the Secretary-Treasurer may have different ones. I don't think they are the same. If they are, sorry.

The National Women's Committee will be holding their National Conference in Chicago, Sunday, August 21st, to Tuesday, August 23rd, at the Drake Hotel. The Committee urges you to pre-register for

the conference right here at their booth as registration hotel deadlines are fast approaching. And as I just said, the women at the Human Rights booth will give you more details about the agenda and schedule of events. Stop by for additional information and pre-registration forms.

This year's conference will be another exciting opportunity for women to build the skill sets necessary to make a difference in their union and in their communities. Speakers, workshops, interactive presentations will cover all sides of the CWA Triangle. Enthusiasm is building, seats are going fast. Register, register, register now.

I think a flyer was passed out on the Verizon East Bargaining rally. It had the wrong date. It would be hard for us to be there on July 9th, but it's today, at the end of the meeting today. So there will be that rally that you heard about in Annie's talk. I hope as many possible, everybody from Verizon East but also others, to hear more about that fight, how we will carry it, if necessary, across the union.

This is on Medicare. We passed that resolution today, "Medicare for All." As part of the program, we are going to engage in an aggressive August accountability program. We need every one of the locals. I mentioned this earlier actually. We will also be doing another one of our 30-minute big conference calls and have speakers from retirees and active members, as I mentioned. That will be in a few weeks and will focus on these August events.

I think that's it for my announcements.

Secretary-Treasurer.

SECRETARY-TREASURER HILL: Congratulations to Virginia Hooper, Local 6222, who won Monday's AFA/CWA Disaster Relief 50/50 rally.

Here's a reminder that there are two more drawings, one more today and tomorrow, so get your tickets.

Results of elections for the AT&T bargaining team, the Legacy T position. The results are as follows: Roy Hegenbart, 2,987 votes; David Blackburn, 851 votes. Roy will be the plant representative.

Alcatel Lucent installation bargaining team results: Mike Klein, 747; Rick Melody, 570; Dave O'Brien, 285. Mike and Rick will be the installation representatives.

And finally, the Retiree Council from Mississippi held a raffle. The winner is Ann King. They raised \$1,059 total, and the winning number was 695893. Again, that is a 50/50 rally.

That's all I have, Mr. President.

PRESIDENT COHEN: Don't forget to fill those letters out on Colombia. Other than that, the Convention is in recess until 1:30 p.m.

. . . The Convention recessed for lunch at 11:51 a.m. . . .

TUESDAY AFTERNOON SESSION

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

PRESIDENT COHEN: Delegates, please be seated.

As we talked about yesterday-- and it also was in the greeting from President Obama-- the big news in the labor movement in the last week at least, if not longer for us, was this historic victory by flight attendants at United and Continental joining together under the AFA-CWA banner. (Applause)

And we can all be proud of it, because all kinds of CWAers worked on this in all kinds of ways, from wearing bag tags to talking to flight attendants on planes to staff who worked on this from all parts of our union and all parts definitely in the D.C. building.

So now it's a great privilege for me to call out and call up here our AFA-CWA leader and CWA Vice President Veda Shook, and she is going to talk to us a little bit about this, and then announce one of the real heroes of our labor movement. Veda Shook.

VICE PRESIDENT VEDA SHOOK: All right! I know you might all be sleepy after lunch, but good afternoon, CWA!

Today it's my honor to address this Convention with some very good news. Today we celebrate the victory of our recent election win for 25,000 flight attendants at United, Continental, and Continental Micronesia. (Applause) I would like to call upon our United leaders to stand up and be recognized.

. . . The delegates arose and applauded at length, clapping in unison . . .

VICE PRESIDENT SHOOK: You know, our union was founded by United stewardesses over 65 years ago. And a lot has changed, not just our name in becoming flight attendants. Today we are first responders in the sky. We are the last line of defense in our nation's aviation security.

And while we talk about bringing in almost 10,000 new members into our union, we also need to understand what was at risk. United represented literally half of our membership. A loss at United would have dramatically changed the landscape for our union and our profession, and we were not about to let that happen.

United flight attendants rallied like never before, speaking to literally 95 percent of their supporters in one-on-one conversations during this campaign-- and that's no small feat giving that our membership lives literally across the globe-- to all of AFA-CWA United in an unprecedented way to support our sisters and brothers in this critical election.

In true solidarity, CWA leaders, staff, and members across the country took our call to action and supported this effort systematically. Today we all celebrate this victory. Today we all stand united.

I want to give specific thanks to front line organizers who poured their hearts, souls, and time into this campaign, this amazing effort. Susan Baxter-Fleming from District 4, John Dugan from District 9, Sandy Rusher from District 6, and Dan Lutz from District 1. And to my sister Sarah Nelson, a United flight attendant and our new International Vice President and apparently natural-born organizer, who worked nonstop from day one in office to maintain the United representation and secure a true flight attendant voice for Continental, and I am so proud to have her as a sister.

And to Ed Sabol whose guidance and work is unsurpassed, and to, of course, our President, my brother Larry, whose commitment can never be understated in this campaign. So thank you to each and every one of you.

And finally to the thousands of flight attendant activists who are on the front line week after week, month after month, until the very last minute of voting.

And while our flight attendants are seated at our AFA Sector tables over here, our United locals span the district. In District 1, we have United locals in Boston; New York; Frankfurt, Germany; and London, England. In District 2-13, we have a base in Washington, D.C.; in District 4, we have Chicago; in District 7, Denver and Seattle; and in District 9, Las Vegas, San Francisco, Los Angeles, Honolulu; Narita, Japan; and Hong Kong.

But wait, there's more. Today we welcome our Continental and Continental Micronesia into our family. In District 9 we further span our global reach by welcoming Guam as a new local with hundreds of members. (Applause)

Our poor brother, Jim Weitkamp in District 9, we just keep getting in front of you, but it's a great thing. In District 4 we have a new Cleveland local, and in District 6 we welcome nearly 4,000 new members in Houston. (Applause) And in District 1 over 5,000 new members in Newark, New Jersey. (Applause)

To my brother Chris Shelton, we look forward to building solidarity in New Jersey to address the attacks on public sector workers. We will do that together.

So on behalf of all of us in AFA and CWA, specifically on behalf of our United members, thank you, CWA, for your tremendous outpouring of support, resources, and solidarity in this shared victory. (Applause)

Now, if I may, I would like to call upon our newest member. Max Fisher is a Newark-based Continental flight attendant. And when it was announced that the combined workforces would have to vote on who their union representative would be, Max immediately threw his support behind the AFA-CWA. All of the former Continental flight attendants knew there was a small group of mean-spirited people opposed to AFA-CWA representation. They knew that being publicly identified as supporting AFA-CWA would be met with harassment and attempted character assassination.

When it was explained to Max how important it was to have public supporters, he volunteered that his name and picture would be the first one publicly supporting AFA-CWA. (Applause)

With the courage of Max's leadership, others followed, and a large number of former Continental flight attendants voted for AFA-CWA, adding to our margin of victory. Max? (Applause)

. . . The delegates arose and applauded . . .

BROTHER MAX FISHER: Well, good afternoon.

. . . Cries of "Good afternoon" . . .

BROTHER FISHER: Really, that was it?

Good afternoon.

. . . Louder cries of "Good afternoon" . . .

BROTHER FISHER: That's a little better. As Veda said, my name is Max Fisher, and I am standing before you today as a proud member of the AFA-CWA. (Applause)

You know, it's really interesting. Sometimes you don't realize what you've got until it's too late. I previously was an AFA member at Air Wisconsin Airlines before I was hired at Continental five years ago. I am so grateful that the merger at United gave me another chance to come back home to AFA-CWA.

Nearly six years as a flight attendant now at Continental without AFA representation hasn't been easy, but it taught me the value of our union and how important it really is. I was proud to stand up for the AFA-CWA and share the positives about our democratic member-driven union. Every single day for the last six months, I have spoken with Continental flight attendants about the possibilities for our future with AFA-CWA as our union. And I spoke with United flight attendants during this time as well about preserving the privilege of being a member of this great union.

And during that time, I felt the support and power of all of you standing with me. I can't say thank you enough for your support, your solidarity, and I look forward to building our union together and making us even stronger.

I want to give special thanks to everybody, like Larry Cohen, Annie Hill, Ed Sabol, who not only quite literally stood with us to organize and mobilize, but as a strong vote for AFA and who made sure that this fight was a priority and we could make it a success. Otherwise I wouldn't be standing here today in front of you.

And thank you to all of the CWA organizers, all the members, staff, who worked tirelessly on this campaign. I want to especially mention the CWA organizer Anne Luck from District 1. (Applause) She was the very first person that I met with in Newark and got involved in this campaign, and shortly after that in District 4 with Susan Baxter-Fleming who helped really tirelessly, helped us in this campaign.

I thank you for everything. You know, this is my direct experience, and I know that there were so many more that worked tirelessly every single day who aren't even mentioned in this. But all of you gave us the best opportunity to fight for the best contract, the best opportunities to go forward, and the best chance to pay it forward in supporting you in the next big fight. As Larry Cohen says, we are building a movement. I am honored to move with you. (Applause)

Thank you.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: Next, from a battle in progress at T-Mobile. As most of you know, we filed three petitions there, three groups of amazing techs in New York and Connecticut, two different groups in New York. And they are going through quite a war of their own with the management of that company. And to talk about that is District 1 Vice President, who has been there with them, Chris Shelton. (Applause)

VICE PRESIDENT CHRIS SHELTON: Good afternoon, brothers and sisters.

. . . Cries of "Good afternoon" . . .

VICE PRESIDENT SHELTON: That's better. You woke up.

Today I was to have the privilege of introducing to you Elvis Alvira, a T-Mobile technician who is putting a lot on the line to get CWA representation for himself and co-workers at T-Mobile. Elvis worked at T-Mobile on Long Island in New York under intense and enormous pressure from management. But he stands strong, along with his co-workers, because he knows what a difference a union will make for himself, his family, and his community.

In Upstate New York and Connecticut, T-Mobile techs like Elvis also have filed for CWA representation. They face the same harassment and intimidation and threats from management now more intense. Unfortunately, Elvis' plane was canceled last night and he won't be able to join us today. I would like you to hear just a part of what he was going to say to you.

"Every day I wake up to go to work and wonder, I wonder if today will be my last day as an employee of T-Mobile. Will they call me into the office and tell me that my services are no longer needed? Will they deny me a well-earned raise as they did two years ago again? Will they play favorites on who gets a promotion or a high performance review as they have done over and over and over again?

"These are just a few of the many reasons why we have been fighting extremely hard to organize and join CWA. T-Mobile can try as many fear tactics as they would like, but I'm not afraid. Trust me. I'm not afraid. I was a U.S. Marine, and I have never feared ever having to go into battle, so why would I fear T-Mobile? But not all of my co-workers were former marines or soldiers or sailors. So T-Mobile has done a great job of fear in a lot of them.

"This is a fight that I will never give up on, not only for myself but for my co-workers, my family, and my country."

Elvis and his co-workers are tough, and they have to be. Here is what they are up against. Last week the House of Representatives Labor and Education Committee held a hearing to attack the quicker rules that the National Labor Relations Board has proposed to make elections fairer. It had the typical convoluted name because, as you know, the Republicans are in charge now in the House.

Listen to this name. The hearing was called-- no kidding; I would have used a different word than kidding but-- the hearing was called "Rushing union elections to protect big labor at the expense of workers' free choice." Imagine that. That what the Republicans think that hearing should have been called. What bullshit. (Laughter and applause)

But Congressman Tim Bishop from Long Island used it as an opportunity to show that management doesn't care about workers' free choice, doesn't care about free elections, and only wants delay, delay, and more delay. Congressman Bishop questioned former NLRB member Peter Schaumberg about this. And Congressman Bishop, you should understand, is a proud, proud son of two people, his mother and father, who met on a CWA picket line in 1947.

So Congressman Tim Bishop understands not only what unions are all about, but certainly what CWA is all about, because he will tell you, not like other politicians who say they had a labor background, he will tell you-- and it's the truth-- that the only reason he got where he got to today was because his mother and father were proud members of this union, CWA. So let's watch the video now. (Applause)

. . . An informative video was shown of excerpts of the T-Mobile hearing . . . (Applause)

VICE PRESIDENT SHELTON: So, brothers and sisters, the hearing that they are talking about where William Wright, our brother from T-Mobile on Long Island, was testifying at-- and we are talking about 15 members on Long Island. We are not talking about 15,000. We are talking about 15. That hearing, brothers and sisters, lasted five days, and they have not come to a conclusion yet.

William Wright, our brother from Long Island, testified for two days straight, being questioned by T-Mobile's lawyers at a five-day hearing to give us representation-- or to give us an election, not even representation-- for 15 members.

So it's clear that Congressman Bishop understands, as does everybody in this room, that what these folks do is just delay, delay, delay. Imagine asking, if we were filing a petition on if we were really a labor union. I think there are probably some people here who could probably argue that we are a labor union. What do you think? (Applause)

So, you know, we need more elected officials like Tim Bishop and like Senator Blumenthal who met with 15 T-Mobile technicians in Connecticut and sent a letter to the CEO of Deutsche Telekom calling on him to respect workers' rights. I would just like to read that letter to you, because it's real important, and our local, CWA Local 1298 in Connecticut, worked very hard to get Senator Blumenthal to do this-- not that it was hard to get him to do it, but they have been working hard on T-Mobile organizing. I would like you to give a round of applause to Local 1298, because they are kicking ass in Connecticut.

This letter is to Mr. Rene Obermann, CEO of Deutsche Telekom:

"Dear Mr. Obermann:

"I write to express my serious concern over a labor dispute in Connecticut involving T-Mobile, your United States subsidiary. After meeting with representatives of the 15 T-Mobile technicians in my home state of Connecticut, I am certain that there is a clear majority support among workers for union representation.

"I am disturbed by the action of T-Mobile's management in delaying the union election by contesting the bargaining unit and coercing workers into rejecting a union by intimidating them.

"This behavior is inconsistent with the high regard for the right of free association that Deutsche Telekom practices across Europe. The right of workers to unionize is guaranteed by the National Labor Relations Act and is critical to a healthy workforce. Employees who wish to collectively bargain through a union should be able to do so without fear of discrimination or reprisal.

"I expect that T-Mobile management will cease all intimidation tactics and allow these 15 technicians, and all Connecticut T-Mobile employees, to have the uninhibited opportunity to vote on union representation.

"In the days leading to the election scheduled for July 19th, I will continue to maintain contact with the Connecticut T-Mobile employees and the Communications Workers of America to ensure that the election is fair and unrestricted. These employees have the right to vote freely, and I am prepared to take action if T-Mobile infringes upon this right.

"Sincerely,"

S/ Richard Blumenthal, United States Senate."

Now that's the kind of politician we need. (Applause)

We have some slides here where we have members of Local 1102 and 1109 who delivered petitions and demonstrated outside the German Consulate, to remind the German government, which is a major stockholder of Deutsche Telekom, that it should respect workers' rights in the U.S. like it does in Germany. Let's give a hand to 1102 and 1109. (Applause)

Another show of global solidarity brought UNI General Secretary Philip Jennings to meet with T-Mobile techs in New York to express the support of the worldwide union movement.

And finally, Chris Cozza, a Connecticut tech, and his daughter have a message for T-Mobile management: Stop the bullying-- I almost said bullshit-- and let T-Mobile workers have a voice. That's what they are fighting for and that, brothers and sisters, is what we-- all of us together-- will make sure that they get.

Thank you, brothers and sisters, in solidarity forever. (Applause and cheers)

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

PRESIDENT COHEN: It's loud enough that Elvis could hear it back there.

I also want to add, as you all know, this is THE campaign of global labor. All unions around the world have taken up the attacks and the duplicity of Deutsche Telekom operating one way in Europe, as Chris said, as Congressman Miller said yesterday, and in a totally opposite way in the U.S.

And yesterday we filed in Brussels, Belgium, a joint complaint, CWA and the largest union in the world, ver.di, the German union, before the Organization for Economic Corporation and Development, the OECD, they take complaints on union-busting, because the large economies that belong to the OECD are supposed to behave in a certain way and obviously they are not. So yesterday we filed a joint complaint about the union-busting at T-Mobile, again filed by ver.di and CWA.

This morning a news conference was held in Bonn, which is where Deutsche Telekom is based, and at that news conference was the leader of ver.di, Lothar Schröder, and also the head of the world labor movement, the General Secretary of International Confederation of Free Trade Unions, Sharon Perez-Abreu, and already there is press attention all over Germany about what they are doing. (Applause)

This is a campaign everybody here can be involved in. They have thousands of retail stores across the U.S. and Puerto Rico-- none in Canada-- but thousands. And that's a significant part of this campaign is to build majorities in those retail stores as well as in the big call centers and in these tech units which are everywhere.

At this point I want to call on Vice President Seth Rosen, the Chair of the Board's Organizing Committee, and Vice President Bernie Lunzer from the Newspaper Guild CWA to present the organizing awards. (Applause)

VICE PRESIDENT SETH ROSEN: Good afternoon, sisters and brothers. I am glad to be here with my Brother Bernie Lunzer who serves with me on the board's Organizing Committee. I think you can see that this Executive Board is pretty fired up about organizing, whether they are on the committee or not. You heard from Chris Shelton, Veda Shook. We are very excited about those stories.

And as Larry mentioned, this T-Mobile organizing is not just going on in Long Island and Connecticut. It's going on all across the country, from Maine to Florida; from Richmond, Virginia, to Chattanooga, Tennessee; Cleveland, Ohio, to Dallas, Texas; Washington State, California. All across the country folks are involved, and we are going to make sure that CWA is the union for the majority of workers in the wireless industry by organizing T-Mobile. That's a critical point for our telecommunication members, both wireless and wire line, to build our power across the industry, and we are doing that together in this union, and we should be very proud of that. (Applause)

You know, as we recognize a group of locals for special success in our organizing program, we should remember that local unions are the key to our success. There are many additional campaigns that are not receiving these awards, either that were not successful or where the minimum goal of 100 new workers was not reached. But these efforts are just as much a part of our total program to reach out to our families, friends and neighbors, and help them build a union where they work.

Veda Shook talked about the activists and organizers from around the country that were involved in the successful campaign at United. I will tell you that a lot of those same people worked exactly as hard, if not harder, on the campaign, the heartbreaking loss, among Delta and Northwest. We recognize and really support all of the organizers in this union at all levels and the hard work they do, even as we honor those who have had some success in this particular year.

So today, we want to recognize those locals that have accomplished a very significant objective in very tough times-- winning representation rights for at least 100 workers in new units in the past year.

More than 300 CWA locals have received this award at least once. Each local will receive a \$1,000 organizing subsidy as well as a plaque for the current year. Locals who have won this award 5, 10 and 15 times will receive \$5,000.

So join me as we honor those locals that have met their organizing commitment for the past year by organizing more than 100 workers in new units in at least one year.

Local 1040, Trenton, New Jersey: 19 supervisors at Raritan Township and 41 drivers and loaders at Red, White and Blue Thrift Store, as well as 46 State of New Jersey Chaplains. Local 1040. (Applause)

Local 1171, Ipswich, Massachusetts-- easy for me to say (laughter)-- 545 Passenger Service Agents at Piedmont Airlines. (Applause)

Local 2107, Annapolis, Maryland: 217 Passenger Service Agents at Piedmont Airlines. Local 2107. (Applause)

Local 3010, San Juan, Puerto Rico: 171 Call Center and 186 Network workers at AT&T Mobility. (Applause)

Locals throughout District 3 successfully organized almost 2,000 techs at AT&T, and the following locals added 100 or more members to their locals as part of this campaign:

Local 3104, Pompano Beach, Florida, 109. (Applause)

Local 3112, West Palm Beach, Florida, 104. (Applause)

Local 3122, Miami, Florida, 200. (Applause)

Local 3204, Atlanta, Georgia, 209. (Applause) This local, President Walter Andrews, is receiving this award for the fifth time. Local 3204 in Atlanta. (Applause)

Local 3641, Charlotte, North Carolina, 1,300 Piedmont Airlines Passenger Service Agents. (Applause)

Local 7500, Sioux Falls, South Dakota: 100 AT&T Mobility retail sales employees.

Bernie?

VICE PRESIDENT LUNZER: Local 7500, Sioux Falls, South Dakota: 100 AT&T Mobility retail sales employees. (Applause)

Local 7901, Portland, Oregon: 156 Dosha Salon employees and 14 workers at Free Geek. (Applause)

Local 9110, Henderson, Nevada: 25 probation supervisors and 180 probation officers at Clark County Juvenile Justice, 13 Henderson Marshalls and 58 North Las Vegas Supervisors. Local 9110. (Applause)

Local 13000, Philadelphia, Pennsylvania: 300 Passenger Service Agents at Piedmont Airlines. (Applause)

Local 13301, Philadelphia, Pennsylvania: 300 Passenger Service Agents at Piedmont Airlines. (Applause)

And Local 13500, Pittsburg, Pennsylvania: 300 Passenger Service Agents at Piedmont Airlines. (Applause)

PRESIDENT COHEN: Since 1927, it's been our tradition to recognize outstanding achievements in organizing by presentation of the President's Annual Award. The award was considered by our Founding President Joe Beirne to be our union's highest honor.

Down through the years, Joe's successors, Glenn Watts and Morty Bahr, carried on the tradition, and now that responsibility falls to me. It's one that I take on with great enthusiasm and pride in our organizers, who are so highly effective in bringing new members to our union, even in these toughest of times.

Over the years, this award has gone to individuals, locals and districts that have worked together to build our union.

When 64 percent of the Piedmont workers voted in favor of joining CWA on November 4, 2010, they won the final battle in a ten-year, four-election fight to join our union. (Applause) They had been threatened, forced to attend captive-audience meetings with high-paid union-busters, bombarded with negative information about CWA, and told they would never be able to make things any better. Inside, leaders were spied on, written up and threatened with termination.

Despite it all, they never gave up their dream. They never gave up. They stuck together and stayed strong and kept on fighting. They are very special people and we are proud to have them as brothers and sisters in our union family.

These courageous workers were able to succeed because current CWA members had their backs. This is a national unit from Florida to Alaska, Maine to California. And CWA members were there at almost every location to show their support. Flight Attendants wore pins and carried bag tags to show their support as well. But two-thirds of the unit is located in District 3 and 13, with major hubs in Charlotte and Philadelphia, and the CWA members in those two Districts were there to support them.

This year, the President's Award for growth goes to Districts 3 and 2-13.

. . . The delegates arose and applauded, clapping in unison . . .

PRESIDENT COHEN: This win is attributable to working all three sides of the CWA Triangle.

CWA's political action and the election of President Obama led to a new majority on the National Mediation Board and a rule change that said only those who actually vote "no" will be counted as no votes. And that opened the door to a fair election for Piedmont workers. The high quality representation of Piedmont Flight Attendants and USAirways Customer Service workers-- that's the parent company-- provided the vision of what could be accomplished by organizing.

When the Piedmont workers called out for help, true CWA trade unionists responded to the call. Local 3641 members walked the concourse of Charlotte airport talking with and supporting their friends at Piedmont. They were told to leave the area by management but kept coming back.

Local 13301 members did the same in Philadelphia. They were there to leaflet and support their friends at meetings.

Local 13500 members were there to do whatever was asked of them.

And no matter what time of night or how early in the morning, Local 13000 members, including Ed Mooney, were at the Philadelphia airport leafleting, holding impromptu meetings and showing their support.

So I am proud to present the Presidents' Award for Organizing to Districts 3 and 2-13. The inscription reads:

"In grateful recognition of dedicated service as evidenced through wholehearted acceptance of CWA's growth policy and program, and dedicated effort directed toward making that policy effective.

"Awarded by the President of the Communications Workers of America on behalf of the organization."

My signature is inscribed, and the plaque is similarly engraved.

Would you like to each say a word or two?

VOICE: I would like to say thank you to everyone here. It doesn't matter what we do, we do it together. It doesn't matter whether we're CWA, IUE, AFA, we are all one, and we are unified and this is wonderful. Thank you.

VOICE: I would like to thank all the locals who, upon any request, responded and sent members anytime of the day or night and all the organizers who worked this campaign, especially Marge Kruger, who Larry reassigned from Pittsburgh to Philadelphia for the last seven weeks of this to make sure this was a success. And this award goes to all those locals and members who showed up to help members who needed a voice on the job. Thank you. (Applause)

PRESIDENT COHEN: And now it's a privilege to introduce Abdur Bilal, a key leader from the Piedmont workers. Abdur, who is originally from Trinidad, has a serious commitment in his bones to working class families. He works on the ramp at Charlotte airport for Piedmont Airlines. For most of his career there-- most of his career there-- he has been fighting to get his employer to recognize CWA as his union.

Through the dark days under the old National Mediation Board rules where people who didn't vote were counted as "no" votes, Abdur kept the flame burning. When the rules were changed to allow for fair elections, Abdur helped mobilize his base and reached out to others to build support for CWA. He and his co-workers stood strong against the hard-hitting union-buster attacks and voted CWA as their union.

Abdur knew all along they were watching him, and we know who they are, and looking for excuse to punish him for standing up. Right before Christmas they suspended him and threatened termination, but he beat the trumped-up charges and is now on the CWA bargaining team.

Welcome, Abdur Bilal. (Applause)

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

BROTHER ABDUR BILAL: It is indeed a pleasure to be here to recognize and to speak on behalf of my fellow workers. It took us a long time and many hard-fought battles, but today I am proud to speak on behalf of my 3,000 Piedmont gate and ramp as we celebrate this victory.

It was a tough campaign and, as Larry said, management threw everything at us. They used every anti, union-busting campaign in the book. There were lots of captive-audience meetings. Supervisors tore up all or most of our union material and harassed the supporters. They hired a union-busting team that promised management they would give them a victory or their money back. Management never got back their money. (Applause and cheers)

We stood strong, we stood up against them, and we put our jobs on the line, many of us. We fought hard to join an organization that we knew would stand up with us. We fought hard to join CWA. Today I must say we are very, very thankful for that. (Applause)

We are now in the process of bargaining our first contract for wage increases. I should tell you, it's unbelievable some of the wages that some of the workers make. And we are looking for fairness for all our workers, part-time as well as full-time. And now we have a voice, a voice that is speaking very loud.

We know that CWA was a big part of this campaign to restore the democratic voting rights in the airline industry, and that made a lot of a difference in our election. Thank you for helping to change the rules and to change the government that made it possible so that the National Mediation Board could finally look at the election in a fair way.

Thank you for your support, for your organization, from the flight attendants who played a very, very big part, for the bag tags, the pins, and the show of solidarity to USAir agents who showed that we could accomplish having a union. And so to many members, many of the CWA members who told us that they would stand with us as we fought hard to join CWA, that day has finally reached, and it is really, really sweet.

Thank you for giving us your organization from many areas of CWA. Marge, Michelle, Sandy, Velvet, Tim, Erin, Joy, John, and a very little thanks to Ed Sabol. You guys know him? (Laughter)

We organized and we convinced workers from Key West to Alaska. We knew that CWA had our backs. Sometimes our organization campaigns seemed overwhelming, sometimes we were worried about losing our jobs, and sometimes it seemed like our election would never end. But we knew we could count on CWA. They were there for us for ten long years, which is a long campaign.

Our experiences and our support taught us what it means to be part of a great union. We gained from your support, brothers and sisters. We knew there would be someone there to help us in this fight. And now we know that we can stand up and help some of the workers in the airline industry who need us so much.

We are doing everything it takes to get a contract we deserve. We are mobilizing, working together, and we are standing strong. We are union, and we are CWA. Thank you very much.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: Charlotte, North Carolina. Who says we can't build a union movement in the South.

I think it's fitting now that we hear from the Civil Rights and Equity Committee. Workers' rights are and should be civil rights. Would they please come to the platform, and I want to bring to the podium our Vice President for Public Healthcare and Education Workers, Brooks Sunkett.

. . . Vice President Brooks Sunkett assumed the Chair . . .

VICE PRESIDENT BROOKS SUNKETT: Good afternoon. I know it's late, but good afternoon.

. . . "Good afternoon" . . .

VICE PRESIDENT SUNKETT: All right. We are waiting for them to get to the podium before I introduce them.

If I had Jeff's notes, I could be telling some jokes at this time. (Laughter) Okay, I would like to introduce the National Committee on Civil Rights and Equity:

Gloria Middleton, Secretary-Treasurer, CWA Local 1180, Chair;
William Steele, Vice President, CWA Local 2222;
Hector Capote, Mobility Vice President, CWA Local 3122;
Gloria Llamas, Secretary-Treasurer, CWA Local 4123;
Audry Brown, Vice President-AVAYA, CWA Local 6010;
Michael Lynch, President, CWA Local 7800;
Martin Greenidge, Board Member, CWA Local 9586;
Michael Biddle, Representative At-Large, CWA Local 13100.

I would like to recognize the Committee for purposes of the report of the National Committee on Civil Rights and Equity. Gloria?

. . . The members of the Committee took turns reading portions of the report, which is included in its entirety for the record, as follows:

DELEGATE GLORIA MIDDLETON (Local 1180, Chair, National Committee on Civil Rights and Equity):

Introduction

Few matters consistently rank as high as the federal budget. The need to increase revenues and reduce the deficit is critical to establishing a balanced budget that would protect critical federal support programs for seniors, children, and working men and women. Achieving a balanced budget is one of the most daunting challenges the nation faces. With shrinking revenues and increased expenditures, America must remain committed to providing vital services that put people first. The tenor of the national debate has made it increasingly clear that the extreme right remains immune to the needs of working class people and the poor, while corporations and the wealthy gain more than their share through unwarranted tax breaks and legal tax loopholes.

Over the past year, CWA leadership has partnered with like-minded national organizations to be effective on every front, including but not limited to legislative and political action. CWA member participation in "One Nation" activities in 2010 along with our overwhelming participation and support of the

April 4, 2011, "Day of Action" illustrates our unified effort to build a progressive movement. The actions of more than 110 national civil, human rights, and labor groups underscored our ongoing commitment to movement building. Under the banner of "We Are One," CWA members across the nation are joining with effective national organizations like the Sierra Club, the National Association for the Advancement of Colored People, the National Urban League, La Raza, and the Leadership Conference on Civil and Human Rights blazing a path to build a movement designed to bring awareness and economic justice to every corner of our society.

In a recent letter to the United States Senate from the Leadership Conference on Civil and Human Rights, 110 national civil and human rights advocacy organizations including CWA made it clear that deficit reduction considerations must include measures that protect low and moderate income Americans. "Our coalition understands that deficit reduction is an important long-term goal for the nation," said Nancy Zirkin, executive vice president of The Leadership Conference on Civil and Human Rights. "But it cannot be accomplished without putting revenue on the table. Otherwise, the burden of reducing the debt will be laid at the feet of low- and moderate-income Americans and jeopardize a still-sluggish economic recovery."

Jobs, collective bargaining, healthcare, and retirement security remain the cornerstone of CWA's efforts to level the playing field for workers. However, these are often attacks that would dramatically impact us. Two of the most prevalent concerns are the stripping away of entitlement programs (including but not limited to Medicare and Medicaid) and voter disenfranchisement.

Led by the Tea party, the far right has unleashed a vitriolic campaign designed to set back gains made over the past 60 years. Attacks against Medicare, Medicaid, and healthcare reform, along with attacks to strip away public sector employee bargaining rights, pensions and healthcare are evidenced by attacks against workers in New Jersey, Wisconsin, and Ohio, to name a few.

Though we fight back, these attacks funded by corporate America whittle away at our ability to organize and bargain collectively. The techniques used by far right conservatives have given rise to regressive legislation in state legislatures that push us backward in time. The assaults negatively affect immigration, voting rights, women's health, and the environment.

Most importantly, these attacks are designed to drive a wedge between those who have fought many years and made meaningful gains in civil and human rights. On April 27, 2011, more than 50 national organizations met under the leadership of Wade Henderson, President and CEO of the Leadership Conference on Civil and Human Rights. Labor leaders including CWA President Larry Cohen, AFL-CIO Executive Vice President Arlene Holt-Baker, and AFSCME Vice President Lee Saunders helped frame the mission and goals for the 2012 election campaign.

The CWA Civil Rights and Equity Committee has linked its work to the critical union issues of the day. Fighting back is essential and members of the National Committee on Civil Rights and Equity understand that the road to success centers on moving our members, families and neighbors to the ballot box in 2011 and 2012.

This 2011 National Civil Rights and Equity Committee report outlines CWA issues, our successes in critical campaigns along with a call for your support on issues that could prove critical in the 2012 election campaign.

One of the most important issues we will confront is state legislation to suppress voting. Pennsylvania, Florida, Ohio, and Wisconsin are but a few states that have initiated voter ID legislation that would turn back the clock on civil rights. As of early June, 2011, "Kansas, South Carolina, Texas, Wisconsin, and Tennessee-- all have either adopted new requirements or expanded existing identification laws to specify photo IDs, pushing the total number of states that require them to 13," according to Tova

Wang, Senior Democracy Fellow at Demos. She goes on to say, "In addition to regressive voter ID legislation, the State of Florida has passed legislation that slashes early voting days, sets a ceiling on early voting hours, limits registration updates for recent movers and name changes."

Organizations such as Common Cause, the AFL-CIO and other nationally recognized groups have banded together to monitor and fight the introduction and passage of regressive voter ID legislation and laws that reduce the time for early voting. The effect of these unnecessary changes will suppress the vote of seniors, college students, low income citizens and minorities. These measures are being actively challenged by the We are One Campaign, the American Civil Liberties Union, the League of Women Voters and Common Cause.

A key component of the mission of the National Committee on Civil Rights and Equity is to provide guidance and information to the districts and locals on the CWA Civil Rights and Equity program. The Committee achieves that goal by keeping the membership abreast of issues of national importance via CWA Convention Reports, the website and through e-activist emails, and by using the committee structure to assist local presidents and District Vice Presidents in their efforts to successfully mobilize for CWA District and national campaigns. These committees, in many cases, serve as multipliers giving Locals added depth to help fight threats to the union, to our families and to our friends, allies and neighbors in our communities.

These campaigns at the Local and national levels reflect work being done throughout the union relating to the CWA Triangle encompassing organizing, political and community action, as well as representation in every sense of the term.

The unbridled onslaught is claiming victims everywhere. The vitriolic, virulent attacks against unions and collective bargaining have caused CWA members and leadership to proactively organize against these attacks while working with national community and civil rights organizations to build the depth necessary to protect our common values.

It goes without saying that coalescing with friends and allies such as the National Association for the Advancement of Colored People (NAACP), the National Urban League, La Raza, the Blue Green Alliance, along with affiliated labor constituency groups such as the Coalition of Black Trade Unionists, A. Philip Randolph Institute, the Coalition of Labor Union Women, Pride at Work, the Labor Council for Latin American Advancement, as well as the Asian Pacific American Labor Alliance provides a national platform with tremendous reach. This, buttressed by our ongoing relationships with the Congressional Black Caucus, Congressional Hispanic Caucus, as well as the Asian American Pacific Island caucuses in the Congress of the United States sends a clear message about CWA's goal.

The 2011 Convention Report by the National Committee on Civil Rights and Equity addresses a multiplicity of issues while calling all CWA members to action with an eye toward helping to assuage the negative impact of these attacks. Case in point: today our movement is confronted and attacked by political leaders bent on destroying labor. The Paul Ryan Budget attacks seniors, students, workers, and the sick. The Ryan budget repeals the wellness provisions of the Affordable Care Act along with preventative benefits, and prescription drug assistance to those Americans caught up in the Donut Hole. Similarly, cuts to the national budget without increasing revenues further deprives economically disadvantaged citizens the proper safety nets needed to navigate public services designed to help them through this nation's fiscal crises.

Further, the report delineates the effects of our collective bargaining battles in the states, emphasizing its impact on the working poor, while examining the struggles of an Equal Employment Opportunity Commission to catch up the tremendous backload of discrimination cases that impact workers in light of the threat of an ever shrinking departmental budget.

But, the report also outlines hope in areas embraced by CWA that help build a healthy society. Our work with the One Nation campaign along with our work on broadband to help close the digital divide while promoting build out and good, living wage jobs has been the cornerstone of movement building in disaffected communities across the nation.

The Report takes hope further by providing concrete resources that promote education as a tool to develop equity and equality. Finally, the fight to promote meaningful immigration reform while highlighting and paying homage to national figures who committed their lives to the fundamental principles of fairness, freedom, equality, equal justice and acceptance of workers regardless of race, creed, religion or sexual orientation.

Collective Bargaining: A Human Right

In the United States, the National Railway Act was passed in 1926. It was the first major piece of labor legislation passed by Congress. This legislation led to the signing of the 1935 National Labor Relations Act, which made it illegal for employers to deny unions the right to engage in collective bargaining.

In 1962, President John F. Kennedy issued an executive order to grant all federal government employees the right to unionize and collectively bargain with federal departments and agencies.

With the help of Eleanor Roosevelt, First Lady and wife of President Franklin Delano Roosevelt, the Universal Declaration of Human Rights was forged at the United Nations and recognizes the right to collectively bargain in Article 23 of its text. It states that every individual has the "right to form and to join trade unions of the protection of his interests." The International Labor Organization's Declaration on Fundamental Principles and Rights at Work also defends the freedom to "associate and to bargain collectively" as a fundamental right.

On the heels of a successful 2008 political landslide, Republicans began to strategize about how to stop labor's political mobilization. The answer: gut collective bargaining. Though Republican Governor Chris Christie fired the first salvo in New Jersey, in February 2011, newly-elected Governor Scott Walker of Wisconsin proposed a budget "repair bill" that would essentially denigrate and abolish the right of state workers in Wisconsin to collectively bargain. Something different happened in Wisconsin in February 2011 that we had not witnessed since Dr. Martin Luther King was assassinated standing for the rights of sanitation workers in Memphis, all those many years ago. For more than two weeks, citizen protestors occupied the State Capitol building in Wisconsin sending an undeniable message to Governor Walker and his Republican supporters in the assembly that they were not going to accept this "budget repair" disguise that would take away their human rights to collective bargaining in good faith.

College students, public workers, private workers, mothers with children, grandparents; the photos and videos were endless showing the outcry of working people and the next generation of working people. They sent a message. We must stop those who want to take away our dignity and respect, by attacking our right to collectively bargain. Fourteen Democratic senators fled the state to prevent the House from voting. Labor union members came from near and far to support the people of Wisconsin. This scene is being repeated all across the United States.

Subsequently, the Wisconsin Republicans voted on the "repair budget" without the Democrats. Progressive groups banded together with labor to institute lawsuits and recalls. Our supporters organized quickly running a pro-labor campaign in an attempt to oust state Supreme Court Judge David Posser who was allied with Walker. Though unsuccessful, Judge Posser won and this action spawned several recall petition drives. These are but a few of the actions taken by the citizens of Wisconsin to stop the raid on the democratic process.

Unions are under attack and the public sector, which is 36% organized compared to 7% organized in the private sector, appears to be the target of the day. All across the country, state and local governments are attempting, and in some cases succeeding, in diminishing the right to collective bargaining for state and local workers.

In Alabama, the House and Senate have introduced bills to overhaul the teacher tenure process and end the practice of using an independent arbitrator during dismissal hearings. A Senate Committee passed the bill that would require a secret ballot to determine union representation. In Connecticut, Republicans are trying to prevent union stewards from being paid while taking care of union activities. They are also proposing the layoff of teachers to balance the budget. In Florida, Governor Rick Scott wants state employees to move to a 401(k) retirement plan.

The attacks continue. CWA is standing up for worker's rights, fighting back through the "We Are One" campaign. CWA members are active in state capitals across the country to beat back the regressive tactics of Republican and in some cases Democratic state legislators. Our participation in these political activities are particularly important as we lend support to CWA Public, Healthcare, and Education sector workers and CWA Districts that represent public workers.

Our collective action on April 4, 2011, the 43rd anniversary of Dr. King's assassination while fighting to help Memphis sanitation workers get a contract helps make it clear to legislators that public workers are not only the backbone of public service but are deserving of the rights and dignity bestowed upon all workers.

Yet, there is hope. The recent election of pro-labor candidate Kathy Hochul in New York's heavily Republican 26th congressional district was a referendum by citizens of that district against the senseless Ryan scheme to eliminate Medicare and move to vouchers. CWA District 1 officials along with Local 1122's walks, phone banks, helped make the difference.

Public workers are united in their effort to stay on the job and provide quality service to the people they serve. The National Committee on Civil Rights and Equity applauds every CWA member for their commitment to our brothers and sisters in public service. (Applause)

Broadband & Telecommunications: Impacts on the Minority Community

CWA's "Speed Matters" program has been the engine that has helped drive telecommunications policy at the federal, state and local levels, promoting affordable high-speed broadband and Internet access for all Americans. CWA along with its partners recognize that high-speed Internet is essential for economic growth and global competitiveness. High-speed buildout is an essential component for improvements in health care, education, public safety, energy, civic participation, and independent living for people with disabilities and senior citizens. That's why CWA supports the FCC net neutrality rules that will protect an Open Internet and speed up buildout, and close the digital divide. We need to ensure that Americans in poorer urban areas and rural communities have access to the opportunities they have worked for and deserve.

Broadband serves to level the playing field for students in low income areas as a tool to access educational resources like online courses, tutors, and textbooks not readily available in their schools. As an educational tool, broadband also helps low income and minority students take advantage of the many free online courses, tutoring services, quizzes, and other resources to improve their grades as well as materials available to attain a college degree and develop skills needed for advancement at work.

In order to benefit from the technology, users must know how to navigate the Web and truly harness the power of the Internet for personal gain. Developing and honing these skills requires practice and training. Increasingly, nonprofits like One Economy provide training to new users in minority and low-

income communities in order to ensure that they can take full advantage of the educational, economic, social, and health-related benefits of broadband. It is also important to note that a growing number of schools across the country are incorporating digital literacy training into curricula to provide students of every socio-economic background with a core set of skills to be successful.

According to the 2010 National Telecommunications and Information Administration (NTIA) report, 40% of Americans do not use high-speed Internet, and those without high-speed Internet are disproportionately people of color. According to studies, one of the major barriers is access.

Another barrier to sustained broadband use is affordability. According to the most recent Census Bureau data, while 76% of households earning more than \$50,000 per year are connected, only 35% of homes with annual income less than \$50,000 have broadband in their homes. Low income families are also less likely to have the money for broadband subscriptions and adequate hardware to connect to the Internet.

High-speed Internet access is as vital today as other essential services such as phone or electric services. Broadband would provide huge opportunities and help lead to the elimination of the digital divide in minority and low income communities. Currently, however, the buildout of high-speed Internet has been primarily in wealthy communities. Those without these services, particularly people in rural areas or low-income households, are left stranded on the wrong side of the digital divide.

Bridging the digital divide while bringing minority communities into the digital age is our commitment. For our Hispanic and African American brothers and sisters, CWA understands the need for buildout and high quality service. Notably, the AT&T/T-Mobile proposed merger is one example of progress. The merger promises to bring 4G LTE to 97% of the U.S. population, in particular to communities that are the most disenfranchised. For women, and minority communities, the benefits of this merger will help bring good jobs to those who work in the wireless industry.

Historic Leaders in the Civil & Human Rights Movement

Brothers and sisters, nothing is more important than our legacy, as stories of the heartaches and struggles in our movement are passed down from one generation to another. As outlined in the Universal Declaration of Human Rights adopted by the United Nations General Assembly on December 10, 1948, union rights and human rights intertwine. The individuals we touch upon in this report moved a nation, sacrificed everything for all of us, not for statues, self aggrandizement, medals, or even a holiday. As good as those things feel to us as we honor these historic heroes, nothing can surpass the legacy these heroes have left behind on behalf of generations of Americans.

Eleanor Roosevelt supported the policies of the New Deal and became a civil rights advocate. What is impressive is that she was one of us, a union member with the National Women's Trade Union League. Most significantly, in 1936 as an author and journalist, she joined what is today the Newspaper Guild-CWA. Her commitment to labor issues intersected with her deep concern over racial segregation in her work. Mrs. Roosevelt especially supported greater opportunities for women and African-Americans. Most notable was her work with the Tuskegee Airmen in their successful effort to become the first black combat pilots of World War II. She became a key player in defining workers' rights as human rights at the United Nations with the "Declaration of Universal Human Rights." Roosevelt was eloquent in asking the important questions about human rights stating, "Where after all, do universal human rights begin? In small places, close to home-- the factory, farm or office where he works-- unless these rights have meaning there, they have little meaning anywhere."

Sí Se Pueden. Cesar Chavez was an American farm worker, labor leader, and civil rights activist who, with Dolores Huerta, co-founded the National Farm Workers Association. Chavez supported Filipino-American farm workers during the Delano grape strike. The union also helped win passage of the

California Agricultural Labor Relations Act, which gave collective bargaining rights to farm workers. Chavez fought the Bracero Program that existed from 1942 to 1964. His opposition stemmed from his belief that the program undermined U.S. workers and exploited migrant workers. Since it ensured a constant supply of cheap immigrant labor for growers, immigrants could not protest any infringement of their rights, lest they be fired and replaced. A strong believer in the principles of nonviolence practiced by Mahatma Gandhi and Dr. Martin Luther King, Jr., Chavez never earned more than \$6,000 a year. He never owned a house. When Cesar passed, he had no savings to leave to his family.

"Us the Us's." Howard Wallace, who started working in political groups as a high school student in Denver, said his activism was influenced by his sexuality. He was a Teamster and, along with the Teamster delivery drivers organized a boycott of Coors beer to gain leverage in a longstanding dispute over union representation. Coors requires lie-detector tests for employees-- and one of the questions asked on the test was, "Are you homosexual?" Wallace helped bring Harvey Milk and other gay community leaders on board, and soon the bars lining Castro Street in San Francisco stopped serving Coors beer. The organization, Bay Area Gay Liberation, which Wallace founded in the mid-'70s, helped lay the groundwork for support of progressive economic causes such as rent control, while labor pushed for anti-discrimination clauses and domestic-partner benefits in contracts. Wallace also spearheaded the Lesbian-Gay Labor Alliance and its successor, the AFL-CIO-affiliated constituency group Pride at Work.

"I Am A Man." These words still reverberate through the hearts and minds of the remaining workers from the 1968 Memphis Sanitation Workers strike. Only a few times in the history of mankind do the heavens bring us a soul that stayed a short while but forever changed the course of all mankind. One of those souls is Dr. Martin Luther King, Jr. This year, we took the anniversary of Martin Luther King's and turned it into a celebration of our continuing struggle. Over 300 CWA events took place on April 4, 2011, from marches to church services to teachings of this great man. We locked arms with the NAACP and other progressive groups as part of our broader coalition building.

Though Americans were familiar with Dr. King's work in Memphis and helped memorialize that April day, few recognized the heroic work of those who lived and worked in that community and the sacrifice they and their families made fighting for their right to bargain collectively. Collective bargaining rights were the centerpiece of that earlier struggle. Recognizing the tremendous courage and contribution of these working men and women, the U.S. Department of Labor on May 29, 2011, inducted the entire membership of the 1968 Memphis Sanitation Workers strike campaign into the Department of Labor Hall of Fame, the first time a group of workers has been inducted. By risking their lives and livelihoods to make a community stronger, the workers' show of solidarity paved the way for workers across the United States to organize.

Finally, brothers and sisters, as we fight together for the betterment of mankind, their legacy becomes our legacy. Our own legacy will be etched into the pages of labor history as we continue to march through the grounds of many Statehouses like Wisconsin, New Jersey, Ohio and many more. Today's labor movement is making history on its own. It's up to us to continue that struggle and leave our own legacy. (Applause)

Immigration

Anti-immigration sentiment has swept our nation since the passage of Arizona's controversial immigration law, SB 1070, which requires local and state police to enforce federal immigration laws and require them to request immigration documents from anyone they suspect of being in the state illegally. This has fueled many heated debates about immigration reform. In this report, we debunk many of the myths surrounding these discussions, which are often centered on the cost to the public of the services provided to unauthorized immigrants. These myths are not grounded in fact and further exasperate the hostile anti-immigrant sentiment that permeates many border states like Arizona, California, Texas and, yes, Michigan.

Many Immigrants Enter Legally. Nationally, almost half of all unauthorized immigrants entered the states legally, but their visas expired; according to the 2006 Pew Research Center report, "Modes of Entry for the Unauthorized Migrant Population." Year-long wait times for processing immigration cases make it difficult to remain in the country legally and not be separated from their families. Legal immigrants can also become immediately unauthorized because they moved and did not receive important information about court dates from the Executive Office for Immigration Review. Other reasons according to representatives from the Alliance for Immigrants Rights Reform include legal mistakes, dishonest lawyers and notaries, and the rising costs of a green card and citizenship.

There are three main categories that exist under which a foreign born person can request a visa to enter the United States. They are:

- 1) Family-sponsored preferences
- 2) Humanitarian
- 3) Employment-based preferences

There are two broad overarching visa types: non-immigrant (temporary work visas, students) and immigrant (green card recipients). However, within the three main categories there are varying types of visa eligibility (spouse sponsor, refugee, holding advanced degrees, etc.). Each category within the three categories has an allotted number of visas for a given time period. The Alliance for Immigrants Rights and Reform reports that depending on the category, the wait time for a visa can be anywhere from a few months to 15 years.

Immigrants Pay Taxes. A frequent argument for increased immigration enforcement has been the assumption that unauthorized immigrants do not pay taxes. The opposite is true. The Immigration Policy Center in 2009 reported that between one-half to three-quarters of unauthorized immigrants pay federal and state income taxes, Social Security taxes, and Medicare taxes through payroll deductions.

Additionally, the American Civil Liberties Union, in the 2008 report, "Immigration Myths and Facts," found that unauthorized immigrants contribute \$8.5 billion in Social Security and Medicare funds annually. In addition, as consumers, all unauthorized immigrants are subject to sales and property taxes, stimulating local, state and federal economies.

Public Assistance. Unauthorized immigrants cannot receive public assistance benefits or Social Security Income (SSI). Legally residing immigrants cannot receive benefits during their first five years or longer in the United States, even if they are working and paying taxes. Once immigrants have been living in the states legally for five years and reach LPR status, they are eligible for public assistance. The only exceptions to this rule are victims of trafficking and domestic violence, refugees and asylum seekers, who do not have to wait five years for public assistance. Foreign students are never eligible for public assistance.

Impact on U.S.-Born Minority Workers. Many anti-immigrant groups have suggested that immigrants are to blame for the high unemployment rates and low wages experienced by so many minority workers in the United States. The available evidence suggests that immigration is not the cause of dismal employment prospects for American minorities.

For instance, cities experiencing the highest levels of immigration tend to have relatively low or average unemployment rates for African Americans. The grim job market, which confronts many minority workers, is the product of numerous economic and social factors: the decline of factory employment, the deindustrialization of inner cities, racial discrimination, etc.

Immigration plays a very small role. However, that role is generally positive. Immigrant workers, consumers, and entrepreneurs help to create jobs and give a slight boost to the wages of the vast majority of native-born workers. Some unscrupulous employers do exploit undocumented immigrants to the detriment of wages and working conditions for both native-born workers and legal immigrants. But, the Immigration Policy Institute in a report entitled *The Racial Blame Game*, reports that the most practical solution to this problem is an earned legalization program for undocumented immigrants and stronger worksite enforcement of wage and labor laws.

Women and Our Immigration System. Women immigrants are particularly vulnerable under our current immigration system. There are 19 million immigrant women and girls currently in the U.S. Immigrant women, particularly the undocumented, are often more vulnerable than their male counterparts. In the Immigration Policy Center's Report, *"Reforming America's Immigration Laws: A Woman's Struggle,"* immigration attorney Kavitha Sreeharsha explored this vulnerability. The report shows how women are distinctly harmed by heightened enforcement of immigration laws and how abusers, traffickers, and exploitative employers keep immigrant women from seeking local law-enforcement protection by convincing them that police officers are working in partnership with DHS and will deport victims instead of protecting them. These enforcement measures, according to the Immigration Policy Institute, increase the likelihood of abuse and assault against immigrant women by cutting them off from help and giving their perpetrators a powerful tool to silence their victims and escape prosecution.

ACTION ITEM: The DREAM Act is bipartisan legislation authored by Senators Orin Hatch (R-Utah) and Richard Durbin (D-Illinois). The legislation can solve the hemorrhaging injustice in our society. Under the rigorous provisions of the DREAM Act, qualifying undocumented youth would be eligible for a six-year-long conditional path to citizenship that requires completion of a college degree or two years of military service. The CWA National Committee on Civil Rights and Equity encourages delegates to write their senators and ask them to support this critical piece of legislation. (Applause)
One Nation "We Are One"

Movement building-- for the NAACP, Sierra Club, Urban League, Leadership Conference, La Raza, hundreds of other civil and human rights organizations-- that is the formula for a successful future.

November 2, 2010, more than 10,000 CWAers gathered at the Lincoln Memorial in Washington D.C. The march included but was not limited to workers and activist of the civil and human rights communities, religious groups, and the green community. The purpose of the One Nation rally was to show support for unions, restore jobs, and promote justice for hardworking families. The union voice was loud on this Tuesday in November, and could not be ignored. One of the keynote speakers on this momentous day was Barbara Elliot, an employee at a Xerox/ACS call center in New York. Mrs. Elliot and her co-workers had been working for two years to get a union. The majority of her co-workers voted "union" 15 months prior to this rally. However, Xerox/ACS filed objections to the election. "We cannot just fight for jobs, we need jobs with justice," Mrs. Elliot reminded us.

The NLRB ruled that management's objections were not substantial, but the company proceeded to spend large amounts of money on lawyers in order to setback and reject the workers' rights. Mrs. Elliot, a proud member of local 1102 stated, "We are not giving up on our union, nation, or each other!" Mrs. Elliot and her co-workers are a great inspiration to the union, the movement, and the nation. Even though many people at Xerox/ACS lost their jobs, she still is considered a symbol of courage. The company's actions are unfortunately not that much different from most major companies in America when they are forced to face the union issue.

The stand that union workers are taking is critical for the future of workers' rights. CWA President Larry Cohen noted that 48 years ago, people marched on Lincoln Memorial for the dream, and to stop the continuation of Jim Crow laws. Even though these 48 years have seen an advancement in human rights,

workers rights have eroded. In fact President Cohen informed the crowd that the United States is now at the bottom of the global economy when referring to protecting their workers' rights. However, what we must remember and hold on to, as Cohen stated, is "We are tough, we are united, we are determined and we have done hard before."

Since our "One Nation March," we are faced with newly-elected members of Congress and governors who want nothing more than to do away with workers' rights, collective bargaining, and unions. CWAers and activists who were there took the messages back to all who would listen and gave birth to an old, but new message across the nation on April 4.

Many of us ask "Why that date?" On April 4, 2011, the anniversary of Dr. King's death, President Cohen stated, "We will remember the courage and determination of those 1,300 public workers who endured assault, arrest and death as they walked a picket line for two months." It was a mobilization action for workers' rights, the right to have union representation and better wages that cost Dr. King his life in 1968. It was a day that workers from all walks of life, church leaders and members of all religions, and civil rights organizations united and said to those politicians and their allies "We Are One."

On April 4, we reminded our elected officials that workers' rights are human rights, and that those rights will not be destroyed. The attack on middle class and working families must stop. The National Civil Rights and Equity Committee applauds CWA's members and leaders, civil rights and human rights activists, immigrants, religious supporters, public workers, and many others, for saying to America, the land of the free, "We Are One." (Applause)

Economic Advantages for the Wealthy & Impact on the National Economy

Today, the worst disparity in income in over 100 years is proof that the attack on us, working people in America, continues to rage. CEOs make tens of millions of dollars a year or more in income. A hedge fund manager can make more in an hour than it takes an average American family to make in their lifetime. Many working people often pay a higher percentage of their income in taxes than the rich. Aid for education is being cut drastically along with our health care. We have repeated this time and time again, and again there is an effort by the wealthy and CEOs to ensure that workers are at the bottom of the pile. Bush-era economists continue to promote policies that ensure the wealthy will become wealthier.

America's deficit over the past 10 years was created by Bush-era tax cuts for the wealthy, two wars, deregulation, and Wall Street recklessness. This is a time of historic disparity in America, as hard-working Americans scrimp and save to pay our share of taxes, profitable companies pay little or nothing. Last year, General Electric paid no taxes at all in the face of \$14.2 billion dollars in profits. In fact, GE received a huge tax credit. ExxonMobil, the world's most profitable corporation with \$45 billion in earnings, got a \$156 million tax rebate in 2009.

Yet this all comes at a time when politicians are saying that our nation doesn't have the revenue to pay for critical programs that benefit the middle class and poor families. Head Start, an early intervention program for children is on the chopping block, funding for elementary and secondary education is being cut by 25 percent, and college aid for millions of students is being slashed. The Paul Ryan Republican budget would cut education at every level. This Republican budget also destroys jobs and cuts other critical services for families.

Quite simply, we cannot have an honest conversation about the federal budget until we restore fairness to our tax system, and we must start by repealing the \$100 billion-a-year tax cuts for the rich. It's time to insist that corporations and the rich pay their fair share for investments in our future. While cutting \$4.3 trillion in spending, the Ryan Plan would hand over \$4.2 trillion in tax giveaways, disproportionately favoring corporations and the rich. Trying to sell this as a deficit reduction plan is nothing short of a fraud on the American people. The Republican budget is no more a deficit reduction plan than the concept of

Wisconsin Governor Scott Walker taking collective bargaining rights from public workers is a budget plan.
(Applause)

Higher Education as a Path to Equity

Education is linked to status and the key to a better life, while the lack thereof is linked to poverty. Those who have the opportunity to obtain an education usually rise to the top of the economic ladder. In some cases it has taken families generations to climb that ladder. If you are born into a wealthy family, you have the advantage over those who are not. It is very easy to be discriminated against, abused or taken advantage of if one has little or no education or job skills. Society pays little or no attention to people stuck in economic despair such as single mothers and people of color.

In many instances some family members can provide help for children aspiring to get an education. In other cases students go to school, work hard and are rewarded. But for many, the best opportunity for advancement in life remains the labor movement. For years, CWA has helped make the road to advancement possible and for many to obtain higher education.

Employers are more interested in profits than workers rights or sharing profits. Through union collective bargaining, workers have a voice. Through union sponsored education programs, many platforms are in place to give workers academic opportunities that help put them on the path to equity. Better paying jobs with benefits, safe working conditions and the ability to be paid overtime under a union contract allow workers dignity and the confidence they need to be productive while nurturing a healthy family environment. Union contracts do not see color, sex or ethnicity-only human rights and dignity and the need for a highly educated workforce.

Many union contracts provide for tuition assistance or some form of reimbursement. For some, this is the best opportunity women and young students have. CWA and other labor organizations realized that when workers are trained and treated fairly they become more productive. When they are paid for their productivity, their work ethic increases and their standard of living improves. Workers and their families rose into the middle class status because they were given opportunities to improve their skills through education. It is safe to say that a living wage and dependable jobs with benefits are the keys to a better life. Thus, higher education can be the ultimate path to equity.

The CWA National Committee on Civil Rights and Equity strongly supports the concept of both higher and continuing education. Our union traditionally has offered a number of educational opportunities with an eye toward raising the competency level of its members as employees. By offering substantive academic support to CWA family members, the organization promotes strong, healthy families better able to make significant contributions to society, their workplaces and communities.

The Committee recommends the following meaningful, accessible academic opportunities:

One of the principal educational platforms designed to help CWA members advance their careers is CWA/NETT. For the past 11 years, the CWA/NETT Academy has provided certification, training and resources to more than 10,000 members, their families and veterans through Stanly Community College in Albemarle, North Carolina. CWA President Larry Cohen states, "Never before has there been such a wide range of opportunities for our members to stay ahead of the curve in this rapidly changing technological world." The Academy offers a range of scholarships and tuition assistance.

The CWA Joe Bierne Foundation Scholarship program provides full and half scholarships to eligible high school graduates as well as those in undergraduate and graduate programs. The Newspaper Guild Davis S. Barr Award provides scholarships to high school and college students. In addition, the Guild manages the Irving Leuchter Memorial Scholarship Award to the Harvard University Trade Union Program for full-time union staff of Locals or for members of the Newspaper Guild.

The Obama administration strongly supports providing more people federal assistance under the Pell Grant system. Through the Healthcare and Education Reconciliation Act, the President and the federal government have invested more than \$40 billion in Pell Grants. In a 2010 communique, the White House said, "These investments, coupled with the funding provided in the Recovery Act and the President's first two budgets, will more than double the total amount of funding available for Pell Grants since President Obama took office."

For some, a four-year college degree is not an economic possibility. Even with the federal government providing additional support to historically black colleges, other minority serving institutions, and community colleges paying for a four-year degree is simply not a viable option. Because of this boost in federal grant and loan programs, in many cases students can now, with confidence, turn to smaller accredited universities or two-year colleges for more practical curricular offerings and scholarship support. In addition to support at these institutions, eligible workers continue to take advantage of retraining courses through the Trade Adjustment Assistance Program which supports workers laid off due to increased foreign competition.

The marquee labor institution is the National Labor College, a fully accredited academic college located in Silver Spring, Maryland. The institution offers three degrees, a Bachelor of Science in Emergency Readiness and Response Management, a Bachelor of Arts in Construction Management, and a Bachelor of Arts in Business Management. In addition, a Bachelor of Arts degree can be earned in Labor Studies, Labor Education, Labor Safety and Health, Labor History, and Political Economy of Labor. The NLC also offers labor related certificate programs, union skills and training programs and graduate studies opportunities. Notably, the Kaiser Institute also offers courses in healthcare. Student loans are available through the William D. Ford Federal Direct Loan Program. Pell Grants are also available to qualifying students.

The Union Plus Program for union members and their family members has provided more than \$3 million over a 15-year period. Prospective students may be preparing to attend a community college, university or college, technical or trade school. One time cash awards range from \$500 to \$4,000 for the school year.

The tide will turn again; we must not give up or be misled. We as trade unionists must always pursue higher education for the sake of the advancing American industry, our careers and for a better life. Education is the key.

Equal Employment Opportunity Commission: An Obama Report Card

In a June 2, 2011, meeting of AFL-CIO affiliate unions, Equal Employment Opportunity Commission (EEOC) Chair Jacqueline A. Berrien addressed affiliate Civil and Human Rights Directors about the progress of the EEOC. She underscored the critical work of the Commission for the people it serves saying, "The role of the EEOC is to uphold, advance and expand the civil and human rights of everyone in this country." Though the Commission has been able to make considerable progress clearing more than 100,000 public sector cases since 2009, the proposed budget cuts threaten to impede that progress. With 100,000 cases cleared, the Commission has had a little over 100,000 new cases filed.

Chairman Berrien spoke about her experiences as a youngster growing up in her native Washington, D.C., a city heavily comprised of federal and city workers. Making note of recent vicious attacks on public workers across the country, Berrien stated she learned her lesson about the commitment of public workers in Washington, D.C., "The workers by in large were public workers. They always set a very high standard." These words are the reflections of a modern day civil rights gatekeeper with a commitment to the rights of all Americans. Clearly, Berrien recognizes the phenomenal job public servants do serving those who feel they have been victims of discrimination.

The EEOC was established on July 2, 1965, under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1977 (ADEA), the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990 and the ADA Amendments Act of 2008. All Commission seats and the post of the general counsel to the commission are filled by the President of the United States and are subject to confirmation by the Senate. The appointments included:

Chairman Jacqueline A. Berrien was nominated by President Barack Obama to serve as Chair of the U.S. Equal Employment Opportunity Commission (EEOC) on July 16, 2009, to a term ending July 1, 2014. She received a recess appointment to the position on March, 27, 2010, and was confirmed by the Senate for her full term on December 22, 2010.

Chai Feldblum was nominated to serve as a Commissioner of the EEOC by President Barack Obama on September 15, 2009, for a term ending on July 1, 2013. On March 27, 2010, she was given a recess appointment to the post, and was sworn in on April 7, 2010. The Senate confirmed her for her full term on December 22, 2010.

Victoria A. Lipnic was nominated to serve as a Commissioner of the EEOC by President Barack Obama on November 3, 2009. She was nominated for both a term ending on July 1, 2010, and a second term ending on July 1, 2015. On March 27, 2010, she was given a recess appointment and was confirmed by the Senate on December 22, 2010, to the full term ending in 2015.

P. David Lopez was sworn in on April 8, 2010, as General Counsel of the EEOC. He was nominated by President Obama on Oct. 22, 2009, and given a recess appointment on March 27, 2010, and confirmed by the Senate on December 22, 2010. Mr. Lopez is the first field staff attorney to be appointed as General Counsel.

The EEOC appointments brought the agency up to a full compliment of five directors. Staffing problems had been a major issue at EEOC during the previous administration. In the agency's 2010 budget annual report issued on Nov 15, 2010, it was noted that the "EEOC staffing levels fell 25% during the Bush administration to a near-historic low of 2, 176 employees in 2008" while at the same time the workload steadily increased. There were 99,922 charges of workplace discrimination filed in fiscal year 2010, the most ever in a year.

Since then, the agency went through a rebirth under the direction of Chairman Berrien. In 2010 the EEOC hired 383 new employees, including 41 lawyers, and is still growing. This was made possible by a significant increase in funding, courtesy of the Obama administration. The increased appropriations allowed the agency to begin to reverse the effects of years of under funding and are reflected in increased training opportunities, updated technology, and the addition of staff members to help carry out the EEOC's important mission of enforcing federal laws prohibiting employment discrimination. The agency in fiscal year 2010 filed 20 new suits in federal court with at least 20 known class members. That is eight percent of its caseload, an all-time high.

What will these appointments mean for employers? First, we can expect to see more rule changes. For some time the EEOC has operated without quorums, meaning that the agencies have not been able to take on any controversial cases or make significant rule changes. Now that they have enough members, we can expect to see a flurry of activity. We can also expect to see the EEOC become a lot more employee-friendly. President Obama's appointments will appease labor unions and employee advocates who adamantly supported his campaign but until now have not received much in return. Those groups expect to get a return on their investment, and these appointments will go a long way towards making that happen.

On March 24, 2011, the EEOC released their final bipartisan regulations for the ADA Amendments Act (ADAAA). The ADAAA overturned several Supreme Court decisions that Congress believed had interpreted the definition of "disability" too narrowly, resulting in a denial of protection for many individuals with impairments such as cancer, diabetes or epilepsy. The ADAAA states that the definition of disability should be interpreted in favor of broad coverage of individuals. The effect of these changes is to make it easier for an individual seeking protection under the ADA to establish that he or she has a disability within the meaning of the ADA.

On May 24, 2011, the new rules took effect that are intended to broaden enforcement of the Americans with Disabilities Act, generally seen as putting a greater onus on employers.

Among the big changes, Congress and EEOC are making it easier for individuals to establish that they have qualifying disabilities under the statute, including those who suffer from diseases such as cancer and diabetes. The new law overturns multiple Supreme Court decisions that had excluded those conditions under the definition of ADA, such as defining a disability as an impairment that substantially limits one's life activities had left the courts significant wiggle room. Under the new law, an impairment does not need to prevent or severely or significantly restrict a major life activity to be considered "substantially limiting" - a major change. Under the new law, the focus for establishing coverage is on how a person has been treated because of a physical or mental impairment, rather than on what an employer may have believed about the nature of the person's impairment.

These are but a few of the accomplishments of federal EEOC committed to change. President Obama's leadership along with his commitment to fully staff the Commission helped make all this happen. It will be our job to keep momentum going as we battle those who would see this agency weakened through budget cuts or legislative procedure.

The Committee on Civil Rights and Equity moves for the acceptance of the report.

VICE PRESIDENT SUNKETT: There is a motion to accept the report. Is there a second?

. . . The motion was duly seconded . . .

VICE PRESIDENT SUNKETT: For purposes of the report, from Local 3204, Walter Andrews.

DELEGATE WALTER D. ANDREWS (Local 3204): Good evening, Mr. Chair.

I rise in support of the Committee's report. They put a lot of work into this. I would like for you all to know throughout the year, they don't stop. They have a conference call monthly. They are working to make sure that all of our civil rights are protected.

We have heard a lot this morning about the Ready for the Future Act which we passed back in 2006, and one of the things in there said that by 2007, we would have the board right sized and that we would make an effort to make our union look right like the people that we represent. If you would take a look at them now, don't they look good? Great job. Thank you. Thank you. Thank you. They did it. Thank you so very much for working that out for us.

I'm not going to talk about all of your topics, but I want to touch on one or two briefly. The one you had with collective bargaining, we heard on the news they are forming all these hundreds of thousands of jobs, but they are low paying jobs at Walmart, where all the thousands of employees are qualified for welfare. What we were told the other day, it would take one of the workers over 300 years to make what those CEOs take home in bonuses and those kind of good things.

Broadband and telecommunication. In areas of Atlanta, I know for a fact they declared them not creditworthy to install high speed internet and those things. They don't want to put them in the minority in a low income people neighborhood. That's exactly what they are doing in our state. You need to be on the lookout for it in yours.

The attacks on immigration. You heard on the news in Atlanta, the fruit is rotting on the vines because of the racist laws that they passed to try to single out Hispanics and other nationalities that do that work in the field. Brother Steve Flores from District 6 spoke to us at our national equity conference, and he elaborated on it a lot better than I can do.

But I would like to thank this Committee. We've got a lot of work to do. I don't want to piss on nobody's parade, but we had an election year, and I heard some comments where some people said that they were told not to run, you know, and they were challenged, all that. I want to thank those people that stood up and wanted to volunteer their service to this great union, and let them know that it was their right. We appreciate it, and that's not the intent of how we plan to do business. (Applause)

Thank you again, Committee. Thank you, President Cohen. Thank you, executive board for what you do for this great union each and every day. Thank you. (Applause)

VICE PRESIDENT SUNKETT: Any other delegate wishing to speak on the motion?

Seeing no one approaching the mike, I would like to move the motion to accept the report. All those in favor, raise your right hand. Down. Opposed by like sign. It is adopted. (Applause)

Please join with me in thanking the Committee for their tireless work and efforts. (Applause)

. . . President Cohen resumed the Chair . . .

PRESIDENT COHEN: As they are leaving, would the Next Generation Committee come to the platform.

Since March of 2010, our Executive Vice President, now Secretary-Treasurer Annie Hill has worked with the Next Generation Committee. I now ask Secretary-Treasurer Hill to the podium.

SECRETARY-TREASURER HILL: In 2009, a group of local activists led by District 9 introduced from the floor a resolution on the Next Generation. The young leaders not only wrote the resolution but gained the support from a broad base of Convention delegates, both younger, and more mature attendees. They clearly articulated the need to engage the Next Generation of workers within our union.

As mandated by the resolution, a Committee was put together with representatives from all sectors and districts, including both staff and local leaders. The Committee, as many of you will remember, presented a preliminary report at the 2010 Convention and has been working hard over the last year to prepare a final report.

Committee members in attendance today are:

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

Vera Mikell, Local 2205
Tim Strong, Local 4900
Jeff Reamer, Local 13000
Karly Safar, Local 3865

Kari Bienias, Local 14156
Dante Harris, AFA Council 12
Greg Sampo, Local 1118
Raymond Mehaffey, Local 3805
Jason Burns, Local 6401
Jean Broughton, Canadian Media Guild
Bob Hardy, Local 84963
On the committee but not present is Virginia Matos, Local 54041.

CWA staff that also worked on the committee are Ann-Margaret Sanchez-Tovar, District 6; Susan McAllister, District 7; and Bill Bates and Beth Allen, headquarters.

I now turn it over to the Next Generation Committee for their report.

. . . The Next Generation Committee members took turns giving the report, as follows: . . .

Thank you, Madam Secretary-Treasurer.

Good afternoon, sisters and brothers. The past year has proven to be challenging for all of us, and I just want to recognize the hard work, tenacity, and dedication of all the members of this committee. I also want to thank Annie Hill, our new International Secretary-Treasurer, for her guidance and commitment to this committee.

Also I would like to thank the young activists from District 9 who authored the resolution to create the CWA Next Generation Committee, Jesse Abril and Darren Shiroma. (Applause)

As you all know, we reported to the Convention last year. Since last year, we have been at work developing a plan that the locals and the districts could follow to develop Next Generation activities in your respective locations. The work we have done on this committee is important, but the most important work is the work that you all continue in your locals and your district.

We have to be Ready for the Future. In order to do that, it's going to take a union-wide effort, and that's from the past generation to the current generation to the next generation. We can't do it alone. We are one. We've got to continue this movement. (Applause)

Earlier this year, the Next Generation Committee commissioned a survey of CWA members ages 18 to 35. Some of the results were consistent with our beliefs, but some of them surprised us and will likely surprise you.

When we asked these young members if they were very active, somewhat active, not too active, or not active at all in their local union, only eight percent said that they were very active, while 58 percent were not too active or not active at all. That may not surprise you, but what may surprise you is that 60 percent of the young CWA members want to be involved in their union, but only 36 percent have ever been asked.

Our young members are a huge untapped resource. They told us that they want to be involved, and the things that they are most interested in are legislative and political action, workplace health and safety, and coalition work with organizations like Sierra Club and Common Cause. Almost 60 percent of those surveyed said they wanted to be active on human rights issues.

Finally-- and this is good news for the future of our union-- 43 percent are interested in organizing new workers into CWA.

Here's one more surprise from our survey. Despite the prevalence of belief that young workers aren't in it for the long haul, 96 percent of young workers surveyed said that a future career at their current workplace is important, and 73 percent said they planned to stay at their current workplace for five years or more.

The message here is clear. The Next Generation of union activists is already here. They just need to be asked. For more details on our survey, visit the Next Generation section of the CWA website and CWAunion.org/nextgen.

Okay, so it's great to know that young members want to be involved, but how do we reach out and support them? At our first meeting of the national Next Generation Committee, we started out talking about training and education of young CWA members, or sometimes lack thereof.

When some of the youngest members of our committee mentioned that they had not even attended leadership schools or organizing trainings, we knew we found a good place to start. We have to eliminate any and all roadblocks to get training and education for our members. Many of us don't know about the trainings because no one has asked or encouraged us to go, or we don't have the money or the decision-making power. Institutionally, young members lack access to information and resources to get there.

The Next Generation survey results encouraged us that we were on the right track when it indicated that 50 percent of young CWA members were interested in both leadership and organizing training opportunities. After reaching out to CWA staff in the organizing and education departments, we realized that access to current trainings was not the only limitation to developing young leaders. We knew curriculums that focus on young workers and the need for more opportunities to put the skills we learn into practice were also needed. By including work on current organizing campaigns into our training programs, we have not only developed the young organizers we need to help grow our union, but also to facilitate a process that leads to young members being more invested in the future of our union movement.

In order to really support the leadership of the young workers, they need to know each other, learn from each other, and feel supported by each other. We need a space for young workers to come together, to get training that is specific to new, young activists to learn about models of organizing, about the labor movement, and what our union has to offer. We need to follow the lead of some of the other international unions who have already had successful Next Generation Summits. We need a catalyst, an event to really kick off our national Next Generation network.

BE IT RESOLVED: That Next Generation Young Workers Activist Training be coordinated and implemented in conjunction with a Young Workers Summit, and CWA host a Young Workers Summit to take place in 2012, a weekend conference for young members and activists to learn organizing and networking skills and strategies to empower young members through leadership development, mentoring, and education. We understand, as outlined in the CWA Ready for the Future Report, that meetings are expensive, and that we should look for ways to consolidate meetings and potentially eliminate meetings that don't provide value in building the union. Therefore, we ensure that those principles and guidelines will be adhered to when planning the Young Workers Summit in 2012.

BE IT RESOLVED that Leadership School Scholarships for 2012 to 2013 be established for candidates 35 years of age or younger so that they can participate in CWA's leadership schools and subsequently work on CWA elections, organizing, or labor legislation campaigns. Two (2) members per district or sector will be eligible for attendance at CWA's Leadership Schools in districts and sectors where they take place. In districts and sectors where Leadership Schools do not currently occur, we strongly encourage either starting a program or partnering with another district to do so. Where this is not possible, candidates will be assigned to a Leadership School outside their home district or sector. Leadership School completion will be followed by significant campaign work within six months of training with

experienced CWA leaders. (We recognize the need to be flexible and negotiate exceptions for members and bargaining units without access to lost time.)

BE IT RESOLVED that Organizing Institutes, as they occur, have additional slots designated for candidates thirty-five (35) years of age or younger and that these candidates subsequently work on an existing CWA organizing campaign. Candidates should come from a broad range of districts and sectors. Organizing Institute completion will be followed by significant campaign work within six months of training with experienced CWA leaders. (We recognize the need to be flexible and negotiate exceptions for members and bargaining units without access to lost time.)

How many of you mentor young members? Ask yourself that question. When we asked this in the Committee, there were a couple of us who did know about informal and, in one case, more formal mentoring going on in their locals and districts. It is left up to the current leaders whether or not they make developing new leaders a priority or not.

The future of our union's leadership is key, and we must make mentoring more institutionalized. We need everyone mentoring new leaders in all locals and in all sectors and districts.

Two Next Generation Committee members already participated in a "train the trainers" mentoring workshop where they learned to lead a mentoring workshop. Using the same mentoring curriculum, a mentoring workshop was held with a diverse executive board in District 4. The design of the workshop was to teach existing leaders how to mentor the next generation of leaders around them with this training. They are equipped to do so following the training.

I believe this mentor training may frighten some existing leaders because of its blunt message. The message is best communicated by a quote from the late Eric Hoffner of MIT. He said, "In a time of drastic change, it is the learners who inherit the future. The learned usually find themselves equipped to live in a world that no longer exists."

These small steps help to accomplish two of our priority goals in the Committee-- to develop skills of young members and also to create space to pass along these skills by incorporating the workshop into existing local and district training.

BE IT RESOLVED that two (2) candidates, thirty-five (35) years of age or younger, from each eligible District and Sector participate in the "Train the Trainer" Mentoring Program. Local union workshops can use the trainers as a resource within their Districts and Sectors.

In the past few decades, globalization has drastically changed the world economy, and with it the role of North American workers. The shift in manufacturing from the global north to the global south has taken its toll on American and Canadian workers and severely weakened our movement. Employers have used this shift as a justification for contracting out and expanding the ranks of temporary employees, independent contractors, and freelancers on their payrolls.

Fully one-third of the U.S. workforce is now contingent labor, workers who have little job security. Of these most vulnerable workers, very few are covered under a collective bargaining agreement.

As we know, change takes time. We also know we are way past due to shift our strategies and start thinking about how we can build power for all working people. We cannot rely exclusively on traditional bargaining units to reinvigorate the labor movement. If we are to survive, we must be willing to fight for the rights of all workers who are willing to fight for themselves, regardless of their employer, geographic region, or current legal rights. It's time for the house of labor to open its doors.

This new context requires a new way of thinking: organizing workers not unionizing employers. Groups as varied as the freelance locals in TNG and Wash Tech, a group of contract Microsoft employees, have shown that we can build power among nontraditional workers leading to better working conditions for everyone. These locals require dedicated, ongoing support to maintain their membership and organize new members. Therefore, we are calling for a current staff organizer to be assigned to these efforts.

BE IT RESOLVED: That CWA create and expand the programs to serve workers who are not connected to traditional bargaining units. CWA shall develop an independent membership with a group 401(k), networking opportunities, benefits where possible, and access to resources such as retraining and other education through the CWA/NETT Academy, research on rates of pay, legal advice, and template agreements for the types of labor our freelance and other contingent members currently do; and

BE IT RESOLVED that CWA assign a staff organizer to proactively support current units of contingent workers and the organizing of new groups of independent members. This organizer would report to the National Organizing Director.

In talking to union leaders about the National Next Generation Committee, we have frequently been asked the question, "So how will it work? Are you all mandating setting up Next Generation Committees in locals, districts, and/or sectors?" To which we find ourselves replying "yes" and "no."

We have all seen examples of union committees that have been set up only in name but that do not have the leadership or resources necessary to move it forward or get anything done other than meeting new people and attending new meetings. As a National Next Generation Committee, we agree the only way for local generation groups to be successful is if they are grassroots, run locally by Next Generation members and supporters.

As leaders in your union, our movement needs you to go home, identify your young and new members, and ask them what they think about the Next Generation, and support them in any way you can to set up and run their own local Next Generation Committees. Local spaces are vital to addressing the needs of the next generation and to keep the committee moving forward by plugging into the national network of Next Generation activists, with whom we can share ideas, develop relationships, and give young members the experience and ability to take responsibility of something, their own committee.

BE IT RESOLVED: That CWA locals empower young elected officers and activists to mobilize Next Generation groups within their locals, within groups of locals, and/or between CWA locals and other unions. These groups should continue to build our movement and partner with other progressive allies and community groups. Such encouragement could include Next Generation representation on executive boards, time booked off, staff and/or financial support for Next Generation groups. These Next Generation groups, where possible, should plug into efforts to engage young workers being made by various levels of the AFL-CIO in the U.S. and the CLC and provincial and local labor councils in Canada.

More and more organizations are utilizing social media and the internet to educate, inform, and activate members or supporters of organizations. Our Next Generation survey supported the notion that many of our young union members already utilized the social media aspects the CWA can take advantage of, but a large percentage said we could do better to use the new informational tools out there.

While we tend to believe that the greatest way to reach members is by one-on-one conversations and relationship-building with local leaders, we know that we also have to use the social media opportunities out there being used not only by our Next Generation members, but more and more used by our longtime members who are doing good to keep up with the times.

Social media and internet also help us save resources, allowing us to share resources in ways that we have not been able to do in the past. It serves as a space for training tools, legal resources, and organizational materials to be housed and shared with ease.

BE IT RESOLVED: That CWA retain, update and keep current the CWA Next Generation webpage and Facebook page that includes the Toolkit and materials relevant to young member activists and leaders.

We all know things don't plan themselves. We need dedicated people to bottom line the upstart of the project. In order to train and support the future generation of CWA, we must have an organizer who has time to dedicate and make sure that the training is getting developed and carried out, who is committed to supporting and facilitating the next generation leaders, and make sure that the young workers are the ones making decisions and carrying out the work of this project, with the support of our long-time union members and leaders.

BE IT RESOLVED that within 90 days of the adoption of this resolution a two-year Strategic Industry Fund (SIF) Proposal will be prepared and presented to the CWA Locals and the Executive Board for review and approval. The SIF Proposal will cover the components outlined in the proposal, including the identification of a Next Generation Organizer who will oversee the program. In addition, the CWA Executive Board and the Locals will receive a written report no later than October 1, 2012, and a follow-up report will be presented to the 2013 CWA Convention.

So why is Next Generation important? Ask three people in this room and you might get three different answers. One might say it's because we need people to be ready to take over when I retire. One might say it's because we need to educate and engage our young members, and the last person, though it pains me, might say it's not that important.

As it stands now, unemployment in the U.S. is about 9.5 percent. For people ages 20 to 24, it's closer to 16 percent. For young people of color, it's closer to 30 percent. Fully 30 percent of young workers 16 to 35 and, in fact, 32 percent of young workers 16 to 24 are unemployed or under employed.

The economy is supposed to function like an escalator. You step on the escalator and you step into the labor market at a low level. There are people above you on the steps, and escalator moves the people in the higher positions, and they step off the escalator and they retire. People in the middle move up, they take on those positions, and eventually they retire. You move up and you get to your final destination.

The recession basically stuck a wrench in those gears. People who were going to retire lost their retirement and health care and had to stay in the labor market to survive. So folks in the middle didn't get to move up, and neither did the youth at the bottom. As companies downsized, people at the top and the middle got pushed down, making entry level jobs away from the youth. So really, there are a whole line of young people waiting to get on the escalator. The unfortunate thing is we will have lower earnings for the rest of our lives because we haven't had the experience to be able to advance the normal way the economy is supposed to work.

As all of us in this room know too well, unionization is declining. In 1983, 16 percent of young workers ages 16 to 35 were in unions. In 2008, it was only eight percent. That number is closer to five percent now. The median debt to graduate college is \$7,000 to \$17,000. For a lot of young people, this means no college. The more life experience generation, meaning people who are 55 to 64, are ranked No. 1 in the world for having degrees. For people 25 to 35, we are ranked in 14th place.

The cost of living is also more expensive. The rising cost of health care means that 31 percent of young workers are uninsured. A lot of us use credit cards to get by. Fifty percent of young workers worry

about debt. Less than 50 percent have a 401(k) plan or any type of retirement. Ultimately we do what we can to save money, and that means moving back home. Thirty-three percent live with their parents.

Why have things changed so much? It's not just the recession. We have seen a real race to the bottom. Jobs are changing. There is a lot of contract work, a lot of part-time work, a lot of jobs that don't turn into careers-- careers that let you live in a safe community, provide for your family, and retire with dignity.

But what do unions and union organizing mean for young workers? The union pay advantage on average is 27 percent. You are about 30 percent more likely to have health care, and you are three times more likely to have a pension. For young workers, specifically 18 to 29, being in a union means you make \$1.75 more an hour, you are 17 percent more likely to have health benefits, and you are 24 percent more likely to have a pension plan.

Union members of color take home \$200 to \$500 more a week. Another way to say is they make one-third more than nonunion workers. When workers bargain, the middle class is strengthened. Strong union states have higher average household incomes and health care rates, even though everybody is not obviously in a union.

So what can we do to help the labor movement? Can we really call it a movement right now, or should we change the name to the labor merry-go-round? We are spinning in circles fighting cuts and anti-worker laws and at the same time organizing to make up for the losses that we will inevitably take. We need to start moving forward again.

By a really quick show of hands, how many of you in this room have been coming to Conventions for 15 years or more?

By another show of hands, how many of you plan on being here in 20 years coming to Convention?

So, CWA will change. The leadership will rotate. New members and new union activists need to be ready to take over, and we need to keep the movement moving forward. We need to engage, educate, and encourage new ideas and new ways of thinking. We have amazing people out there who right now are not being asked, "What do you want from your union, and what do you want to do for your union?"

The resolutions brought forward today are the right start to make CWA a leader in labor for the next generation. We were tasked with the challenge of finding ways to mobilize and prepare the next generation of labor leaders for CWA. This Committee has brought back what we believe to be a foundation of support for our young members and our future leaders.

The best we can do from this room today is give support and opportunity. After the approval of this report, what our future leaders now need to do is take advantage of it. You can't tell someone, "You will be the next labor leader," but what you can do today is you can support the future of our union and the future of labor. (Applause)

Dante?

DELEGATE DANTE HARRIS (AFA Council 12): Sisters and brothers, we need your commitment to our future. We need your commitment in executing the recommendations from this committee.

With that said, Madam Secretary-Treasurer, the Next Generation Committee moves the acceptance of this report. (Applause)

SECRETARY-TREASURER HILL: Thank you. I will take that as a second.

And before we go to the first speaker, I did neglect to introduce-- and my apologies-- Eric Lindberg, Local 9423 (applause), and his fan club.

A motion has been made and seconded to accept the committee's report. I would like to recognize on Microphone No. 3, Jesse Abril, Local 9511.

DELEGATE JESSE ABRIL (Local 9511): I stand here before you as a veteran of the United States Air Force (applause), a Vice President of Local 9511, and an AT&T maintenance splicer out of District 9, and I am here asking for your support on the Next Generation report that was presented to you today.

A wise man once wrote the best way to predict your future is to create it. Two years ago, I ran into a young officer at a District 9 unit meeting in Southern California. I heard the scholar speak as an advocate for the AFA. He spoke in a very eloquent and passionate manner. Impressed, I introduced myself, and I asked him to join me in discovering new ways of bridging the gap between generations and infusing the generation mix within our rank and file. He was thrilled that he actually found somebody that had aspirations just like him.

That same year at the CWA National Convention, I ran into him again, and there we are in the Convention floor writing the Next Generation Resolution, and with the support from my brothers and sisters from District 9, we were able to generate enough support to pass the resolution on the Convention floor within 18 hours from the time we wrote it. (Applause)

Fast forward to the here and now. The same person who helped me coauthor the Next Generation resolution is now the Executive Assistant to the AFA International President, Veda Shook-- and we all know him as Darren Shiroma-- who recently led the organizing drive in Houston, bringing 4,300 new members to the total sum from our newest family of Continental Airlines. (Applause) It's wins like this that justify the need to continue to grow this group.

Now, I'm going to be honest. I'm going to make a lot of mistakes. I will make a lot-- a lot of mistakes. If you ask my President, Art Gonzalez, who is behind me, he will vouch for that. But because he is such a good mentor, he is a seasoned unionist, he picks me up, he guides me, he supports me, he puts me in the right path, and that's what we ask from the people that are around us.

We will never forget those who stood before us, and we are grateful for those who continue and are willing to stand with us in this great labor war that we have before us. As the constant assault on our great union continues across the nation, we will need all generations to interact interdependently, creating that synergy to diffuse the time bomb, so that we can continue to bring forth fruits of labor to all generations-- past, present, and in the future.

This war is not subtle. We will need to strive for victory. We will need to continue to do stuff like this, because it does affect groups like the military, the men and women over there overseas fighting for us so that we can have this freedom. We need to continue this fight so that when they get out, there's a place for them, that they are not forced into poverty, that they are not forced to go join the military again, and that they can actually have a good job, a good-paying job, and actually be part of a union. (Applause)

The Next Generation is asking you to continue to stand with us. And remember, the best way to predict your future is to create it. Thank you.

. . . The delegates arose and applauded, clapping in unison . . .

SECRETARY-TREASURER HILL: I would like now to recognize at Microphone No. 3, Melissa Pike from Local 3204.

DELEGATE MELISSA PIKE (Local 3204): Good afternoon, brothers and sisters. I rise to echo my brother Jesse in support of our Next Gen Committee and the important work that they are doing. I want to underscore the importance and the value of mentoring. We are nothing without our past. We stand on the shoulders of giants.

You reap what you sow. If your leadership has been open, positive, and inclusive, then the leaders you are teaching now will continue in your tradition. But you can't be a strong leader and not expect your people to learn to be strong as well.

I would invite every local leader here who is running for reelection who has 30, 35-plus years of service, to examine why they are running again. If there is a glimmer of fear of the future or to hold onto the past, I would ask you to take that fear and channel it to energy and action and help build the future of your local.

Our Retired Members Council is also a very strong organization that needs your energy. We need retired mentors who cannot only teach us how to be the best labor leaders, but to show us where the bodies are buried. We need to leverage that knowledge into great contracts and grievance settlements. Thank you. (Applause)

SECRETARY-TREASURER HILL: At Mike No. 3, I would like to acknowledge Delegate Bill Henning, Local 1180.

DELEGATE BILL HENNING (Local 1180): Thank you, Annie, and thank you for your kind words earlier when you called some of us "more mature." Believe me, it's probably the first time I have ever been referred to that way, because people keep wanting to know when I'm going to grow up.

I spoke at this microphone last year, and I spoke the year before about this very important issue, and Melissa, Jesse, in a lot of ways you are very polite. And what I think is required at this moment is for the Next Generation, quite bluntly, not to be polite.

I've said it before. It is time that you fought your way in. Do not expect old farts like us to willingly go away, wait until we get to the top of that escalator. That's an ideal thought; probably not going to happen. You need to come, as I've said before, you need to come and challenge us with your ideas, and, yeah, Jesse, you need to be able to make some mistakes.

I said last year, the mistakes that you are possibly going to make pale in comparison to the mistakes we have made over the last 30 years, where the decline in workers' wages has been just historic. We have not won this battle. We need you to win it. And it's not going to be won by waiting for a gilded invitation. You are not going to get it. You need to fight your way in.

For those of us who are more mature, let me share with you that in our local we just recently negotiated a contract. I think the oldest person on the bargaining committee may have been 27 years old. (Applause)

Of course, they had me as the senior negotiator. What I was told is, "Bill, you sit over there, and we will tell you if we need anything." They handled the bargaining from start to finish. They got a contract that anybody in this room, frankly, would give their eye teeth for, a five year agreement-- by the way, the last agreement was five years and three months because, on the threat of a strike, management didn't want to see us again for five years.

This time they changed their team who was going to go in and bargain. They took out the person who-- I'm trying to think of a kind way of putting this. Anyway, she was a barracuda and just inflamed things. They put her off to the side and brought in their bench.

Their bench negotiated with our kids a five-year agreement calling for raises in the base rates of three percent in each year. For those people who are already on staff, they got four percent; totally paid health care after half time working there. Let's put it this way: We would all love to have those kinds of contracts. It's not possible in every place, but this was done by what we would call kids. And they did it, and they won it, and they own it.

We can do that in every single one of our locals. But these were not shrinking violets. We didn't say "Come on, I want you to take more of a role." They said to us, "You sit over there. We will tell you when we need you." And that's kind of what we have to have the next generation feel the confidence to do.

We can't afford to make the same mistakes over 30 years just because we have been at it for 30 years. It's time for new blood. Plus, you know what? They've got more energy than we do. They really do. When you get arrested, you know, in civil disobedient actions, they are much better able to handle it. It's a pain in the ass. You know, I'm looking for a bathroom in that holding cell. (Laughter)

I am so glad you talked about the issue of contingent workers because that is key. We've got daily hires. We've got freelance writers. We have the kind of people who are not our traditional people. We have to make room for them. More importantly, they have to push us aside and make room for themselves. Thank you. (Applause)

SECRETARY-TREASURER HILL: There are no other delegates wishing to speak on the motion to accept the committee's report. All those in favor, indicate by raising your hands. Down hands. Opposed. The report is accepted. (Applause)

On a short point of personal privilege, I would like to thank President Cohen for allowing me the opportunity to work with this group of young unionists. I actually asked to work with this group after it was created, and I have enjoyed it immensely. All of their energy and passion is very inspirational. So thank you. My hat's off to all of you. Great work. (Applause)

PRESIDENT COHEN: Before Annie comes back up here, just one quick announcement. Everybody who wrote that letter-- hopefully everybody has written a letter on Colombia to their Senators. Yes? You all dropped them off at the box out there? Yes, okay, great thanks. If not, the booth is in the exhibit hall. It's the Executive Office booth.

SECRETARY-TREASURER HILL: Would you roll the video, please.

. . . A very inspirational video was shown about the Pediatric AIDS Foundation . . .

SECRETARY-TREASURER HILL: Last year the Elizabeth Glaser Pediatric AIDS Foundation celebrated its 20-year anniversary, and this year the Foundation has been CWA's charity of choice for 20 years. (Applause)

I know in my heart that everyone watching that clip in this hall feels proud about the immense support that CWA locals and members have provided the Foundation. As I said earlier, in those 20 years we have donated \$6.8 million to the Foundation. (Applause)

But it is also great to know that our contributions and efforts are appreciated and making a difference. And thanks to the Foundation for putting together that special clip for us.

I know many of you who attended Convention last year were moved by Jake Glaser's personal story, Elizabeth Glaser's son. Today we are proud and honored to have another special guest who has an equally compelling story. Before I introduce her, I want to introduce A.Z. Tice. A.Z., would you please stand. (Applause) A.Z. will be CWA's new contact at the Foundation. I know many of you have worked with Uma Mehta. She sends you her best, and she will be moving on to a new job. We will miss her but know that A.Z. will be great to work with.

Christina Pena was infected with HIV at birth and has been an advocate for people living with HIV-AIDS throughout her life. Her willingness to speak out about her illness has taken her from her native California to, most recently, the White House. She graduated from the University of Southern California with a degree in journalism, and will be pursuing a master's degree in public policy in the fall.

Christina, welcome to CWA. (Applause)

SISTER CHRISTINA PENA: Thank you so much for that wonderful introduction, and thank you everyone. It's such a pleasure to be here today. I'm so honored to be able to speak to everyone and thank everyone personally for your contribution and hard work for the last 20 years.

As someone who has been involved with the Foundation since the age of ten, I know that the partnership with CWA is immense and incredible with the Foundation, and it's truly, truly special. More importantly, the Foundation is able to make a generation free of HIV. This is possible. This is feasible. We are in a position where we can do this, and it's as a result of support, people caring for the cause, being generous and willing to support what Elizabeth Glaser had set out to do.

Personally, my story, thank you for mentioning I was born HIV positive. At the time, my parents had no idea that they were both infected. The year was 1986 during the height of the AIDS scare. Both my mom and father learned that they were HIV positive, and for my family it was absolutely devastating. For anyone's family it's devastating.

At the time, they were high school sweethearts. They had been married. They were business owners. I was two years old. They were ready to have a family, and the results of being HIV positive just tore our whole family apart.

My father died ten months later, and the doctors could only look at my mom and say, "We don't know what to tell you. Hopefully you will live another two years." That was an optimistic number. They said maybe I would make it to five years old.

Fortunately, because of Elizabeth's crusade to fight for medication and research for pediatric AIDS, medicine became available to children in 1990. At that time I was five years old. So I began to-- I finally had something to keep me healthy. And birthday by birthday, I went through another birthday, celebrated another year. My mom did everything in her power to make sure I had a great childhood, a normal childhood.

Ironically enough, I grew up not knowing I was HIV positive until I was nine years old. My mom's belief behind this was, she wanted me to have a healthy childhood and she took on the burden of my health, her health, the reality of being infected with the disease, and she let me be a kid.

Of course, at nine years old, I realized that I needed to start asking questions. I was on medication. I was going to the doctor every month. Things were not quite normal. My mom finally told me that I was HIV positive, and at that time, it made sense. My whole world made sense. I decided I wanted to become an advocate, and I wanted to speak and I wanted to educate people and educate myself, as best I could at ten years old.

What was great is my mom was really there for me as a strong woman to ensure that I had a great childhood when I grew up. But again, prejudice and ignorance remained, and we lived a double life. We were very careful on who to disclose to, and we balanced having that secret, both of us. At school, my mom worked as a teacher. So all of this was kind of balanced, a double life.

Fortunately-- and I'm now 26-- (applause) Thank you. I will be 27-- oh, no-- soon. For all the challenges and all the barriers and everything that life throws at you, I have been so, so fortunate and so lucky. I have lived a really wonderful life and I am living a wonderful life now.

Of course, I am pursuing school. Like many of the young union members who are here on the panel, we are in our twenties, and we are determining our careers and where we are going to go and what we are doing and how to define our life, working and prospering. So I have been fortunate to work since 16 years old. I have been very healthy as a result of tremendous care and support. I am pursuing school in the fall for my Master's. I am excited, which is wonderful.

And I am definitely living my life. I have a wonderful boyfriend who was my high school sweetheart. He is by my side when I am sick with chickenpox or when I am well and driving him crazy. So I have been very, very fortunate.

I know this is a reality that many children with HIV can have but, more importantly, the reality is to prevent children from becoming HIV positive in the first place. This is something we have the capability and the power to do.

One thing I have learned from Elizabeth is that everyone-- one person can make a change. We are all capable in our life to make a change, to fight for something, to do something extraordinary. And I tried to do that and follow in her footsteps as best I can as an advocate, to learn from the people around me and to teach as much as I can, because it's a two-way road.

A lot of my advocacy work has led me to the White House, which has been tremendous. It's so exciting to see the more mature group of individuals who want to embrace those in their twenties and the thirties and the younger generation, because we are there. We want to do and follow in your footsteps. You are our mentors. We learn from you. And it's so reassuring, because I see it with the discussion that was just had, and I saw it at the White House with the inclusion of a meeting for Youth and HIV, a meeting to really develop recommendations, develop a strategy, develop a way to move forward, and to combine the knowledge from different generations with the new generation who is eager to get out there and put one foot forward. So that's really exciting to see now.

For me, I just want to say, we are all advocates. You, myself, Elizabeth-- we can all be advocates and we can all fight. I see all of you as an advocate for children, particularly because of your partnership with the foundation. You are fighting for children who don't have a voice. You are fighting for women across the globe, and you are ensuring that we can make this dream, Elizabeth's dream and now my dream and many people's dream, a reality that a generation can be born free of HIV.

For all the progress we have made, there is still much more to be done. As you know from the video, over a 1,000 children a day are born HIV positive around the world. But what is important is that this is all preventable. We can prevent HIV transmission from mother to child. That means an HIV positive mother can have an HIV negative child with the right medication and care early on.

The Foundation is ensuring that this is possible. The Foundation works with over 17 countries to make sure that those mothers not only know about their status but, more importantly, receive the medication so that their babies are healthy and free of HIV, which is tremendous.

Of course, we have a long way to go. We are still working hard, and I want to say that the fight is not over yet. But it is possible. There is light at the end of the tunnel. We are getting closer to that dream.

I just want to say I'm going to pledge to continue fighting for this goal for the rest of my life. I know this is possible, and I really urge everyone here to continue fighting because together, as a group, we can make this possible, and we are making it possible-- year by year, decade by decade, now 20 years, it's amazing, the partnership.

There are yellow cards on everyone's table. I don't know where they are, but they are scattered. It's a pledge to the Foundation to make sure we are going to keep fighting for this cause and we are going to keep supporting this mission. And if you would all sign it-- I'm going to sign it-- it would ensure as a group collectively that you are behind this cause.

I know you are behind this cause as a group, and I know, with the partnership that's grown in the last 20 years, it's really special. But if you would all sign it, that just ensures that, again, collectively we can make a difference. And we are making a difference for children around the world. I'm going to sign mine right now, too.

Something that I want to say, again, is thank you so much for everything. I personally thank you because it's affecting lives. There is a ripple effect. Everything that you have done affects not only my life, but children around the world, again, ensuring that children can be born HIV-free is a dream come true. It's amazing. We are so close to being there.

So on behalf of the Foundation and, of course, Elizabeth Glaser and all the children and mothers and people who can't speak out and thank you personally, I just want to say thank you, because it means so, so much to my life and all the children around the world who are fighting to live a healthy, productive, happy life and existence.

So thank you so much, and together we can do a lot of work. We are doing a lot of work. We have made a lot of strides. And I just want to say everything that you have done is making a tremendous difference, so thank you very much.

. . . The delegates arose and applauded . . .

SECRETARY-TREASURER HILL: Thank you so much, Christina.

There aren't enough cards for everybody, but one of the things that we are trying to do is have more locals participate, because the more locals that participate, the more money we will raise. So if at least one person from every local could fill one out, and we will have the staff collect them as we leave for the day, that would be a great start. So thank you again. And we at CWA commit everything in our power to continue the fight to eradicate AIDS from the global community.

I'm going to turn it over to Madelyn and pass out some awards, so if you would stay and help us do that, that would be great.

I would like to turn over the program to Madelyn Elder from 7901, our At-Large Diversity Executive Board Member from the Western Region to pass out our Pediatric AIDS Awards.

VICE PRESIDENT MADELYN ELDER: Thank you, Annie. Good afternoon, sisters and brothers.

It is my pleasure to present the Elizabeth Glaser Pediatric AIDS Foundation Awards. In the last 20 years, CWA members, together with your leadership, have been extremely generous and raised close to \$6.8 million dollars on behalf of the Foundation. Give yourselves a hand. (Applause)

This money has been used to advance the Foundation's research, training and advocacy programs around the world. This year, 453 locals participated in our Charity of Choice program, contributing a grand total of \$277,232.47-- not quite as much as in 2009, but still an amazing achievement considering the challenges that we are all facing and how busy we really were. Thank you for your ongoing support and generosity.

Before we give out the official awards, I want to acknowledge a group of special locals. Each of these locals contributed at least 200 percent of their quota of \$1 per member per year. Many of these locals do an amazing job fundraising so they don't put pressure on their already stretched treasuries. I would like to welcome to the stage the following locals:

Local 1152, President Mary Mazzeo;
Local 3802, President John Neblett;
Local 3950, President Meverly Hurst;
Local 4319, President Robert Hull;
Local 7019, President Paul Castaneda;
Local 7115, President John Graham;
Local 7601, President Mike Rea;
Local 7777, President Lisa Bolton
Local 9410, President Gayle Crawley;
Local 14705, President Ronald Herber;
Local 57411, President Richard Bowring;
Local 83709, President Vicky Powers.

Let's give them a round of applause. (Applause)

Now on to the official awards. The Ariel Glaser Award is presented to the local that raised the most money in 2010. The Ariel Glaser Award is in honor of Elizabeth Glaser's daughter who died from complications from the AIDS virus at the young age of seven years old in 1988. This year the Ariel Glaser Award is presented to Local 9505 for raising an astounding \$9,574.66. (Applause) Thank you, President Tony Gonzales, for you and your local's dedication to this worthy cause. (Presentation - Applause)

Once again, thank you, Tony Gonzales, for your local's dedication and your leadership. (Applause)

The Hope Award is presented to the Local that achieved the highest percentage of their quota each year. This year we will be honoring four locals.

The first award will go to Local 14330 in the category of locals with less than 100 members. They raised an amazing 2000 percent of their quota. Is President William Weaver here? Come on up.

We will present it to PPMWS Director Dan Wasser on their behalf. (Applause)

The second award goes to Local 7026 in the category of locals with between 100 and 500 members. They raised 1069 percent of their quota. Thank you, President José Ortiz for your commitment to the Foundation's efforts and your Local's commitment, too. (Applause)

And, finally, to Local 7803 and again Local 9505 in the category of locals with greater than 500 members who respectively raised 355 and 464 percent of their quotas. Thank you Jeanne Stewart, President, Local 7803, and Tony Gonzalez, President, Local 9505, for your Locals' dedication. (Applause)

Our thanks and congratulations go out to all the members of these three locals for their support. Great job! Please give all of our locals on the stage a big round of applause and, again, thank our guest

from the Elizabeth Glaser Pediatric AIDS Foundation. (Applause)

SECRETARY-TREASURER HILL: All right, now for some announcements. If anyone found two diamond rings, do not go to the Pawn Star Shop or wherever that is, okay? Please see Betty Woody who will get them to the individual who lost them.

There is also a lost pair of black Prada eyeglasses with rhinestones. I guess we are into bling today.

. . . Further Convention announcements . . .

Nomination and election of the Defense Fund Oversight Committee for the airline industry will take place 15 minutes after adjournment in Pavilion 1.

Nomination and election of the Defense Fund Oversight Committee for the Media Group consisting of TNG, NABET, and PPMWS will take place 15 minutes after adjournment in Pavilion 6.

And the Verizon rally will meet immediately after adjournment in Pavilion 9. Again, I want to encourage everyone to be there and support our Verizon workers. (Applause)

. . . Further Convention announcements . . .

One last thing, we have a special event in Pavilion 10 from 6:00 to 7:00. We have an opportunity to meet author Bridgett O'Farrell, who is a member of the Newspaper Guild, and will be speaking on her book, "She Was One of Us: Eleanor Roosevelt, and the American worker."

Mr. President, that's all the announcements I have.

PRESIDENT COHEN: Well, here is an added treat. We are in recess until 8:30 a.m. Thank you for a great day.

. . . Thereupon, the Convention recessed at 3:57 p.m. . . .

WEDNESDAY MORNING SESSION

July 13, 2011

The Convention reconvened at 8:34 a.m., President Cohen presiding.

PRESIDENT COHEN: Delegates, please be seated.

Good morning. It's a great honor for purposes of an invocation to introduce Judy Lugo, President of CWA Local 6186. Judy has been President for several terms, was almost a founding member. For those who don't know, this is a local of almost 12,000 members that has no bargaining rights in the state of Texas-- fighting for bargaining rights, fighting for workers rights, fighting to keep the standard of living going. And when I use the word "fighting," in their case it's an understatement.

It's great to bring to the podium Judy Lugo, President of Local 6186. (Applause)

DELEGATE JUDY LUGO (Local 6186): Father God, we ask You to bless this last day of our meeting and thank you for bringing us together.

Father, we ask that You grant us the vision, courage, and strength to fight back attacks on working people and to continue to work for the rights of all working people, that they may receive a just and living wage.

Father, guide us as we strive to meet these goals.

Father, we ask that You unite us and bring healing. Together we can win the fight, but divided we will fail. Let us not forget who the true enemy is, and it is not each other.

And last, Father, grant that we may return safely to our homes and families. Amen.

PRESIDENT COHEN: Thank you, Judy, for those unifying words.

Now, I would like to have the Retired Members Council come to the platform. (Applause) I invite to the podium Brother Ralph Maly, Vice President, Telecommunications and Technologies. Ralph?

VICE PRESIDENT MALY: Good morning, everyone.

. . . Replies of "Good morning" . . .

VICE PRESIDENT MALY: A little louder. Good morning, everyone.

. . . Good morning . . .

VICE PRESIDENT MALY: A little bit louder. Good morning, everyone.

. . . Good morning . . .

VICE PRESIDENT MALY: There we go.

At this time, I would like to call on the Retired Members Council to come to the platform. The members of the Council are:

. . . As the Retired Members' Council was introduced, the delegates responded with a single clap of recognition . . .

Ray Myers, District 13 President and Executive President of the Council;
Addie Brinkley, District 9 President and Secretary-Treasurer of the Council;
Ray Kramer, District 6 President and Executive Vice President of the Council;
Patrick Welsh, District 1 President;
Adele Rogers, District 1 Vice President;
Mike Vivirito, District 2 President;
Jenny Sylvester, District 2 Vice President;
Irrel "Fuzzy" Finch, District 3 President;
Jorge "Dusty" Winters, District 3 Vice President;
Annie Flack, District 4 President;
Marcy Gregory, District 4 Vice President;
Judy Fries, District 7 President;
Peggy Dewey, District 7 Vice President;
Bill Aarons, District 13 Vice President;
Bill Freeda, Merger Partners Sector Vice President;
Priscilla Brown, District 6 Vice President;
Chuck Latimer, District 9 Vice President.
Larry Combs, Merger Partner Sector President could not be with us today.

For the purposes of the report, I call on President Ray Myers. (Applause)

RAY MYERS (RMC Council President): Good morning, brothers and sisters. I am pleased to speak to you on behalf of over 46,000 lifetime members of the CWA Retired Members Council. That is correct-- I said over 46,000. (Applause and cheers)

Last year during our report, we stated our objective was a five percent increase in membership prior to this Convention. I am proud to report that through the effort of these Board Members, we have met that objective by adding 2,601. The one is Jeff Rechenbach who joined this morning. (Applause and cheers)

In addition, we have six new chapters. The new chapters are in the following locals. And when I call your local, please rise and remain standing until all are called.

Local 1141 in Latham, New York;
Local 3101 in Cocoa, Florida;
Local 7171 in Homboldt, Iowa;
Local 31167, Manchester, New Hampshire;
Local 31041, Providence, Rhode Island; and
Local 9119, California.

Give them a big hand. (Applause)

Many of the new members were obtained via membership applications mailed with other mobilization material. One such mobilization was sent to 100 targeted congressional districts focusing on the candidates positions on Social Security. The mobilization also requested the retirees to sign a postcard to Congress urging them to protect Social Security. Over 1,100 cards were returned, and half of these returned cards were people joining the RMC.

I would like to tell you the story of one such application. This is symbolic of the gratitude many of our CWA retirees and members hold for their union. An application was received from Ronald Hogan, a

recent Local 3106 retiree. Rather than the customary \$25 lifetime fee, Ron's application was received with a check for \$100.

He was contacted to make sure the check was not a mistake. "No mistake," was his immediate reply. He wanted to send the extra money because CWA had been so good to him. Without his union-negotiated pension and health care benefits, he would have been bankrupt during his wife's fight with cancer.

Remember this story the next time you deal with unappreciative members. There are many more Rons out there than disgruntled members.

We not only have increased our membership but, as you know, we are in the process of increasing our Board of Directors. With the change to the RMC bylaws approved by the RMC annual meeting, and with the concurrence of this Convention to change the CWA Constitution, we have added two new sectors. The new sectors will be the Media Workers Sector and the AFA-CWA Sector.

This is not addition for addition's sake. It serves a real need in representing the broad spectrum of CWA retirees. Two of last year's six new chapters were from the Media Sector. AFA-CWA currently has the greatest potential with most of the country without a chapter and many retired flight attendants waiting to be organized. I'm sure we will add new chapters in both sectors before our next report to a CWA Convention.

The new Sector Board Members will bring more diverse ideas to our Board. These new ideas will better represent their members and enable us to address their concerns.

While we were taking our place on the speakers' platform, you were treated to a slide presentation of many of our activities during the past year. Many of the slides showed RMCers at rallies and demonstrations. Not a week went by without RMC members getting involved. The October "One Nation" rally in Washington brought RMC members from up and down the East Coast.

One chapter's effort deserves special praise. I will ask the leader of that group, Fuzzy Finch, District 3 President, to tell the story in his own words.

DELEGATE FUZZY FINCH (District 3): In Atlanta, our group of 12 members boarded a Washington-bound train for an overnight trip to the rally. After some delays, we arrived at Union Station just before the rally was about to start. Cabs were available to transport us to the rally. While at the site, our groups were able to meet up with Board Members Mike Vivirito, Jenny Sylvester and Ray Myers, and their members from Districts 2 and 13.

After the rally, we boarded a train for another overnight trip back to Atlanta. It was a long trip, and by Sunday morning we were tired but very glad that we had participated in this very historic event.

BROTHER MYERS: This report of the story which Fuzzy was too modest to tell. After the rally, cabs were not available for the return trip to Union Station. What was the alternative for these 60- and 70-year-old members? They simply walked the two miles back to Union Station.

Would the members of that group who are present here today please stand? A couple back there and, of course, Fuzzy. Stand up. (Applause)

Now you know the rest of the story of their participation in that rally.

Union retirees and union members are facing a two-pronged attack-- one political and, two, employers demanding givebacks as never before. Retirees and union members are counterattacking in an unprecedented manner by mobilizing and increasing our COPE donations.

CWA has established a mobilization package designed for retirees. It is being used during the current Verizon East bargaining against Verizon's outrageous demands. Two of our Board Members, Patrick Welsh, District 1 RMC President, and Mike Vivirito, District 2 President, have been particularly active in the training. Each will give you a brief synopsis of the training in their district. Patrick.

BROTHER PATRICK WELSH: Thank you, Ray.

In District 1, Verizon chapters are overloaded with Verizon retirees, so this is a very important issue for the retirees in District 1.

We took the mobilization package that the National provided for the active members. The National trimmed it down a little bit in order to make it two and a half hours for the retirees. So we got about 400 retirees that actually came to the meetings, and they are very, very interested in what's going on because their health care is involved in this contract. They signed commitment forms to do whatever they have to do in order to help the active members in whatever we have to do on mobilization. So we have over 400 retirees ready with lists to go any time we need them. Thank you.

BROTHER MYERS: Thank you, Patrick.

Mike?

BROTHER MIKE VIVIRITO: We started mobilization in District 2, and at the end of June eight retirees and approximately 160 retirees throughout Maryland, Virginia, and Washington, DC, have participated in a mobilization effort. We had workshops and so on. Everyone attended, got the same training so that we all are on board as to what is going to happen for mobilizations. The training is still ongoing.

I want to take this opportunity to thank all the local presidents and all those involved in the training for a great training session. Verizon, we are ready. Solidarity!

BROTHER MYERS: Thank you, Mike. Thank you, Patrick. (Applause)

With retirees and members working in concert putting pressure on Verizon, the bargaining team will bring home an agreement which will move us forward-- not backwards like Verizon would like to move us, but move us forward.

Last year we set an objective of doubling our COPE direct payment members. The bad news is we failed to reach our goal. There are several reasons for this, and those that can be fixed are now fixed. But there is good news. Over 60 percent of our members who give via deduction are giving at the President's level or above, and I think that's a great achievement for the RMC. (Applause)

The increased donations are good, but the money must be put to good use if it's going to benefit our members. Last October, I saw some great usage of COPE dollars. While attending a membership meeting of RMC 4319, I witnessed Marcy Gregory, Chapter President, and her Board presenting a COPE check to Marcy Capper, Ohio Congresswoman from the 9th District. The Congresswoman, a CWA hero, used the money to good advantage and retained her seat in Congress.

This spring we sent \$1,400 to support the brave public workers who were and still are fighting for their rights to union representation. Between now and the 2012 election, we will use every available dollar in every legal manner to support candidates who will restore the middle class and family values-- family values the Democratic way, not the Republican way. (Applause)

On behalf of the RMC Board, I would like to thank the locals who financially support their district

RMCs. Some locals provide monthly checkoff from their dues, many locals in District 6 pay five cents per active member per month to their district, and 25 locals give to the RMC by way of paying the Lifetime Membership gift as a retirement for their recent retirees.

For the locals who have the Lifetime Membership gift, it's like members paying dues. It doesn't cost; it pays. Would all locals who financially support their district RMC please rise and accept this Board's appreciation. (Applause) Thank you.

Last year we asked for your help to work with us to defeat all anti-senior recommendations generated by the National Commission on Fiscal Responsibility and Reform. Due in large part to our joint effort, the Commission's report was never moved forward.

This has not stopped those who think the country's financial woes should be restored at the expense of the seniors who are our most vulnerable citizens. Many of the politicians who would eliminate Medicare and Social Security are the same ones who advocate reducing or eliminating your bargaining rights. The companies who want to cut our pension and medical benefits are the same companies who would eliminate your work rules, eliminate the fine pension plans, and contract out your job.

We have a common foe. We are in this together, and the only way we will survive is stand together.

The only way we will do this is stand together. Will you stand with us? (Applause) Will you stand with us? (Applause and cheers) Will you stand with us?

. . . The delegates arose and applauded . . .

BROTHER MYERS: Thank you. Together we will win.

Thank you, and we will see you at the next Convention. (Applause)

VICE PRESIDENT MALY: Thank you, RMC, for your continued great work. Thank you.

PRESIDENT COHEN: Also remember two action items we share together with the RMC. One, every steward; every local. When somebody retires, sign them up, right? Every steward; every local. We are not going to leave that work to them. We can do that work.

And secondly-- and I will mention this again at the end-- we are gearing up to fight these attacks on Medicare. Every local, right? Okay.

A couple good announcements here. Great news from Wisconsin yesterday. Who read about this? All six real Democratic candidates won their primaries in what was an overwhelming rejection (applause and cheers) of Republican dirty tactics. The Republican Party put up a fake Democratic candidate in each election forcing the primary, but it didn't do any harm. It didn't do the Republican incumbents any good. They will face the voters in a special election on August 9th.

So you saw those Wisconsin-- where are you Wisconsin? Stand up again. (Applause and cheers)

We will all be supporting them. And a Milwaukee newspaper today reported that the vote represents the largest attempt in history to recall lawmakers over a single issue. (Applause and cheers)

Currently the Senate has 19 Republicans and 14 Democrats, so if we win these elections, big change coming in Wisconsin. Congratulations. (Applause and cheers)

Also in San Francisco yesterday, the Pacific Media Workers Guild won their representation election at the San Francisco Bay Citizen for the journalists there, let's hear it for them. (Applause and cheers)

And finally, Chris Shelton gave the report on T-Mobile yesterday. One part of it was about 1298 and the amazing workers in Connecticut. I am glad to announce that the company has decided not to appeal the NLRB election, and this is not out of the goodness of their heart. This is because we are fighting, fighting, fighting. That election will occur next week in Connecticut, the first election for T-Mobile technicians.

. . . The delegates arose and applauded . . .

PRESIDENT COHEN: We go from that fighting spirit to a somber moment as we head into the Memorial service.

. . . "Taps" was sounded . . .

As we meet here in Las Vegas for the 73rd Convention of the Communications Workers of America, we take time to remember those who are no longer with us, now in the work we do every day to improve the lives of all working families, we remember the contributions of these women and men who devoted their lives to being our union. Let us now honor and remember our colleagues-- members of the CWA family-- who during the past year have passed away.

Thomas S. Adair served as CWA's General Counsel from 1980 to 1987. He died September 23, 2010, at the age of 92. Adair represented CWA and CWA members for nearly four decades. A World War II veteran and graduate of the University of Alabama law school, Adair began his legal work with CWA members in the South at a time when anti-union attitudes were fierce.

Adair served as general counsel for then CWA Division 49, and several years later became general counsel for District 3. In 1978, Adair became a special counsel to the CWA president and served in that position until being named CWA's General Counsel. Active in local politics, Adair served as Chairman of the Fulton County, Georgia, Democratic Executive Committee. He retired in 1987.

William Frazee: Bill Frazee was a retired District 7 CWA staff representative who started his union career with the International Typographical Union and played a role in the union's 1987 merger with CWA. Frazee died May 22, 2011. He was 79. He joined the Detroit Typographical Union Local 18 (CWA Local 14503) in 1957, working as a printer for newspaper and commercial shops.

He became assistant to the ITU secretary-treasurer in 1962, and in 1974, was promoted as assistant to the ITU president. Prior to the merger with CWA, he served on the union's merger transition team. In 1988, Frazee was appointed to the CWA District 7 staff, serving as mobilization coordinator, working on AT&T and US West bargaining and serving as co-director of the Pathways to the Future education and training program. He retired in 1997.

William Harwell - Bill Harwell was a longtime CWA member and retired administrative assistant to two former CWA Secretary-Treasurers. He died October 13, 2010, at the age of 75.

Harwell joined CWA Local 6360 after going to work in 1959 as a tool and die maker for Western Electric in Lee's Summit, Missouri. In 1969, as President of Local 6360, Harwell helped coordinate a successful organizing campaign among workers at a new Western Electric plant in Mesquite, Texas. He joined the CWA District 6 staff in 1970.

Harwell had a reputation as a tough strategic negotiator, heading up bargaining for CWA members in Missouri and Texas, at Western Electric, United Telephone and other telecom employers. In 1980, he

was appointed administrative assistant to the District 6 Vice President, a post he held until being named administrative assistant to CWA Secretary-Treasurer Jim Booe in 1988. He also served as administrative assistant to CWA Secretary-Treasurer Barbara Easterling. He retired in 2000.

Delbert Johnson - Retired District 6 CWA staff representative Delbert Johnson was a union activist for more than 30 years. He died November 27, 2010, at age 71.

Johnson, a former president of Local 6016, Oklahoma City, Oklahoma, joined the CWA staff in 1967 as a District 3 staff representative, where he worked with Western Electric manufacturing locals in North Carolina. In 1969, Johnson was appointed North Florida Director, with responsibility for training local officers, organizing, and non-Bell bargaining. Johnson was transferred to San Antonio in 1974 as a CWA representative for then District 12. He retired in 1990.

John T. Keefe - Retired District 1 CWA staff representative John T. Keefe was active in organizing at New York Telephone and in training union activists. He died May 25th at age 78.

Keefe joined the CWA staff in 1979 after serving Local 1101 for many years as a union steward, officer, and educator at the local's job stewards' school. He had been very active in bargaining and strike mobilization during the 1971 strike at New York Telephone. As a staff representative, Keefe worked in the district's New York City and Avenel, New Jersey, offices. He retired in 2000.

Louis B. Knecht - CWA Secretary-Treasurer Emeritus Louie B. Knecht was a true union builder who helped guide CWA through a period of tremendous growth and transition. He died February 5, 2011, at age 90.

He began working in 1947 as a telephone repairman on the Mescalero Apache Indian Reservation in New Mexico where his father was a hospital administrator. A member and activist of CWA Local 9505, Knecht served as steward, secretary-treasurer and on the local bargaining committee. He joined the CWA staff in 1950, serving first in California and then as assistant education director at headquarters.

In 1953, he became District 9's assistant director. He was elected district director two years later and served until 1965, when he was appointed assistant to CWA President Joe Beirne. Knecht was elected Executive Vice President in 1971 and Secretary-Treasurer in 1974. Active in politics, he served as a member of the National Democratic Committee's Finance Council. Knecht retired as Secretary-Treasurer in 1985 after more than 38 years of service to CWA.

Stephen Martenuk - Stephen Martenuk was a retired special assistant to the president of the Printing, Publishing, Media Workers Sector who served his union for more than 50 years. He died February 27, 2011, at age 84.

After leaving the U.S. Navy, Martenuk began work at the Newark Star Ledger newspaper. He worked there as a machinist for many years and served as Chapel Chairman for ITU Local 103. In 1958, Martenuk was asked to participate in the Laws Committee at the ITU International convention in San Francisco. He later joined the ITU staff as an international representative and was known as an effective and fair negotiator. He retired in 1987.

Gwendolyn Martin - Gwendolyn Martin was a retired staff representative from CWA District 4. She died on December 11, 2010, at age 83.

Martin was active in Local 4309 while working for Ohio Bell in Cleveland, serving as steward, treasurer and in other local offices. Named a CWA staff representative in Michigan in 1972, Martin helped mobilize local unions and worked to organize workers at Michigan Bell. In 1975, Martin became Illinois Director and the following year was appointed administrative assistant to the District 5 vice president. From 1987 to 1991, Martin served as Illinois's Labor Department Director, at the request of

former Gov. James Thompson. She returned as a CWA District 4 representative in 1991 and retired the following year.

Robert McNeely, Jr. - Robbie McNeely Jr., was a retired administrative assistant to the District 3 Vice President. He died December 22, 2010, at age 68.

McNeely joined CWA staff in 1982, working with locals at the AT&T Technologies Sales Unit in Greensboro, North Carolina, and as an assistant to National Sales Director. In 1986, he began work as a CWA representative for AT&T Technologies and, later, Communications and Technologies. In 1996, he was appointed administrative assistant to the District 3 vice president.

McNeely, a former president of Local 3695, joined Western Electric in 1961 as a repairman. He is credited with organizing the first sales clerical unit at AT&T. He retired in 1999.

Julian Modjeski - Julian Modjeski was one of CWA's longest-serving activists. He died September 17, 2010, at age 89. Modjeski joined CWA Local 5503 (now Local 4603) in 1947, working for Wisconsin Telephone as a PBX installer. A union activist from the start, Modjeski was elected local president in the early 1960s. He was named District 4 staff representative in 1971, serving in Chicago and in Milwaukee, with responsibility for organizing and Wisconsin Telephone negotiations.

Prior to his 1986 appointment as administrative assistant to the District 4 vice president, Modjeski served as Wisconsin state director and area director for Wisconsin, Illinois and Indiana. After retiring in 1987, Modjeski served as president of Local 4603's Retired Members' Council and continued to lobby state legislators and members of Congress on CWA issues.

The Wisconsin Political Council remembered Modjeski's political activism with a \$200 donation in his memory to CWA-COPE. Modjeski is survived by his wife, Bonnie Murphy, who serves as the local's RMC legislative chair.

Tim O'Sullivan, Broadcast Employees and Technicians, died on June 18th. He was 89. O'Sullivan started his broadcasting career as a radio sportscaster at age 17 in Monsee, Indiana. After serving in the Army Air Corps during World War II, he became a newscaster for radio stations in Ft. Wayne. A former business agent for NABET Local 53 in Hollywood, California, O'Sullivan served as a NABET organizer in Buffalo, New York, and Toronto, Canada.

O'Sullivan was NABET's chief spokesperson during joint NBC/ABC negotiations in 1967, and helped lead a successful national strike against both networks that year. A year later, he was elected NABET international president serving for one term. In 1975, he was appointed as a commissioner with the Federal Mediation and Conciliation Service and worked for that agency until he retired in 1985.

PRESIDENT COHEN: We now remember those CWA Local Officers who have passed from our midst since our last convention:

Charles Micele, Local 1045 President
John M. Anderson, Local 1107 Secretary-Treasurer
Janet McDermott, Local 1113 Secretary-Treasurer
Shelly O'Neil, Local 1182 Chief Delegate
Robert Walter, Local 81320 Vice President
Tim Mandrell, Local 3301 Secretary-Treasurer
Michael D. Gaynor, Local 3802 Secretary-Treasurer
Greg Gutowski, Local 4070 President
Jerry Ahue, Local 14921 President
Patricia Maisano, Local 13000 Secretary-Treasurer
Jeff Olexy, Local 13000 Unit 56 Secretary

Their legacy is the union that we all strive to build every day. We remember their dedication to CWA and their determination to achieve workers' rights for all. We pledge to carry on their work. May they rest in peace.

. . . The delegates arose as "Taps" was sounded . . .

PRESIDENT COHEN: Thank you.

At this time, the CWA 73rd Convention will honor all those local union officers who have reached or surpassed 30 years of service since our last convention, and the list will begin scrolling on the screen--theoretically. Maybe it's a virtual list. Okay, they are starting now, okay. It's a very long list.

Richard A. Dann, Local 1085 President
Brenda J. Wilson, Local 1087 President
Joe Connolly, Local 1101 President
R. Terry Daly, Local 1101 Treasurer
Angel Feliciano, Local 1101 Executive Vice President
Joseph McAleer, Local 1101 Vice President
Stella Pereyra, Local 1104 Business Agent
Gerald Bulzomi, Local 1106 Vice President
Anthony Caudullo, Local 1106 President
Angelo DeStefano, Local 1106 Vice President
Anne Holland-McCauley, Local 1106 Secy-Treasurer
Anthony Caprara, Local 1107 President
Sabina Krusch, Local 1108 Secretary-Treasurer
Larry C. McCormick, Local 1111 Healthcare Vice Pres.
Jack Clark, Local 1118 Assistant to the President
Arthur Cheliotis, Local 1180 President
Alan Goldblatt, Local 1180 Board Member At-Large
Linda Jenkins, Local 1180 First Vice President
Charlsetta Horton, Local 1182 Exec. Vice President
James Huntley, Local 1182 President
Edward K. Huffman, Local 82161 Adm. Chief Steward
Carmen DePoalo, Local 81301 Business Agent
Jose Fernandez, Local 81301 President
Robert Schreiner, Local 81323 President
Felix R. Tuccillo Jr., Local 81455 President
Daisy Brown, Local 2300 President
Tommy Whitcomb, Local 3110 Secretary-Treasurer
Danny Ryals, Local 3174 President
Rick Poulette, Local 3181 President
Roger Todd, Local 3201 President
David C. Hughes, Local 3305 Treasurer
Phil Coldiron, Local 3371 President
Walter Bagot, Local 3403 President
Robert Cotter, Local 3908 President
Larry Palmer, Local 3910 President
Wimberly Waters, Local 14320 President
James Reynolds, Local 83697 President
Jack Lemonnier, Local 4034 Secretary-Treasurer
Dave Skotarczyk, Local 4050 President
Bob Mayberry, Local 4217 President
Steve Tisza, Local 4250 President

Bob Hull, Local 4319 President
Terry Short, Local 4319 Secretary-Treasurer
Ed Lowdenslager, Local 4773 President
Roland Michael, Local 4780 President
Lou Mleczko, Local 34022 President
Jocelyn Faniel-Heard, Local 34022 Treasurer
Dave Reiners, Local 84846 Chief Steward
John Lloyd, Local 84913 President
Jerry Butler, Local 6009 President
Susan Stoll, Local 6009 Secretary-Treasurer
Glynne Stanley, Local 6214 President
James Allen, Local 6215 Executive Vice President
Ronnie Gray, Local 6228 President
John Ebeling, Local 6300 Vice President
Barbara Alderman, Local 6301 Vice President
Sandy Grogan, Local 6301 President
Fran Riley, Local 6301 Secretary-Treasurer
Tom Breidenbach, Local 6390 President
David Blackburn, Local 7050 President
Francis Giunta II, Local 7110 President
Rhonda Rademacher, Local 7270 Secretary-Treasurer
Lee Linford, Local 7705 President
Max Livingston, Local 7705 Vice President
Don Sheridan, Local 7707 President
Larry McCormick, Local 7716 President
Mary Ann Vegas, Local 7774 President
Ken Harding, Local 7812 President
Diane Tucker, Local 27010 President
Climme King-Johnson, Local 9000 Secretary-Treasurer
William Demers, Local 9400 President
Judy Perez, Local 9400 Executive Vice President
Cookie Cameron, Local 9412 President
Michael Bell, Local 9421 Executive Vice President
Georgiana Reichelt, Local 9421 Exec. Board, PPMWS
John Natoli, Local 9510 Secretary-Treasurer
Howard Dudley, Local 14904 President
Sharon Soper, Local 29043 MEC President
Kevin Wilson, Local 59051 President
Mary Beth Gambone, Local 13000 Secretary-Treasurer
Rosemarie DeLong, Local 13100 Secretary-Treasurer
Sandie Taylor, Local 13101 Secretary-Treasurer
Carol Coultas, Local 13500 Executive Vice President
Sandy Kmetyk, Local 13500 President
Terri Senich, Local 13500 Executive Secy-Treasurer
John Lloyd, IUE-CWA Local 84913 President

PRESIDENT COHEN: It is always gratifying to see such a long list of outstanding CWA leaders who have devoted so much of their time and energy to building our union and serving our members over the years. CWA's growth, greatness, and survival are due in no small part to your dedication.

Each of these local union officers were presented with Certificates of Appreciation during the District and Sector meetings immediately before the convention. We recognize and thank all of them all for their terrific service.

Now, let's give them all a round of applause and thanks.

. . . Applause as the names continued scrolling on the monitors . . .

PRESIDENT COHEN: I told you it was a long list. Okay, give them another hand. (Applause)

I want to thank yesterday's platform observers: Kimberly Gallardo, Vice President, CWA Local 4123; and Ken Williams, Executive Vice President, CWA Local 2001.

And welcome today's platform advisors. There they are. Cody Rickey, Area Vice President, CWA Local 6171, and Michael Frost, Executive Vice President, CWA Local 7603. Thank you.

Now I would like the Appeals Committee to come to the platform-- oh, they are already at the platform, all right.

While they were coming to the platform, I was supposed to read this script which I will read now. Before I recognize the Chair, I want to report on the results of two cases from previous years. Actually, it looks like last year.

In 2010, our Convention ordered two cases to be arbitrated. One case was filed by Allen Whitaker, President of Local 6171 on behalf of Local 6171 member Odessa Kirkland. That case is scheduled to be heard on September 20th.

The other case was filed by T.C. Gillespie, Secretary-Treasurer of Local 6201, on behalf of Julie Mills in March of 2011. That case was satisfactorily settled. (Applause and cheers)

Okay. And now I will introduce the Appeals Committee.

Evelyn Evans, President, IUE-CWA Local 81381;
Lisa Hicks, Executive Vice President, CWA Local 7500;
Erin Hall, President, CWA Local 6316;
Becky Morris, Executive Vice President, CWA Local 3808; and
Chair of the Committee, Michael Smith, President, CWA Local 4103.

I recognize the Chair of the Committee.

DELEGATE MICHAEL SMITH (Chair, Appeals Committee): The Appeals Committee convened July 7 through July 10, 2011, at the Las Vegas Hilton, in Las Vegas, Nevada, for the purpose of receiving and disposing of appeals in accordance with the CWA Constitution and the Internal Appeals Procedures of the Union, as established by prior Conventions and the Executive Board.

The Committee was available to meet with interested parties on July 9 through July 10 between the hours of 2:00 pm through 6:00 pm. Outside of these hours, the Committee was available by appointment.

I would like to thank the Committee members (see names above) for their hard work and the time they devoted to these appeals. Also, the Committee would like to thank Gail Evans, Administrative Director, CWA District 2-13, for her support and assistance.

DELEGATE LISA HICKS (Local 7500):

APPEAL 1

On July 7th, 2011, Mike Truslow, a Chief Steward on behalf of the membership of CWA Local 82173, appealed the Executive Board's decision not to arbitrate the termination of Stacey Eustler.

Stacey Eustler was a nine-year employee of Personna-American Safety Razor. On October 13, 2010, Mr. Eustler was terminated for unsatisfactory attendance.

The file indicates the collective bargaining agreement includes a clear and concise attendance policy. In brief, the attendance policy states that progressive steps of discipline will be used to correct poor attendance based on a point system for unexcused absences. Under the policy, two attendance points are charged for each unexcused absence, and one attendance point for an absence of four hours or less. Should an employee accumulate twelve attendance points in any 26 consecutive week period, the employee is placed on Final Warning. The Final Warning serves as notice to the employee that they have one last chance to improve attendance. Should the employee receive more than four attendance points in the next 26 weeks, after receiving a Final Warning, they will be discharged.

The record in this matter shows that Mr. Eustler had attendance issues including a total of eight previous Final Warnings dating back to 2003. On May 20, 2010, he was issued a twelfth attendance point, and was placed on Final Written Warning. Due to absences on May 21, May 23, June 3, September 14, September 23 and September 24, 2010, Mr. Eustler accumulated a total of ten additional absence points. That placed him at twice the number of attendance points necessary for termination.

While Mr. Eustler disputes some of his absences, the record shows that even with subtracting the points for the disputed absences, Mr. Eustler was still at Final Warning with at least five additional attendance points. This would still subject him to termination under the attendance policy.

In light of the evidence in the record and the negotiated attendance policy using progressive discipline, it is most unlikely that the Union could prevail in arbitration.

Accordingly, the Appeals Committee is in agreement with the Executive Board to not arbitrate Mr. Eustler's termination, hence the Appeals Committee recommends that the appeal of CWA Local 82173 be denied.

PRESIDENT COHEN: Appeal No. 1 is before you. No delegate wishing to speak. All those in favor of the Appeals Committee report, indicate by raising your hand. Down hands. Opposed. It is adopted.

COMMITTEE MEMBER:

APPEAL 2

On December 16, 2010, Ted Levee former officer of CWA Local 6215 appealed the decision of the Executive Board to uphold the decisions of the Local Trial Court and membership.

Ted Levee was suspended on December 14, 2010, as a Union member and removed from the position of Treasurer of CWA Local 6215, after being found guilty of charges filed against him by CWA Local 6215 member Pam Gentry.

The original charges alleged that Mr. Levee violated Article XIX, Section I(c) and (i) of the CWA Constitution. Article XIX, Section 1(c) and (i) reads as follows:

(c) Willfully violating the Constitution of the Union, Local Bylaws or Rules; (i) For such other offenses, equally serious, which tend to bring the Union or Local thereof into disrepute.

The charges against Mr. Levee are as follows:

1) He trespassed into another Local Officer's office, logged on and placed spyware onto the Local's computer, all for personal reasons;

2) He engaged in incidents of verbal attacks and abuse toward fellow officers, members and employees of CWA Local 6215; and

3) He used the Local's equipment (security system and tape) for his own personal use as opposed to official/local business.

The record clearly shows that Mr. Levee did enter into another officer's office, did engage in verbal attacks and abuse toward fellow officers and did, in fact, create a DVD using the Local's security tape without permission or authorization of the Local Executive Board. In addition, the record indicates that spyware was found on the Local's computer and that Ted Levee had threatened to place spyware on the Local's computer.

Since there is sufficient evidence to substantiate the charge, the Appeals Committee recommends that the decision of the Executive Board be upheld and the appeal of Ted Levee be denied.

PRESIDENT COHEN: Okay, no delegate wishing to speak. Appeal 2 is before you. All those in favor of the committee's report, please indicate by raising your hand. Down hands. Opposed. It is adopted. Appeal 3.

COMMITTEE MEMBER: Appeal No. 3 has been withdrawn at this time.

PRESIDENT COHEN: Appeal 4.

COMMITTEE MEMBER:

APPEAL 4

Bob Barbarelli and Kenny Evangelista have appealed the Executive Board's decision related to their membership status. Mr. Barbarelli and Mr. Evangelista had previously been members of CWA Local 1101. Both allowed their membership in the Local to lapse after their retirements. Mr. Barbarelli and Mr. Evangelista admit that they have not been members of CWA for over nine years.

Both Barbarelli and Evangelista submitted membership applications to Local 1101 in January of 20 11. By letter dated March 1, 2011, the Local Secretary advised that the Local 1101 Membership Committee had recommended denying membership and that the Local Executive Board had agreed with that recommendation. Barbarelli and Evangelista appealed that decision to Vice President Shelton who declined to disturb the action of the Local. President Cohen and the Executive Board subsequently concurred with that decision. President Cohen's decision and the Executive Board's decision in this case reviewed the constitutional and convention history concerning retirees seeking to reestablish active membership.

Past actions by the Convention and the Executive Board have established that retired members who have allowed their membership to lapse may rejoin the Local, but must, like any other individual, apply for membership. The CWA Constitution under Article V, Membership, Section 2, Applications, paragraph (f) clearly reserves the right to "accept or reject" application for Local membership to the Local. As noted above, Vice President Shelton, President Cohen and the Executive Board declined to disturb the decision of the Local to reject the membership applications.

The decision of whether to accept an individual into membership has always been reserved to the

Local and the Local should rightfully be allowed to determine whether to admit an individual into membership. Higher levels of the Union are and should be extremely hesitant to disturb that decision. The Appeals Committee agrees that the Vice President, President and Executive Board took the correct action in declining to do so in this case.

Therefore, after a thorough review of the file, the Appeals Committee recommends that the decision of the Executive Board be upheld and the appeal of non-members Bob Barbarelli and Kenny Evangelista be denied. The Appeals Committee also recommends that the Executive Board consider amending the Internal Appeals Procedures to provide that once a Local rejects a membership application, there are no further appeal rights.

PRESIDENT COHEN: Microphone 3, Delegate Trainer.

DELEGATE JIM TRAINOR (Local 1101): Bob Barberelli and Ken Evangelista have not been members of CWA Local 1101 since September 2001 and 2002 respectfully. They left their membership when they left their employment with Verizon. They never requested to continue their membership after their retirement from Verizon. CWA Local 1101 does allow members who retire to continue their membership if they do so immediately after leaving the payroll of the represented employers.

CWA Local 1101 does not accept membership from individuals. The only method of obtaining membership in Local 1101 is through the local union holding a collective bargaining agreement with an employer and an employer then joins the union.

We currently have multiple employers across multiple sectors within CWA. The local is divided by divisions which are assigned to represent those employers. If we allowed individual membership, how do we assign this person? In the case of Bob Barberelli and Ken Evangelista, their last location no longer exists. What would prevent the abuse of retirees from insisting on where their division or their sector be assigned.

Members have appeal rights which are costly. Does a retiree member have the right after a ten year hiatus to rejoin our organization, pay dues, and then flood the local with nonsensical appeals? Would they be allowed to join only when the timing suits them? The local membership is contingent upon a relationship-- not the ability to pay dues. The local has a right deny membership when there is no relationship regardless of anyone's past employment, and the CWA Constitution supports the local's rights.

I urge you to support the appeal. (Applause)

PRESIDENT COHEN: Microphone 4, Delegate Gibbons.

DELEGATE PATRICK GIBBONS (Local 1101): The only thing constant in this union is change. Unless we change, we're dead. For the very first time, CWA is allowed to bargain for retirees-- for the very first time. Retirees should have a voice in their livelihood, in their life, in their pension, in their benefits.

Bob Barberelli was a great vice president of Local 1101. Kenny Evangelista was a great chief steward in Local 1101. Yes, they are both retired, but, again, for the very first time, CWA is bargaining and is allowed to bargain for retirees. Retirees must have a voice in this union. We are all retirees-- present, future. Give Barberelli and Kenny Evangelista a voice in this union. Thank you. (Applause)

PRESIDENT COHEN: Microphone 3, Delegate Hatch.

DELEGATE RICHARD HATCH (Local 2201): Brothers and sisters, I rise here today to ask you to

support the recommendation of the Appeals Committee and Executive Board. Now, personally, I don't know these two individuals, but I have grave concerns over the nature of this appeal. To me this issue is simple. Does the local have the right to approve membership? This answer has always been "yes." Locals have the right and responsibility to establish consistent, uniform standards for membership, and most have membership committees for that purpose. It appears that Local 1101 did that.

All of us in this room have similar procedures within our own locals. Just as we would expect or, better yet, demand the freedom to follow our own procedures, we should fight to offer the same respect to this local and respect theirs.

I respect the desire of the two individuals to get involved. It is my belief that everyone has a place and can do their part to build our movement. Yet this should not come at the compromise of our established rules and procedures.

So, brothers and sisters, I urge you to respect the rights of this local and the procedures that they follow and to uphold the recommendation of the Appeals Committee. Thank you. (Applause)

PRESIDENT COHEN: Microphone 4, Delegate Luzzi.

DELEGATE AL LUZZI (Local 1101): Brothers and sisters, fellow delegates, executive board, Larry, I am here to ask you to vote against this appeal-- against the appeal and for the membership of Barberelli and Evangelista. These two gentlemen, past members, were very active members.

For the past few days, I have been sitting in this hall listening to speakers talking about inclusion, talking about we have to form new alliances, we have to seek new areas where we can organize and mobilize to fight the coming threat. We have a threat of economics. We have a threat in membership. We have a threat in the legislature.

This country is looking to put us out of business, from corporate right on down to the state legislation, and we have to start thinking out of the box. Allowing retirees to resume their membership is one way of getting ahead of the tide that's coming down.

I know what the tradition is. I respect the autonomy of the local and I understand the executive board not wanting to overrule, but right now we have to take drastic steps. As Mr. Gibbons stated, for the first time in the history of bargaining we have the right in Verizon to bargain for retirees. The retirees should have a voice in their future.

I am asking this body to vote to overturn the appeal and allow membership to Mr. Barberelli and Mr. Evangelista. Thank you. (Applause)

PRESIDENT COHEN: At the Motions mike, Delegate Letts.

DELEGATE RYAN LETTS (Local 4034): I would like to call the question.

PRESIDENT COHEN: A motion to call the question is not debatable. All those in favor of calling the question, please indicate by raising your hands. Down hands. Opposed. The question has been called.

Appeal 4 is before you. All those in favor of the Appeals Committee recommendation, please raise your hand. Down hands. Opposed. It is adopted. Appeal 5.

COMMITTEE MEMBER:

APPEAL 5

Jerry Butler, President of CWA Local 6009, has appealed the decision of the Executive Board to uphold the CWA District 6 Arbitration Review Panel's determination not to arbitrate the termination grievance of Ms. Sarah Childs.

Ms. Childs was a Senior Consultant with AT&T/SBC and had approximately seven and a half years of service. She was terminated on May 10, 2010, for misconduct-- specifically, failure to report to work.

The record indicates Ms. Childs was on a disability absence. On February 18, 2010, Ms. Childs was notified by the Integrated Disability Service Center that her claim for short term disability benefits had been denied. At that time Ms. Childs was also notified of her right to appeal that decision.

On March 19, 2010, Ms. Childs was notified that since her disability benefits had been denied and she would exhaust her FMLA time, she must report to work on March 26, 2010. That letter also notified Ms. Childs that failure to report to work may result in suspension pending further review. Ms. Childs did not report to work. On March 29, 2010, Ms. Childs was notified she had been placed on suspension due to misconduct-- specifically, insubordination for failure to follow a management directive to report to work as well as job abandonment. On April 26, 2010, Ms. Childs was notified her "Day-In-Court" meeting with the General Manager had been scheduled for April 29, 2010, and failure to be available would result in termination.

Ms. Childs was present for the "Day-In-Court" meeting and the meeting was recessed for further review until May 7, 2010. Ms. Childs was subsequently terminated in May 2010 for misconduct-- failure to follow a management directive to report to work as well as job abandonment.

Based on the records provided, the Appeals Committee recommends the decision of the Executive Board be upheld and the appeal of Jerry Butler on behalf of Sarah Childs be denied.

PRESIDENT COHEN: Microphone 4, Delegate Rodriguez.

DELEGATE DANIEL RODRIGUEZ (Local 9423): I stand before you to say I have a real issue with this, because I have a lot of members that call me when they go on disability and they are denied, denied, denied, and they get terminated. (Applause) And then I am really appalled. In this language now you are being "insubordinate." I mean, where is it that, when you are sick and you are on disability, you are being insubordinate?

Everybody here from Next Generation, to retirees, to active members, I need to tell you, look at each other, because one day we are going to get sick. We are all going to need disability. And when there is a third party that says, "We deny you," corporate America doesn't want to pay those benefits that we fight for, laws that we have enacted for our own benefit.

So I have an issue when somebody has to go to a day in court to tell them "I am sick and I need to be home with my family because I can't work," and you are going to get terminated because you are insubordinate because you are sick? I say that's morally wrong. (Applause and cheers) Thank you.

PRESIDENT COHEN: Microphone 5, Delegate Irwin.

DELEGATE MARILYN IRWIN (Local 2108): We tried to ask a question about a previous appeal that applies to this appeal also. There is no mention of the Americans with Disabilities Act. Perhaps some of you saw on TV this week that the EEOC just reached a settlement with Verizon for \$20 million because Verizon's attendance plan violates the Americans with Disabilities Act. There is no mention here if this condition could or should be covered by the Americans with Disabilities Act.

We have a lot members who are going to get money, \$20 million shared between them, and with this--

PRESIDENT COHEN: What's your question, please?

DELEGATE IRWIN: I'm sorry?

PRESIDENT COHEN: The question, you have to ask a question.

DELEGATE IRWIN: Is it possible this absence should be covered by the Americans with Disabilities Act, and therefore a reasonable accommodation would be she gets more time off work and they can't use their regional attendance plan?

CHAIR SMITH: As far as whether it's covered or not, we don't have their contract, but the record does not indicate whatsoever that she applied for ADA.

PRESIDENT COHEN: You are entitled to a second question. Please don't comment, just do you have a second question?

DELEGATE IRWIN: Are you aware you don't have to apply? (Applause)

CHAIR SMITH: Unfortunately, I'm not the grievant in this case.

PRESIDENT COHEN: Do you want to repeat the answer?

CHAIR SMITH: I am aware, but there is nothing in the record to indicate whether Ms. Childs was aware or not.

PRESIDENT COHEN: Okay, thank you, delegate.

No other delegates wishing to speak, we are voting now on Appeal 5. All those in favor of the Committee's report, indicate by raising your hand. Down hands. Opposed. We will arbitrate that case. (Applause and cheers) Appeal 6.

COMMITTEE MEMBER:

APPEAL 6

On April 19, 2011, Earnest Tilley, President, CWA Local 6151, appealed the decision of Independent Referee Willie L. Baker, Jr. regarding a jurisdictional dispute between CWA Local 6151 and CWA Local 6201.

Article XIII, Section 4(a) 2, of the CWA Constitution provides that: "The decision of the referee may be appealed to the CWA Convention within thirty days of receipt of the referee's decision. Such appeals shall be presented to the Convention by the Convention Appeals Committee. The only responsibility of the Appeals Committee shall be to convey the decision and opinion to the Convention without making any recommendation."

The decision was copied and provided to all delegates on the tables today. Independent Referee Willie L. Baker, Jr's, decision is now before you:

INDEPENDENT REFEREE'S REPORT: On Thursday, March 31, 2011, at 10:00 a.m., I conducted a hearing on a jurisdictional dispute between Locals 6151 and 6201 of CWA. The location of the hearing was the CWA District 6, Dallas Office at Woodview Towers, 1349 Empire Central Drive,

Dallas, Texas 75241.

The location of the unit in dispute is 2401 East Randall Mill Rd., Arlington, Texas.

Representing Local 6151 was President Earnest Tilley, Vice President, Vicki Bell, and Secretary Treasurer, Nancy C. Gates. Representing Local 6201 was President Denny Kramer. Also present was CWA District 6 staff member, Guy Stewart

Background: Local 6151 was issued its Charter on December 1, 1999. The local's charter gives it jurisdiction "over all work performed by employees eligible for union membership who are employed by AT&T Customer Sales and Service Center, located at Exchange Park, Dallas, Texas, and such other jurisdictions as may be assigned by the Executive Board of the Union."

Local 6151 has had its place of employment moved three times since its Charter was issued on December 1, 1999. It first moved to One Bell Plaza, downtown Dallas, Texas, and then to 4100 Bryan Street, Dallas, Texas. Local 6151 shared jurisdiction with Local 6215 at both of these location. I do not have the Charter of Local 6215, so I can only guess that this local had some jurisdiction in Dallas, Texas. The last move of Local 6151's work location was 2401 East Randall Mill Rd., Arlington, Texas.

This is a local union that enjoys outstanding support from its membership. They have a union sign up rate of more than 98% (109 of 111 employees) in Right to Work Texas. No information on the sign up rate was given for Local 6201, at the hearing.

Local 6201 has as part of its jurisdiction, Arlington, Texas. The Local's Charter of November 20, 1950, shows Arlington, Texas, as part of its jurisdiction. Local 6201 has had at least 17 local charters, all of which show Arlington, Texas, as part of their jurisdiction.

There have been company name and geographical changes over time, but Local 6201's Arlington, Texas, jurisdiction has not changed.

PRESIDENT COHEN: I'm just sorting out my papers here. Microphone 3, Delegate Thomas.

DELEGATE GEORGIA THOMAS (Local 6201): Brothers and sisters, I come today with a task in which I take no pleasure in doing. It is never pleasant to have locals in jurisdictional dispute, but this is where we find ourselves today. I am the Executive Vice President of Local 6201 in Fort Worth, Texas. I have been a dues paying, card carrying members of CWA for over 30 years.

Since 1950, Arlington, Texas, has been included in the charter of Local 6201 that bears the signature of then President Joseph Beirne and the seal of our great union. We have made 17 charter revisions with the last being completed in August 2002, with the signature of then President Bahr, and that charter intends to include any and all work performed in Arlington, Texas.

Local 6151 has relocated on two occasions, but never revised their original charter issued to then Vice President Turn in December of 1999. It is unfortunate that AT&T decided to move their work into Arlington, but their charter only gives them jurisdiction in Dallas, Texas. You cannot maintain a local within a local.

We have all experienced the pain of losing members when the companies we represent close offices and move their work elsewhere. Local 6201 is no different than you. We once had over 300 AT&T operators in Fort Worth, and over a hundred NCTs in Fort Worth, over 125 CSRs in Arlington, and over 75 AT&T service representatives on Six Flags Drive in Arlington. AT&T closed those offices and moved the work to Dallas. We lost those members because we do not have jurisdiction in Dallas.

If the office had closed and moved the work to Atlanta, Georgia, Sacramento, California, or Tampa, Florida, would Local 6151 maintain it is still a local of its own? I think not. It would be a non-issue. There would be no discussion. We cannot allow locals to start existing within locals.

I ask you, brothers and sisters, what is the purpose of charters if we are not going to honor them? Where would it end? An independent, third party mediator with no vested interest has made the determination that Local 6151 does not have jurisdiction in Arlington, Texas.

I urge you to support the Appeals Committee and deny the appeal of Local 6151. Thank you.
(Applause)

PRESIDENT COHEN: I just want to clarify that in a case like this, you are voting-- those at the "For" mike are speaking, and those who ultimately vote "For" are sustaining the Independent Referee Baker. Those who are speaking at the "Against" mike and ultimately those who vote "No" are voting to reverse the Independent Referee Baker.

And now at Microphone No. 4, Delegate Tilley.

DELEGATE EARNEST TILLEY (Local 6151): Good morning, delegates and guests. I stand before you in 100 percent agreement with the decision rendered by the third-party referee. Within the last four years, my local members have been moved into three local jurisdictions due to industry decisions made by AT&T. The first forced move was into the jurisdiction of Local 6215 when management decided against renewing the building lease. The second forced move was from downtown, now headquarters, when Randolph Stevenson decided to move his executive team from San Antonio to the top floors, meaning that we were again forced to move to a different location.

Each time the local president of 6215 and 6150 agreed to coexist as separate locals-- exist as separate locals. No issues ever surfaced and never any intent of either local trying to claim jurisdiction. In effect, we coexisted quite well.

In 2009, AT&T again advised that we were being relocated to Arlington office to be able to work on the same platform on Legacy S since our objectives were to mirror Legacy S's objectives.

Upon hearing the news, I immediately contacted the local president at the time, Denny Kramer, to advise the company would be moving us to the Arlington office and he ensured that there would be no problem with my local standing tech and his local standing separate. His exact words were to me, "There will be no problem and your local will stay as is."

A couple weeks later had passed, and I spoke to Vice President Georgia Thomas, and she advised me of her conversation with Denny. She stated she didn't think Denny was going to agree. I shared with her his okay to coexist as separate locals, and I took him at his word.

A few weeks later, to my surprise I received a call from my staff office advising we needed to meet when, to my surprise, I was at the office with Denny Kramer as well as the staff representatives.

I was blown away by the next statement made when I was advised that Local 6201 had opted to claim jurisdiction on my local. I reminded him how when we last spoke that he was okay with us staying intact. He agreed he had, but his board decided to claim jurisdiction.

During that conversation, he made comments about how he would hate for this to be a hostile takeover-- a hostile takeover. I was dumbfounded by that remark.

Staff asked if I had any other questions, but I was speechless. Then a letter I received stated the board had agreed to giving us a VP spot, which I took as a pacifier since he reneged on his agreement to

coexist separately. I advised him I could not make the decision without talking to my board.

We had no further conversation until I received a call from district VP Andy Milburn asking to meet with Denny and I to try to resolve the dispute. We agreed to meet at the next common interest forum. Before we met, I ran into Consumer VP Liz Gunn. Liz Gunn asked me, "What's going on with you and Denny?" And I told her, "He says he is claiming jurisdiction."

She said, "I hate that I moved you all out of there." Again, I took offense to this for two reasons. Why would a local president have the audacity to discuss local union business with management, and second, he didn't have the decency to contact me? Ask yourself that question. Then he advised his board at that time decided against the AVP spot, and I requested to let the members decide which alternative is in the Constitution. Let the members decide. He declined.

We next met with the third-party referee. I again asked to let the membership vote. He again declined. As a matter of fact, where is Denny Kramer? Local 6201 does not represent any Legacy T consumer service reps.

Delegates and guests, my members have gone through enough. We survived three moves over five years. Local 6150 is independent, organized, and fully functional. All moves were forced. We were never surplused, never. We are not a new group. We are Legacy T-Mobile service all across the country. We are Legacy T. My local is not and will not be a threat to Local 6201 as a shared jurisdiction. What this local seems to not understand or acknowledge is that the backbone of this union is membership. Let the membership decide. Every delegate and officer is here because they were voted for by the membership to represent them, but my members were never afforded this luxury. Let their voices be heard.

Ask yourself this question: How is this course of action making our union stronger? How is this course of action making this union stronger? I look at the sign draped over the stage that says "One Union." This type of activity is not one union, but a dictatorship. This is not a democracy but a direct contradiction to the principles of CWA.

Challenging times are approaching and we need to have a united front to survive. If this hostile takeover is allowed, it would be more detrimental than we know.

In closing, Local 6151 asks the delegates to reverse the decision of the third-party referee and allow us to carry on. (Applause and cheers)

PRESIDENT COHEN: Microphone 5, Delegate Stanley.

DELEGATE GLYNNE STANLEY (Local 6214): My question is, has Local 6201 ever had jurisdiction over AT&T Legacy people?

PRESIDENT COHEN: Don't know.

COMMITTEE MEMBER: We, as the Appeals Committee, do not make decisions.

PRESIDENT COHEN: Right. The answer is no.

You are entitled to a second question.

DELEGATE STANLEY: Has the Convention ever overturned a referee's decision?

PRESIDENT COHEN: No.

DELEGATE STANLEY: Thank you.

PRESIDENT COHEN: Thank you.

Microphone 3, Delegate Gillespie.

DELEGATE T.C. GILLESPIE (Local 6201): Good morning. First of all, I want to correct the President, Larry Cohen. Yes, we did have jurisdiction over Legacy T people. We had those people before they went to Dallas, as my previous speaker spoke.

Secondly, I want to address where Mr. Denny Kramer is. He is at home taking care of his 92-year-old mother who was put in a nursing home and had to stay there to help assist.

Now, I am T.C. Gillespie, and I serve as the Secretary-Treasurer of Local 6201. Let's be clear today that this issue before the delegates is: Who has jurisdiction over any and all work performed in Arlington, Texas? It is not about money. It is not about a hidden agenda. It is not about ulterior motives that have lain dormant since 1999. It is simply, whose charter has jurisdiction for Arlington, Texas.

Local 6151 was chartered in April 1999 as an organizing local, and then was removed from the organizing status in December of that same year. The charter was issued to Vice President Ben Turn, and gave Local 6151 jurisdiction over all work performed at Exchange Park in Dallas, Texas. There is no work being performed at that location. No revisions have been made to their charter to indicate differently.

Local 6201's charter was signed by President Joseph Beirne in November of 1950. It included the City of the Arlington, Texas. The local has made numerous revisions to its original charter. We now represent 40-plus cities. The last revision, made in August 2002 and bearing the signatures of President Morton Bahr and Secretary-Treasurer Barbara Easterling, still includes the City of Arlington, Texas.

The only charter that includes Arlington, Texas, is local 6201's. Local 6201 officers and members know that all work performed in Arlington is within the jurisdiction of Local 6201. The independent mediator confirmed that knowledge.

We are asking you, the delegates, support the independent referee and deny the appeal of Local 6151. Thank you. (Applause)

PRESIDENT COHEN: Before I go to Microphone 4, I apologize, I gave an incorrect answer to that question. The question was: Has Local 6201 ever had jurisdiction on AT&T Legacy T employees. The answer should have been "yes." I apologize.

Microphone 4, Delegate Wilson.

DELEGATE ERIC WILSON (Local 6215): I speak before everyone today to let you all know that I am the President of Local 6215. Earnest Tilley was in my jurisdiction and we coexisted, and this happened before I was the President under J.D. Williams.

We have done this previously many times. Also when you look at the information that was given, the charter in 1950, it had been updated again in two thousand and something and said "all jurisdictions." This is a main local. This wasn't a surplus. This ain't about what moves from Dallas to Fort Worth. This is not operator services. This is not service reps. This is a membership, and we are for the membership.

And when I talked to Earnest Tilley and also to Georgia, I wish we didn't have to get up here to this microphone and speak on this issue. I thought we could handle it behind the scenes like we do most of the time. (Applause)

We have handshake agreements, and what's right is right and what's wrong is wrong. And, if you take Earnest Tilley's name out of it and you put somebody else's name on it, would the same thing happen? That's the real question here. Because I have members that came into Dallas and I gave over 400 some members that came into Dallas to another brother in District 6 so that his locals can thrive also in the Dallas area. I am surprised he is not at this microphone with me.

We can't let the company dictate and close down locals. (Applause) This is a whole local. This is not a section of a part of a company. This is a whole 6151 local that's going into Fort Worth's local, 6201. That's where the problem comes in. This is not black and white. This is not an open and closed book. You all need to look at this whole situation.

In 1950, if you look at that charter, they weren't moving whole buildings back then. It was once they put in AT&T is when they started moving buildings. They can't even be on the same floor. Legacy T is a whole industry and Legacy S is another whole another industry. We don't have a crystal ball here. Somebody can come back after the T-Mobile merger and say, hey, this is a monopoly again. Then you have a Judge Green come back in divestiture and move everything back separately.

So you come back here and you have Legacy T and Legacy S. That's two separate industries, and I can't understand why we can't coexist and that we couldn't do this not here at this microphone. So when you are looking at this and when you are voting for this charter dispute, it's really not the charter, because I agree, a charter is a charter. But on that same token, we have coexisted, and right is right and wrong is wrong. And this is very wrong to me. (Applause) That's all I have to say about it. Thank you.

PRESIDENT COHEN: Microphone 1, Delegate Donohue.

DELEGATE JIMMY DONOHUE (Local 3104): I call the question, please.

PRESIDENT COHEN: Calls for the question; that's not debatable. All those in favor of calling the question, please indicate by raising your hand. Down hands. Opposed. The question has been called.

We are now voting on Appeal 6, and again to clarify, a "yes" vote is to sustain Independent Referee Baker's decision, and a "no" vote is to reverse it. All those in favor, please indicate by raising your hand.

Down hands. Opposed? It is sustained. No shouting, please.

. . . Shouts of "Roll call, Roll call" . . .

PRESIDENT COHEN: No shouting please. Take your seats. We will see. If there is enough support for a roll call, we will have one. No need to yell.

Delegates, the question before you is whether or not to have a roll call vote on Appeal 6 where delegates have voted to sustain the decision of Referee Baker. All those in favor of a roll call on that question, please indicate by raising your hands. Down hands. Opposed?

Twenty percent, there will be a roll call on this issue. (Applause and cheers)

Secretary-Treasurer, please read the rules for a roll call vote.

SECRETARY-TREASURER HILL: Just one moment. We will be reading the rules for the roll call, so just hang tough.

If I could have order in the house, please.

As I understand it, the computers are set up, so let me explain the general procedures. Listen up. We will be using our computers to conduct the roll call simultaneously at two separate locations in front of the platform. We will be using aisles coming down from Microphones 3 and 4. So, please, when you do that, line up in those lines.

You will be using the bar code on the back of your delegate badge to cast your roll call vote. This procedure will help to reduce the time to take the vote.

During the roll call, the Sergeants-at-Arms will be assisting you. If you have any questions regarding your voting strength or have problems voting, the Credentials Committee is standing by to my right to assist. A full audit record of each vote cast will be made, and the printout will be included in the Convention proceedings.

The procedures are as follows: This is important, so listen. You will present your delegate badge to the Sergeants-at-Arms for verification. The Sergeant-at-Arms is responsible for verifying the photo I.D. to the person presenting the badge. After swiping your badge through the card reader, your name and local number will be displayed on the computer screen. You may then cast your vote pressing the yes, "Y" for yes, or the "N" key for no.

Once you have made your vote selection, you will have the opportunity to review your vote before it is finalized. You may cancel or change your vote prior to confirming it. You must confirm your vote by touching "Okay."

After you have confirmed your vote, it is finalized and you will not be permitted to change it or vote again.

If an alternate is voting on a delegate's behalf, the alternate must go to the Credentials Committee station located at the side of the podium and present both the delegate and alternate badges.

The voting stations will remain open two minutes after the last delegate in line has stepped forward to vote. The voting stations will then be closed. The results will be announced from the podium.

You will be notified when to line up in the back of the hall. I can see you have already jumped to that step. And as I understand it, the computers are up and ready.

PRESIDENT COHEN: Again, I was asked to restate this. I just want to make sure all voters understand. Voting "yes" is to sustain Referee Baker's report. Voting "no" is to reverse it. Thank you.

Secretary-Treasurer, the polls are open? Can we have nobody talking up here, please? I don't know what's going on up here. We should just have the people in charge of the computers up here. Is that what we have? Otherwise, line up.

That's the Credentials Committee. I can't really see over there. Okay, we are all set. The polls are open. Thank you.

. . . The Convention stood at ease while voting took place . . .

SECRETARY-TREASURER HILL: So to expedite the voting process, one of the instructions was to please have your photo I.D. out that you will need to match your badge. If you will, sort of like going through airport security, have your photo I.D. out, and it will help speed the process up. Thank you.

. . . The voting continued . . .

SECRETARY-TREASURER HILL: The polls will be closing here very shortly, so if you haven't voted, now is the time to come forward. So think of this as last call.

. . . The voting continued . . .

SECRETARY-TREASURER HILL: The polls are now closed.

. . . The Convention stood at ease while the votes were tallied . . .

SECRETARY-TREASURER HILL: We have the results. There were 274,710 votes cast. Yes votes, 151,808. No votes, 122,902. Referee Baker's opinion is upheld. (Applause)

PRESIDENT COHEN: I want to thank the Appeals Committee for their service, hard work, and dedication. Thank you. Everybody, thank them. (Applause)

More good news from the state of California: Janice Hahn won the special congressional election yesterday in Santa Monica. (Applause)

And now, our Secretary-Treasurer, Annie Hill.

SECRETARY-TREASURER HILL: We will be moving into the COPE awards section, so for those of you that have been notified you will be getting an award, if you could begin to gather there on the other side of the stage. That will avoid what happened yesterday with the Pediatric AIDS awards. Thank you.

The CWA COPE awards recognize the outstanding COPE fundraising efforts of our locals and districts. While everyone will not get an official award, I want to thank every one of you for the commitment and work that you put into building our legislative and political program every single day.

The dollars we raise through COPE is just part of the picture. We all know that we can never compete with the Chamber or other big businesses, especially since the Citizens United Supreme Court decision. We certainly saw the impact of the unlimited amount of unaccounted for money that impacted the results of the 2010 election. I can't even begin to imagine how many additional dollars will roll into the 2012 election-- Presidential, congressional and state.

It is why real campaign finance reform is a key component to restoring democracy within our country. Within CWA, our real strength is our volunteerism and our feet on the street, and now the increasing activism and involvement of our very powerful and growing Legislative and Political Action Teams. We are a member-based organization and we have the ability to engage a large percentage of not only our members but our retirees.

A recent example-- and we just heard a more recent example-- but just in the last few weeks was the great work that was done by the locals in Upstate New York. Stand up, please. (Applause)

Their great work helped elect Democrat Kathy Hochul in CD 26, which traditionally has been a Republican stronghold for the last 40 years. Great work done up there. (Applause)

But there is no doubt that money is also important. Money often gets you in the door and part of the conversation. It is one piece of the overall puzzle.

We have been and will continue to spend money differently. There are several examples where we did not support Democratic candidates that we hadn't supported before because once elected, they did not support our core issues. Ohio and Virginia provide a few examples from 2010 where we had folks

who did not support us on the Employee Free Choice Act and healthcare.

CWA was also actively involved in getting Bill Halter to launch a primary battle against sitting Democratic Senator Blanche Lincoln because she did not support our core issues. He didn't win but was very, very close, and I believe our work sent a strong message that we expect politicians to actually deliver on what they say. (Applause)

We are not and will not be an ATM for the Democratic Party or any other party. (Applause) We want to elect progressive politicians who will not just make campaign promises but will do the work to get them to happen.

Everyone is aware of the historic drop in members that we continue to experience, though we just got a big shot in the arm by our victory with the Continental flight attendants. (Applause) The bottom line is, yes, we have lost 10 percent of our membership in the last 24 months. So, yes, we did raise a little less money in 2010 than 2009, but even with that there are bright spots.

First and foremost, we had a six-month long COPE contest which added over 4,000 new or increased COPE givers and added almost a half million dollars in annual revenue to our COPE fund. (Applause) Thank you, all of you.

Our legislative political action teams, a growing force in CWA, played a key role. Special thanks to all the locals and staff that worked hard on the campaign, and congratulations again to District 1 which signed up the most people, and District 6 which raised the most annualized revenue. Great job!

Other bright spots: The average amount contributed continues to go up each year-- in 2010 from \$5.77 per month to \$5.98 per month. Everyone showed improvement here except one District. And, District 1 and District 7 both increased their percentage of eligible givers, even while losing members.

We are continuing to look for new and innovative ways to increase our COPE contributions. I hope you stopped by to see the new COPE incentives. Yes, we do listen to your input, and we will be looking to do another COPE contest in the fall. All of our growing number of LPAT teams has COPE fundraising as part of their goals.

So, thank you so much for the work you do. It does not go unnoticed and is greatly appreciated.

The list of CWA-COPE Honor Locals is in your convention packets and will be incorporated in the official convention proceedings. Join me in acknowledging your great work with a round of applause for a job well done. (Applause)

This year's awards recognize outstanding achievement in political action during 2010. But I believe you are all winners. Before I turn it over to Ralph for the official COPE Awards, I want to bring a special group of locals to the stage. These locals have one thing in common: They all have over 30 percent of their members signed up on COPE for at least \$1.00 per week. (Applause) There are a total of 41 locals in this elite group. And, boy, would I like to see that number be bigger.

Now, you may be sitting out there and thinking, "Okay, but they are just small locals." Yes, some of them are small, but twelve of them have over 200 members, four have over 1,000 and one has over 4,000. So every local has the ability to do this.

What this means is everyone can do better and I would challenge all of you to sign up enough members this year to join this group of 41 at our next Convention in Pittsburg, Pennsylvania, in two years.

Please help me welcome to the stage and congratulate the following locals:

. . . As the Locals were announced, they were recognized with the traditional CWA clap . . .

Edward Luster, Local 1102
Joseph Barca Jr., Local 1103
Anthony Caudullo, Local 1106
Robert Morrow, Local 1108
Thomas Marino, Local 1114
Michael Dagostino, Local 1115
Gregory Chenez, Local 1117
Stephen Matro, Local 1123
Paul Middlemiss, Local 1124
Thomas Lane, Local 1395
Letha Perry, Local 2001
Eric Gant, Local 2003
Raymond Cox II, Local 2011
Nicholas Hawkins, Local 3305
Paul Storms, Local 4326
Helen Amador, Local 6137
Charlie Torres, Local 6143
Earnest Tilley, Local 6151
Angela Guillory, Local 6200
Ronald Gray, Local 6228
Mike Mehringer, Local 6300
Sandra Grogan, Local 6301
John Kollmeyer, Local 6313
Erin Hall, Local 6315
Anetra Session, Local 6327
Sidney Horn, Local 6350
Chester Nettetstad, Local 7219
Shari Wojtowicz, Local 7250
Rozanne Dubois, Local 7500

Not present but also receiving recognition are the following locals:

Jean Deangelis, Local 1067
Leroy Baylor Jr., Local 1079
Thomas Bates, Local 1301
David Fox, Local 2004
F. McKerley Jr., Local 3719
Shawn Lynch, Local 4101
John Ziller, Local 51026
Stanley Siok, Local 81250
Raymond Szwaneke, Local 83736
Melvin Luigs, Local 84859
Ricky Herrington, Local 6373
John Lauderback, Local 88120

I missed one. It's not on the list. That's why I missed it. Local 1101, Angel Feliciano.

I would now like to turn it over to Ralph Maly, Vice President - Telecommunications and Technologies, to present the Local, District and President's Awards for Political Action. Thank you.

VICE PRESIDENT MALY: Brothers and sisters, this year, once again, there are two districts that stand out from the rest. Between them, they raised more than \$1.8 million dollars or almost half of the

total COPE contributions for 2009. The two Districts-- no surprise here-- are District 1 and District 6. (Applause)

Let's start with District 1. Would Chris Shelton, District 1 Vice President, join me at the podium. Chris, this year, just like last year, your District has won three local awards and three District awards. Let's start with the Local awards.

Would Local 1101 EVP Angel Feliciano join us at the podium. Congratulations, Angel. Your Local once again has done a wonderful job raising COPE funds and you have won two of the three local awards. They are as follows: The local that had the most members signed up in CWA-COPE in 2010. Local 1101 has 2,341 members participating in the program. (Applause)

Also, the local with the most members contributing to CWA-COPE at \$1-plus per week: Local 1101 has 1,455 members. Let's congratulate Angel and all of the officers and members of Local 1101. (Applause)

The next Local award goes to Local 1301. Local 1301 President Thomas Bates is not here. So, accepting on his behalf will be District 1 Vice President Chris Shelton.

Local 1301 has the highest percentage of members contributing to CWA-COPE at one dollar or more per week at an incredible 93.3 percent. Let's congratulate Thomas and all of the officers and members of Local 1301. (Applause)

Now, on to the three District awards won by District 1: District 1 raised the most CWA-COPE dollars, \$984,613.07. District 1 has the most members giving to COPE at 15,181. District 1 has the most members contributing to CWA-COPE at \$1 or more per week with 11,129. Let's express our appreciation and congratulations to Chris and all of the staff, officers and members in District 1 for their great work. (Applause)

Now, for District 6. Would District 6 Vice President Claude Cummings please join me at the podium. (Applause) District 6 has a long history of great COPE fundraising efforts. This year District 6 has won three District awards and one Local award.

The final Local award goes to Local 6300. Would Mike Mehringer, President, Local 6300, join me at the podium. Local 6300 has contributed the most COPE dollars at \$132,906.20. Let's congratulate Mike and all of the officers and members of Local 6300. Great job. (Applause)

Now, on to the three District awards for District 6: District 6 has the highest percentage of member participation in CWA-COPE at 20.15 percent. District 6 has the highest percentage of members contributing to CWA-COPE at \$1 or higher per week at 15.61 percent. And District 6 has the highest per capita contributions per total membership at \$14.41 per year.

Congratulations, Claude. Let's congratulate all of District 6-- staff, Locals and members-- for a job well done.

Now let me turn it back over to Annie.

SECRETARY-TREASURER HILL: Again, let's just thank one more time not only all the folks up here but the folks that won the bigger awards. They all work together to make our program work. (Applause)

Just a couple more notes, and Larry touched on this yesterday. We are continuing to evaluate how we run our political program and how we spend our dollars. We know that giving money to the candidates as we have in the past often hasn't produced the results that we are looking for. One of the

changes obviously, not supporting people that aren't supporting us, and I know especially in New Jersey there will be a lot a Democrats that have gotten our support before that won't be getting it this time. (Applause)

But there are other ways that we can spend our money by running more aggressively our own campaigns, so we will be continuing to look at that.

We are also in the process of renaming our program. COPE, as many of you know, while we know what it means, as you go out and talk to your members, what does COPE mean? So we will actually be renaming it to the CWA Political Action Fund. So watch for that, and keep up the good work and thank you again for all your help. (Applause)

I have some announcements.

. . . Lost and found announcements . . .

Let me move onto some of the other announcements. The winner of the 9510 retiree 50/50 raffle is Laura Unger. (Applause) Laura can collect her winnings at the Retiree section in the rear of this hall.

The results of Defense Fund Oversight Committees for our two new members: First, in the airline industry, Jeff Heisey, who is the secretary-treasurer, I believe, for the United MEC will be the first representative. And Jane Compton from Local 1171 will be the alternate.

Then from the Printing, Publishing, Media Sector, NABET and the Newspaper Guild, Bill Omeara, Local 31003, will be the primary representative, and Jim Nolan, Local 51016, will be the alternate. (Applause)

. . . Further convention announcements . . .

The American Income Life Insurance winners, the iPad goes to Lisa Cormish, Locals 9119. Congratulations, Lisa. And then there were three \$500 local union scholarships. The first one goes to Local 9415 in care of Francis Brennan. The second one to CMG Local 30213 in care of Barbara Sacksberg, and the last one goes to Local 6186, Austin, Texas, in care of Joanne Day. You can contact Ms. or Mr. Bauer at 202-833-2030. Again, that's 202-833-2030.

This is about the August accountability volunteer forums. Everyone has in their convention packets a form to volunteer in some capacity for our actions in office to hold elected officials accountable. We need to mobilize our union to attend congressional town hall meetings and other direct actions with our coalition partners. As we plan for those events, we need you to let us know what you are willing to do. Please make sure you fill out your volunteer form today. You should return those forms to the box at the Executive booth. The box is also located at the booth with the Women's Committee and Civil Rights and Equity banners, the same place you returned your Colombia trade congressional letters.

So thank you ahead of time for all that I know that you are going to do on those actions.

And this is the last day for the AFA Disaster Relief Fund. Monday's winner, again, was Virginia Hooper from Local 6222 with \$250. Tuesday's winner, Bill Castle-- I don't have a local number, but \$553. And they have yet to draw today's winner. So check with them. They have their booth right outside the hall, so check with them and see who the winner is.

On one of the appeals, there was a question on the recent consent decree against Verizon around how they have treated disability. There is information coming out and will be going to the Verizon locals, but CWA actually filed one of the EEOC charges that led to this recent \$20 million settlement referred to earlier, and the case involved Verizon's absence policies and their failure to comply with ADA obligations

to provide leave as a reasonable accommodation in appropriate circumstances.

So I just wanted to let all of you know that CWA will be looking at absentee policies and working with the vice presidents on the board at our other employers, because we think we could have similar problems. And we will then be taking the appropriate action, and we will be keeping you informed of that along the way.

Mr. President, that is all the announcements. (Applause) Reading glasses up front.

PRESIDENT COHEN: She will use them otherwise. I know this.

I have a motion to adjourn. It does have precedence, but there are a number of people at the "Privilege" mike. With the consent of the Convention, I would like to hold the motion in order to recognize some of the delegates who have something to share with the convention. These are not motions. These are just privileges. Is that okay?

. . . Cries of "Yes" . . .

PRESIDENT COHEN: Okay. I will recognize them then without objection, and first is Delegate Gelber.

DELEGATE RICHARD GELBER (NABET-CWA Local 51016): Thank you, Larry.

Brothers and sisters, as we approach the 10th anniversary of the attacks on America that took place on September 11, 2001, the Communications Workers of America remembers once again the members who gave their lives in New York City and western Pennsylvania. They are Don DiFranco, Bill Steckman, and Bob Pattison of NABET-CWA who were working on the broadcast transmitters atop the north tower of the World Trade Center.

Tom Pecorelli of NABET-CWA was a passenger on American Flight 11.

Robert J. Fangman, Amy M. Jarret, Amy R. King, Michael C. Tarrou, Katherine L. Laborie, Alfred G. Marchand, and Alicia N. Titus, were members of AFA who were working on United flight 175. Both of the above flights crashed into the World Trade Center towers.

Lorraine Bay, Sandra Bradshaw, Wanda Green, Cee Cee Lyles, and Deborah A. Walsh, members of AFA who were working on United flight 93 which crashed southeast of Pittsburgh.

We remember also the American Airlines flight attendants on flights 11 and 77, along with other CWA members working for Verizon and other companies at the World Trade Center and at the Pentagon whose name will be added to this resolution-- well, it's not a resolution.

And also the thousands of other Americans and citizens of other nations who perished in those senseless and cowardly attacks.

So we take note of the upcoming 10th anniversary and vow that all of these union brothers and sisters, co-workers, friends, sons, daughters, mothers and fathers, will never, ever, ever be forgotten. Thank you.

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

PRESIDENT COHEN: Microphone 2, Delegate Schaffer.

DELEGATE MARY LOU SCHAFFER (Local 13550): We, the delegates, want to take a moment of personal privilege to thank the Facility Services group, OPEIU union, Mark Vican and Cherry Moore, for doing an excellent job on all the printing in-house. (Applause)

PRESIDENT COHEN: Microphone 2, Delegate Mudie.

DELEGATE JOHN MUDIE (Local 1122): Good morning, brothers and sisters. Thank you for your time. I am here to make you aware and ask for your support for our members working at the American Red Cross. In our local, our group has been working without a contract for two and a half years. There are six different units in Districts 1, 2, and 13 that are under extreme pressure from their employer. Our members collect blood which every day saves lives in working families like ours by processing free blood donations and selling them for profit.

The Red Cross denies unions the right to bargain over health care. Our unions, with the assistance of the AFL-CIO, have formed a coalition to work together to receive affordable, accessible, and quality health care. The average wage for our members is \$13 per hour which puts the cost of health care out of their reach. If you or your members give blood or run blood drives, show your support, wear your colors, give them your love at blood drives by wearing your union shirt.

If you run a blood drive, tell the Red Cross you disapprove of the treatment of their employees, and that could jeopardize your relationship. Tell your Facebook members to go to our page, "keep blood drives safe" and like our page, and thank you. (Applause)

PRESIDENT COHEN: Thank you. I think we had one more announcement. Kathy Campbell won the AFA-CWA 50/50. I don't know how much she won, but, Kathy-- where do they collect that? Outside of the door. Right there outside that door, okay. Congratulations to Kathy.

And before I recognize Delegate Kmetyk, as is our custom, I would like to share just a couple of minutes of remarks.

First of all, I think we all agree that at this convention we saw what democracy looks like. Is that right, delegates? (Applause) And we are all committed to marching out of here to restore democracy across this country-- at the bargaining table, in organizing, and, most importantly, the political democracy that many of our sisters and brothers are fighting for and have fought for and dedicated their lives to. And I think we all realize that fight will go on for some time. It will take an enormous commitment of all of us to help be a part of that democracy movement across this country.

We also worked together for internal changes that will, in fact, keep this union sound. We look forward to the President's Meeting and Legislative Conference next year and the Convention is in April of 2013 that we will hear more about in a second, where we will be back together again in Convention.

We all have not only Jeff's spirit but Jeff's combs to keep us going. I will have no reason to use these except to keep them. (Laughter) And I will. That's just one remembrance of Jeff, but I know he will be out there, as will our other retirees, including our retired vice presidents who we honored earlier this week.

And we have specific actions in front of us that restore our hope and restore our sense that, even in these toughest of times, we can accomplish a great deal.

So we will be holding our next conference call or town meeting on the air focused on fighting any cuts to Medicare, and we will be announcing a date for that call. So please get all of your active stewards and active members on there, and we will be sending out the e-mails as always, and we will be hearing from several of you, both retired and active, about the town hall meetings that you will be helping to organize out there when these members of Congress, who are ready to gut our Medicare and impose a

horrendous budget, go home. They are going to be greeted, as I said, by our party. It's our time.

And in the weeks ahead, as we heard today, we will have these recall elections, the special elections in Wisconsin. We can celebrate those results together because I have real confidence, that led by our amazing members here in Wisconsin, we will show that we can turn this country around. It's not just cheese in Wisconsin. It's democracy in Wisconsin. (Applause)

And we will be working all summer in Ohio as well on that referendum and the November election, to reverse Senate Bill 5 and bring back bargaining rights for public workers across Ohio. (Applause and cheers)

And we will be working in New Jersey as 40,000 of our members fight for a contract, and as all of our members fight to show that in the November elections in New Jersey, we saw which side you were on, and we will work accordingly. We don't care which party you are in. We will work for those who fought against stripping bargaining rights and fought for workers' rights. (Applause)

And last night we rallied here for the Verizon East contract, and we said that every day, every workplace-- every day every workplace where we are fighting for that contract across the northeast, down through Virginia, every day every contract we'll be mobilizing, and when the opportunities are there, we will mobilize across Verizon, across this country, to show support for that contract fight. And when the opportunities are there, we will mobilize across all bargaining units across this country, all bargaining units, all members of CWA, to fight some of the worst concessions I have ever seen and to fight for workers' rights and to fight to make sure that at Verizon, every job is a union job. Every job is a union job. (Applause and whistles)

And we will all be, in spirit at least, with Local 1298 and the technicians in Connecticut as we vote next week, and part of that spirit, as they vote next week to establish their union. It's a ten year fight in Connecticut for those technicians. (Applause)

And part of the way we will be there in spirit is that at every T-Mobile store we will be making contacts. At every T-Mobile customer service center, we will be making contacts, and we have already. Every group of technicians, you will be there to say to them, "As you organize, we will be there with you. CWA will be with you across the country as 22,000 workers at T-Mobile continue to organize." (Applause)

But most importantly, we march out of here as one union. When we meet in Convention, we debate, we discuss, we argue, we even fight from time to time, but we march out as one union, stronger than ever, determined that wherever we work, whenever we organize, whenever we fight back, all of CWA is there together-- all of CWA.

It doesn't matter where we come from. It doesn't matter if we are a flight attendant or a printer. It doesn't matter if we are from telephone or public sector or media or manufacturing. It doesn't matter where we come from. It's what we stand for. And we all stand for one thing, that we are one union-- prepared to organize, prepared to bargain, and prepared to fight together as CWA. (Applause and cheers)

. . . The delegates arose and applauded at length, clapping in unison . . .

PRESIDENT COHEN: And now I recognize at Microphone 1, Delegate Kmetyk.

DELEGATE KMETYK (Local 13500): President Cohen, Secretary-Treasurer Hill, Executive Board, and Delegates: I would like to make a motion to adjourn, and also I have the privilege, on behalf of Vice President Mooney and my brothers and sisters from the newly-formed District 2-13, to invite you to our first biennial convention, April 22nd and 23rd, 2013, in Pittsburgh, Pennsylvania, the City of

Champions and a city rich in its labor history. Thank you. (Applause)

PRESIDENT COHEN: Thanks, Sandy.

We have a motion to adjourn. It's not debatable. All those in favor, please rise. We are adjourned. (Applause)

. . . Thereupon, the 73rd Convention of the Communications Workers of America, AFL-CIO, adjourned, sine die, at 11:31 a.m. . . .

EXHIBIT A
FINANCE COMMITTEE REPORT

**REPORT OF THE
FINANCE COMMITTEE
to the 73rd CONVENTION
COMMUNICATIONS WORKERS OF AMERICA**

Explanation of CWA Funds

There are six Funds, all of which were examined and reported on by Independent Auditors for the period ending May 31, 2010. A copy of the report has been reviewed by the Executive Board and Committee and was sent to Local Presidents.

The Funds are:

1. General Fund
2. Defense Fund
3. Members' Relief Fund
4. Strategic Industry Fund
5. Building Fund
6. Pension Fund

General Fund

The General Fund is the Fund from which the International operates. All the income money which comes to CWA is handled through the General Fund. The status of this Fund is reported monthly to the Executive Board.

The General Fund contains what the Auditors have identified as "Unallocated Receipts." Dues money received by CWA is labeled in this manner until the Secretary-Treasurer's Office can channel or allocate it. As an example: A dues check from an employer is received in the Secretary-Treasurer's office; it is immediately deposited in the General Fund as unallocated money. Upon processing the report that comes with the employer's check, checks are issued for the amount due the Locals. Also, at this time, we transfer the proper amount to the Defense Fund and Members' Relief Fund or the Strategic Industry Fund. The International's portion remains in the General Fund, available for use by the International. The Local amount is returned to the Locals.

Defense Fund

The Defense Fund was established by the 1952 Convention and began to operate in September of 1952. It has specific rules, adopted by the Convention, which outline the ways it can be used.

Income to the Defense Fund is derived from membership dues and equivalent payers in the amount of \$.50 each month. Income is deposited in the Defense Fund account as dues reports are processed.

The Defense Fund is administered within the Defense Fund Rules established by Convention action.

The Market Value of the Fund as of May 31, 2011 was \$14,026,000.

Robert Lilja Members' Relief Fund

The Robert Lilja Members' Relief Fund (RLMRF) was established by 1990 Convention action. The purpose of the fund is relief for strikers, locked-out members, victims of collective bargaining strategies and other approved mobilization actions. The Market Value of the fund as of May 31, 2011 was \$419,872,000.

Income to the Robert Lilja Members' Relief Fund is derived from membership dues and equivalent payers in an amount equal to .15% per month of minimum dues (1/4 hour) of those eligible to strike. Income is deposited in the Members' Relief Fund account as dues reports are processed. Income and Expenditures from the Fund are reviewed by the Defense Fund Oversight Committee according to the rules established by Convention action.

Effective September 1, 2006 all RLMRF contributions are credited to the Strategic Industry Fund unless the RLMRF fund balance falls below the 2006 Convention established MRF floor. The RLMRF floor is \$376,714,280. If the RLMRF fund falls below the established floor, all contributions will revert back to the RLMRF until it reaches the established floor.

Strategic Industry Fund

The Strategic Industry Fund (SIF) was established by 2006 Convention action to finance major large scale campaigns to increase our bargaining power.

The SIF is a restricted Fund, requiring a majority vote of the Executive Board before expenditures are made. The Market Value of the fund as of May 31, 2011 was \$55,759,000.

Building Fund

By Executive Board action in January 2006, the Building Fund was established for the purpose of recording the assets, liabilities, expenses, and income associated with the headquarters building property. As of May 31, 2011, the Market Value of the Fund's unrestricted net assets was \$48,690,491.

CWA Plan For Employees Pensions And Death Benefits Fund

This Fund provides for CWA employees' retirement benefits. A periodic actuarial review is made of the CWA Pension and Death Benefit Trust Fund, and our contribution is adjusted to meet our obligations. As did many other pension plans, the Plan's investments suffered losses as a result of the overall decline in the economy and the markets in 2008. Contributions to the plan were necessary in 2010 and will be monitored again this year.

The CWA Pension Fund was established in 1951 as a separate trust. It is a defined benefit pension plan covering substantially all employees other than PPMWS employees. On January 1, 2006 the IUE Pension Plan was merged with the CWA Plan for Employees Pensions and Death Benefits.

On May 31, 2011, the Market Value of the Plan was \$203,728,000.

Financial State Of The Union

This Committee realizes that with ever increasing financial burdens and causes needing the Union's attention, combined with a continued uncertain economy, we must continue to be ever vigilant of cost overruns. This year, each administrative unit must operate not only within their authorized budget but also live within the dues income they generate as well as contribute to the ongoing programs and expenses of the Union.

Salaries – Elected Officials

Each year, it is the Committee's responsibility to recommend salary changes for our elected officials. However, in conjunction with the negotiated agreement with the employee unions there will be no increases to salaries.

Staff Complement

The Committee has funded only those Staff positions that are now filled or have received approval to be filled at the time of this report. Requests to fill all Staff positions must be made to the Budget Committee and authorized by the Executive Board.

The 2010 – 2011 Budget

The Committee reviewed and considered the Report of the Budget Committee as adopted by the Executive Board of the Union. After thorough and detailed deliberations, this Committee recommends the following budget for the 2011-2012 budget year.

In calculating the projected income, the Committee built this budget based on an estimate of what our revenue will be for this fiscal year based on a projected 0.35% per month decline in membership and a 2% increase in per capita dues. The calculated estimate of overall income of the Union used is \$96,946,737.

As in the past, we recommend the Executive Board use this budget as a positive guide and make every effort to operate within the actual income of the Union during the period represented by this budget.

Our proposed budget follows as Exhibit A (Communications Workers of America – Operating Budget) and Exhibit B (Administrative Units Budget).

A line-by-line explanation of each item in the budget may be found on pages 9-12.

**Communications Workers of America Balanced - Operating Budget
2011 - 2013**

		<u>2010 - 2011</u>	<u>2011 - 2012</u>	<u>2012 - 2013</u>
<u>Income</u>				
	Dues - Membership	91,263,155	87,575,803	87,575,803
	Dues - Agency Fee	7,821,773	7,970,933	7,970,933
	Other Income	1,400,000	1,400,000	1,400,000
	Total Income	100,484,928	96,946,736	96,946,736
<u>Expenses</u>				
	National Programs			
029	Organizing Fund	5,100,000	4,100,000	4,100,000
030	Community Action	200,000	162,051	162,051
031	Legal Admin Unit Litigation & Misc.	847,000	965,000	965,000
032	Convention	992,015	892,015	892,015
034	Committees, Conferences & Ex Board Mtgs	400,000	400,000	400,000
038	Taxes	191,600	140,000	140,000
039	Affiliation Dues - AFL-CIO & Other	4,600,832	4,059,286	4,059,286
040	Contingency	155,611	-	-
043	Information Systems	750,000	750,000	750,000
045	Communications (CWA News & PR)	2,000,000	1,400,000	1,400,000
046	Professional Services	647,000	500,000	500,000
047	International	50,000	30,000	30,000
048	Education	300,000	210,000	210,000
061A	Retiree Benefits (Health Care, Insurance)	8,688,546	9,156,873	9,156,873
061B	Insurance - Other	569,747	569,747	569,747
064	Staff Moves	200,000	150,000	150,000
066	Apprenticeship & Training	183,000	132,000	132,000
	Total General Budget	25,775,351	23,616,972	23,616,972
	Administrative Units			
A1	Salaries - Officer & Staff	28,184,384	28,240,056	28,240,056
A2	Salaries - Full Time/Other	12,196,153	11,081,021	11,081,021
A3	Employee Benefits	11,052,065	10,215,025	10,215,025
A4	Employee Taxes	3,285,201	3,187,379	3,187,379
A5	Employee Pension		3,778,160	3,778,160
B1	Office Occupancy	7,107,923	7,038,201	7,038,201
B2	Staff Expenses	4,564,872	4,279,135	4,279,135
B3	Administrative Operations	5,809,729	5,452,246	5,452,246
B4	Legal	5,003,000	4,850,000	4,850,000
B5	Position Reductions	-2,493,750	-	-
	Total Administrative Units	74,709,577	78,121,221	78,121,221
	Total Budgeted Expenses	100,484,928	101,738,193	101,738,193
	Total Income	100,484,928	96,946,737	96,946,737
	Surplus/ (Deficit)		(4,791,456)	(4,791,456)

**Administrative Units Budget
2011 - 2012**

District & National Units	<u>A-1</u>	<u>A-2</u>	<u>A-3 & A-5</u>	<u>A-4</u>	Total Personnel Expenses	<u>B-1</u>	<u>B-2</u>	<u>B-3</u>	<u>B-4</u>	Total Office Admin. Expenses	Total Admin Unit Expenses
	Salaries: O&S	Salaries: FT & Other	Emp Benefits: 37%	Emp Taxes: 8.1%		Office Occupancy	Staff Expenses	Administrative Operations	Legal		
District 1	3,455,055	844,824	1,531,359	348,290	6,179,529	1,005,757	451,214	892,993	1,650,000	3,999,964	10,179,492
District 2-13	1,638,842	530,789	759,251	173,224	3,102,107	487,506	211,288	234,811	350,000	1,283,605	4,385,711
District 3	2,356,787	728,812	1,095,141	249,934	4,430,674	267,918	305,680	335,331	223,000	1,131,929	5,562,603
District 4	1,657,001	427,562	738,785	168,850	2,992,199	277,802	203,396	305,146	80,000	866,344	3,858,543
District 6	1,789,339	477,312	801,576	183,599	3,251,826	378,978	240,512	290,944	400,000	1,310,434	4,562,260
District 7	1,990,994	480,184	876,665	200,165	3,548,009	107,100	258,068	288,300	180,000	833,468	4,381,476
District 9	1,765,034	465,239	790,156	180,652	3,201,081	596,837	216,836	324,846	157,000	1,295,519	4,496,600
T&T	687,920	214,537	322,764	73,099	1,298,321	406,575	102,284	89,402	23,000	621,261	1,919,582
Public Wkrs	280,302	98,449	134,948	30,679	544,377	45,663	46,424	34,163	-	126,250	670,627
PPMWS-CWA	302,934	75,290	134,926	30,636	543,786	37,700	55,166	56,115	100,000	248,980	792,767
IUE-CWA	3,588,985	257,622	1,374,689	313,222	5,534,518	9,727	637,622	281,512	50,000	978,861	6,513,379
TNG-CWA	1,050,421	232,908	457,245	103,950	1,844,524	152,750	198,697	130,980	270,000	752,427	2,596,950
NABET-CWA	684,215	162,373	301,636	68,574	1,216,798	109,306	125,974	164,043	202,000	601,322	1,818,121
AFA-CWA	<u>3,400,451</u>	<u>1,196,944</u>	<u>1,637,964</u>	<u>372,389</u>	<u>6,607,748</u>	<u>589,813</u>	<u>496,808</u>	<u>422,653</u>	<u>200,000</u>	<u>1,709,274</u>	<u>8,317,022</u>
Total	24,648,281	6,192,846	10,957,106	2,497,263	44,295,495	4,473,431	3,549,969	3,851,239	3,885,000	15,759,639	60,055,134
Headquarters	<u>3,591,775</u>	<u>4,888,175</u>	<u>3,036,078</u>	<u>690,116</u>	<u>12,206,144</u>	<u>2,564,770</u>	<u>729,166</u>	<u>1,601,007</u>	<u>965,000</u>	<u>5,859,943</u>	<u>18,066,087</u>
Grand Total	<u>28,240,056</u>	<u>11,081,021</u>	<u>13,993,184</u>	<u>3,187,379</u>	<u>56,501,640</u>	<u>7,038,201</u>	<u>4,279,135</u>	<u>5,452,246</u>	<u>4,850,000</u>	<u>21,619,581</u>	<u>78,121,221</u>

**Explanation Of Administrative Unit Budget
Exhibit A**

Budget Line A1-A5 & B1-B4 Formula Applications

To determine certain allocations, the Budget was based on April 2011 per capita counts.

A1 Salaries – Officers and Staff

Reflects annual salary cost for administrative unit officers, staff and professional employees. The following chart indicates the officer's salaries:

POSITION	SALARY
PRESIDENT	\$186,615
EXECUTIVE VICE PRESIDENT	\$159,389
SECRETARY-TREASURER	\$167,101
DISTRICT VICE PRESIDENTS, TNG-CWA VICE PRESIDENT, NABET-CWA VICE PRESIDENT, IUE-CWA VICE PRESIDENT, T&T VICE PRESIDENT AND PUBLIC WORKERS VICE PRESIDENT	\$145,724
AFA-CWA VICE PRESIDENT	\$105,283
PPMWS EXECUTIVE OFFICER	\$120,000

A2 Salaries Full Time and Other

Reflects annual salary cost for administrative unit full-time clerical employees and supervisors.

A3 & A5 Employee Benefits

Reflects an allocation of 27.25% of administrative unit salaries. The allocation includes medical, dental, vision, life insurance, and 401(k) match, plus sufficient funds to meet the pension plan fund commitment.

A4 Employee Taxes

Each administrative unit was allocated 8.1% of administrative unit salaries for employee tax expense.

B1 Office Occupancy

Each administrative unit allocation includes known increases that could be determined. Figures include projected common area maintenance and rent increases projected at 2% for the 2011-2012 budget year.

B2 Staff Expenses

Reflects funds allocated for Staff travel, auto, and communication expenses.

B3 Administrative Operations

This line includes expenses for the following items: part-time salaries and expenses, supplies and printing, postage and freight, rental and maintenance of equipment, contract services, electronic communications and all other operating expenses.

B4 Legal

This includes each administrative unit's allocation for expenses such as retained counsel, arbitration, and arbitration cancellation fees.

Explanation Of National Programs Exhibit B

Organizing (029)

We must continue our internal and external organizing efforts if CWA is to remain an effective organization. The salaries of permanent Organizing Coordinators are included in Line item A1 of their Administrative unit. All organizer expenses are charged to the Organizing account.

Community Action (030)

This allocation allows CWA to respond to a small percentage of the worthwhile requests we receive from community and civic organizations, programs and activities dedicated to the welfare of all citizens.

CWA maintains membership in and serves on executive boards of a number of organizations. Fees associated with these activities are included in this budget allocation.

Legal Admin. Unit Litigation and Miscellaneous (031)

Our legal costs continue to be a significant part of our budget. A portion of these expenses are budgeted to the Administrative unit section. This allocation is for the remainder of our legal expenses.

Convention (032)

This allocation includes funding for the annual convention, including auditorium and meeting room rental and setup, printing of verbatim reports and other convention materials, postage, wages and expenses of convention committee.

Committees, Conferences & Executive Board Meetings (034)

Expenses associated with meetings of the Union's Executive Board including travel 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. The budget allocation also includes an allocation for committee meetings and conference expenses. The allocation does not cover expenses of attendees unless authorized by the President of the Union.

Taxes (038)

This allocation is for taxes other than payroll related, such as the cost of District building taxes and personal property taxes.

Affiliation Dues (039)

This allocation is for the affiliation dues paid to organizations such as the AFL-CIO Departments, Union Network International, IAPTA, International Metal Workers, International Federation of Journalists and others.

Contingency (040)

The purpose of this account is to provide for unexpected costs and expenses that are not known or cannot be budgeted to appropriate accounts at the time the budget is prepared.

Information Systems (043)

This budget item reflects the costs of office automation, communication networks, training, updating of equipment in the Headquarters and District offices.

Communications (045)

This account includes the funding of the CWA News, which is mandated by Article XXV of the CWA Constitution. The allocation includes the cost of printing and postage as well as for the Union's publicity and public relations program which brings the story of the Communications Workers of America to the public through the mass media of radio, TV and newspaper.

Professional Services (046)

This budget item allocation reflects expenses for audit fees, and miscellaneous professional services such as accountants, actuaries and consultants, including those hired to support bargaining and contract negotiations.

International (047)

CWA is involved in the free world trade union movement. This budget allocation funds activities with our labor colleagues from a number of countries.

Education (048)

This budget account allocation is for the expense of week-long leadership conferences, and the development and delivery of training programs.

Retiree Benefits (061A)

The allocation to this account is for the general insurance policies of the Union, which include group healthcare, pharmaceutical, vision, dental and life insurance for retirees. Employee healthcare expense is reflected in the Administrative Unit budgets – Line A3.

Insurance – Other (061B)

The allocation to this account is for insurance other than employee healthcare and automobile.

Staff Moves (064)

This allocation is for the costs associated with relocating Staff.

Apprenticeship & Training (066)

The budget allocation is for existing apprenticeship & training activities and new programs which may be implemented in this budget year.

Total National Programs - Total of Budget accounts 029 through 066.

Total Administrative Units - Total of A1 through B4.

Total Budgeted Expenses - Total of National Programs and Administrative Units.

Concluding Remarks

The CWA Budget Committee should continue to focus on not only staying within budget but also keeping spending within income.

Current economic conditions have forced us to reallocate support staff and harvest the benefits of new technology to reduce our payroll while sustaining quality work. We recognize that in some instances we are stretched and appreciate the hard work and burden that places on dedicated staff.

The cost of owning and operating the building is subsidized by the leasing of available space. CWA rent payments to the Building Fund, while below market rates, also assist to sustain building operations.

A decline in membership within a number of our represented employers reinforces the need for organizing new workers as the key to our future. For 2011-2012, we are recommending a conservative budget that reflects the current conditions. Steps taken by the Executive Board have significantly improved the Union's financial position, but we need to continue to closely monitor spending to ensure that our income forecasts match our cash flow and that our expenses do not exceed our projected income. Collectively, we have demonstrated that this can be done and we congratulate the Executive Board for taking the steps necessary to ensure the fiscal well-being of our Union.

EXHIBIT B
DEFENSE FUND OVERSIGHT
COMMITTEE REPORT

Report of the Defense Fund Oversight Committee to the 73rd CWA Convention

Through resolutions and rules adopted by various CWA conventions, the Defense Fund Oversight Committee (DFOC) is charged with the responsibility to review activities associated with the Defense Fund, The Robert Lilja Members' Relief Fund and the Strategic Industry Fund. The DFOC is authorized to examine receipts, disbursements, investments and the administrative policies associated with the funds. The DFOC may also, with a 2/3 vote, affirm CWA Executive Board actions that are consistent with the rules governing certain funds. The DFOC is required to report its findings to each Convention and make recommendations to the Convention where appropriate.

The Defense/Members' Relief Fund Oversight Committee met on January 10-13, 2011 and May 2-3, 2011 in Washington, D.C. We met again prior to the Convention. The Committee reviewed activities associated with The Robert Lilja Members' Relief Fund (RLMRF), the Defense Fund (DF) and Strategic Industry Fund (SIF).

INVESTMENTS

Prior to the Convention, the DFOC met with representatives of the Marco Consulting Group (MCG) to review investment performance for the Robert Lilja Members' Relief Fund and the Defense Fund. MCG was selected to serve as investment advisors and co-fiduciaries on these funds effective June 1, 2009, after a Request for Proposals was issued for these services in the spring of 2009. MCG first presented an investment analysis to the DFOC at the CWA Convention in June 2009, and has subsequently updated the committee on investment performance at meetings in Washington, D.C. MCG is responsible for monitoring and verifying that fund investments are made in accordance with guidelines established by the President and Secretary-Treasurer, who are trustees of the funds.

As of March 31, 2011, the RLMRF had a value of \$414,019,000. This represents a \$21.3M or 5.4% increase over the fund's \$392,681,462 balance at March 31, 2010. According to RLMRF guidelines, when the fund's assets fall below the floor of \$377,494,108, the quarter hour dues that would otherwise be sent to the Strategic Industry Fund are retained by the RLMRF. Once the target floor balance is achieved, the quarter hour of dues is redirected to the SIF and the RLMRF's growth is fueled by investment returns and asset appreciation. The RLMRF did not fall below the floor during the period from March 31, 2010 to March 31, 2011.

The Defense Fund had a balance of \$13,831,000 as of March 31, 2011, a \$1.2M or 9.7% increase from its \$12.6M balance as of March 31, 2010. While the fund experienced \$4.8M in gains during the 12-month period, \$5.5M were distributed.

THE ROBERT LILJA MEMBERS' RELIEF FUND

The balance of the RLMRF as of March 31, 2011 is **\$414,019,000**.

The DFOC has reviewed the current mortgage rates and in light of the decline in commercial mortgage rates, we propose a reduction in new mortgages from the current rate from 7.73% to 6% for a 15 year fixed rate loan or 6.5% for a 30 year fixed rate loan. The fund shall be the first lien holder. The loan may be up to 80% of current appraised value and with a clear title. Those holding current mortgages can apply to modify an existing loan. Locals who wish to refinance to the new rate must obtain a new appraisal for their building and sign new paperwork. Financial records will be reviewed prior to approval.

Mortgage loans held by the MRF as of March 31, 2011 are:

LOCAL	BALANCE @ 03/31/11	LOAN AMOUNT
1040	835,589.10	1,206,000.00
1107	171,236.37	200,000.00
1109	487,793.22	525,000.00
1118	206,237.94	250,000.00
1133	916,078.44	1,000,000.00
2108	642,296.65	698,000.00
2222	143,369.86	261,000.00
3314	48,598.34	120,000.00
3406	66,049.54	125,000.00
3407	16,929.51	25,000.00
4100	324,151.69	334,000.00
4123	139,408.15	172,500.00
4340	940,383.94	1,100,000.00
4501	104,978.48	158,000.00
6222	3,896,145.04	4,000,000.00
7704	73,632.02	86,000.00
7708	181,164.01	265,000.00
7803	157,968.67	190,000.00
9415	15,675.46	110,000.00
9423	957,797.89	1,900,000.00
9503	92,466.48	175,000.00
9509	807,912.83	850,000.00
39521	79,440.58	142,230.00
Total	11,305,304.21	13,892,730.00

**THE ROBERT LILJA MEMBERS' RELIEF FUND EXPENDITURES
APRIL 1, 2010 - MARCH 31, 2011**

STRIKE RELATED:

LOCAL 33225 – UPAGRA	\$2,700,100
LOCAL 81313 – GLENN PAINTER	\$ 27,500

DEFENSE FUND

The balance of the Defense Fund as of March 31, 2011 is **\$13,831,000**.

**DEFENSE FUND EXPENDITURES
April 1, 2010 – March 31, 2011**

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

Defense Fund Project / Local	Allocation	Amount Spent	Balance as of 03/31/11
CWA Local 39117 Honolulu Advertiser/Star Bulletin	\$ 84,000.00	\$ 4,246.71	\$ 79,753.29
TNG Local 31003	\$ 297,000.00	\$ 138,564.62	\$ 158,435.38
NWA Locals 21091, 21092, 23093, 24094, 27095, 27096, 29098 & 29099	\$ 365,000.00	\$ 357,296.40	\$ 7,703.60
American Red Cross Local 1122	\$ 28,000.00	\$ 5,000.00	\$ 23,000.00
IUE Locals 81359, 81380, and 84707	\$ 92,000.00	\$ 918.73	\$ 91,081.27
PPMWS Locals 14827, 14822, and 38061	\$ 260,000.00	\$ -	\$ 260,000.00
New Jersey Network Local 1032 Trenton	\$ 185,000.00	\$ 59,650.55	\$ 125,349.45
AFA-CWA United Airlines*	\$ 1,635,900.00	\$ 526,659.15	\$ 1,109,240.85
TNG-CWA UPAGRA Local 33225	\$ 67,350.00	\$ 39,900.00	\$ 27,450.00
Wally Park Local 7717	\$ 17,500.00	\$ -	\$ 17,500.00
KPFA Radio Local 9415 Oakland, CA	\$ 60,000.00	\$ -	\$ 60,000.00
Associated Press TNG_CWA Local 31222	\$ 46,732.25	\$ -	\$ 46,732.25
WGBH Education Foundation Local 1300	\$ 50,340.00	\$ 23,789.00	\$ 26,551.00
Kaleida Local 1168	\$ 615,525.00	\$ 93,647.50	\$ 521,877.50
GE IUE-CWA	\$ 385,000.00	\$ 762.50	\$ 384,237.50
NABET Local 54042	\$ 50,000.00	\$ -	\$ 50,000.00
CWA Mailers Local 14827	\$ 200,000.00	\$ -	\$ 200,000.00
TOTALS	\$ 4,439,347.25	\$ 1,250,435.16	\$ 3,188,912.09

*The DFOC congratulates the officers and members of the AFA-CWA for their successful campaign which preserves the bargaining rights for over 14,000 members of CWA and added an additional 9,000 members from Continental Airlines.

STRATEGIC INDUSTRY FUNDS (SIF)

The balance of the Strategic Industry Fund as of March 31, 2011, is \$47,375,510.

The Strategic Industry Fund campaigns adopted by the delegates at the 2006 Convention continue to increase our leverage at the bargaining table and further our major policy initiatives.

The campaigns operate with specific budgets and clear measurable benchmarks at six-month evaluations. We currently have 20 active SIF campaigns.

All SIF campaigns continue to stay well within their budgets.

SIF BUDGET AS OF 3/31/11

CAMPAIGN	BUDGETED	EXPENSE	BALANCE
Verizon SIF (completed)	\$ 7,769,082.32	\$ 7,127,132.47	\$ 641,949.85
Verizon/Frontier Reserve	\$ 1,439,082.32	\$ 1,439,082.32	\$ -
Speed Matters SIF	\$ 8,275,000.00	\$ 4,299,108.64	\$ 3,975,891.36
Alcatel-Lucent (completed)	\$ 550,000.00	\$ 167,428.59	\$ 382,571.41
Telecom Industry	\$ 10,071,000.00	\$ 4,149,790.02	\$ 5,921,209.98
Telecom Organizing Institutes	\$ 1,075,000.00	\$ 176,528.94	\$ 898,471.06
Internal Organizing of Non-Members	\$ 1,230,000.00	\$ 136,113.05	\$ 1,093,886.95
Windstream	\$ 271,000.00	\$ 40,496.25	\$ 230,503.75
Customer Service Industry	\$ 2,080,000.00	\$ 43,090.30	\$ 2,036,909.70
Satellite Television Industry (Dish)	\$ 830,000.00	\$ 867.49	\$ 829,132.51
Class Action Vs. Verizon	\$ 353,000.00	\$ 23,149.85	\$ 329,850.15
Fighting For Our Future At Frontier	\$ 590,000.00	\$ 1,664.94	\$ 588,335.06
D2 Telecommunications & Action Plan	\$ 540,000.00	\$ 22,926.62	\$ 517,073.38
Verizon 2011	\$ 2,532,500.00	\$ 32,941.29	\$ 2,499,558.71
D9 Mobilizing for Workplace Change	\$ 47,750.00	\$ -	\$ 47,750.00
D6 One AT&T-One Bargaining Unit	\$ 386,195.00	\$ -	\$ 386,195.00
District 1, 2 & 13 Retirees	\$ 210,000.00	\$ -	\$ 210,000.00
Building Power and Support at Comcast	\$ 72,400.00	\$ -	\$ 72,400.00
MediaNews	\$ 997,802.00	\$ 935,600.58	\$ 62,201.42
News Industry Jobs	\$ 459,591.00	\$ 380,251.92	\$ 79,339.08
Canadian SIF	\$ 573,000.00	\$ 242,449.75	\$ 330,550.25
PPMWS SIF	\$ 132,250.00	\$ 45,928.76	\$ 86,321.24
The Role Of The Union In Media	\$ 306,000.00	\$ 81,685.92	\$ 224,314.08
Growing News Media Membership	\$ 554,000.00	\$ -	\$ 554,000.00
Healthcare Workers (completed)	\$ 101,181.88	\$ 67,196.80	\$ 33,985.08
Iowa Staff Nurses	\$ 125,000.00	\$ 28,769.88	\$ 96,230.12
One Ohio Now	\$ 125,000.00	\$ 51,422.23	\$ 73,577.77
Ohio Referendum	\$ 1,570,000.00	\$ -	\$ 1,570,000.00
GE Lighting	\$ 360,500.00	\$ 195,826.83	\$ 164,673.17

CAMPAIGN	BUDGETED	EXPENSE	BALANCE
Lean/High Performance	\$ 1,413,000.00	\$ 657,072.23	\$ 755,927.77
Green Jobs	\$ 1,182,500.00	\$ 386,384.46	\$ 796,115.54
Automotive Bankruptcy	\$ 1,100,000.00	\$ 938,158.36	\$ 161,841.64
Service Contract Act	\$ 450,000.00	\$ 37,996.29	\$ 412,003.71
Health Care For All	\$ 15,528,250.00	\$ 11,458,672.12	\$ 4,069,577.88
Building a Political Movement	\$ 5,695,000.00	\$ 3,336,029.66	\$ 2,358,970.34
One Nation/Senate Rules	\$ 3,650,000.00	\$ 2,392,294.20	\$ 1,257,705.80
Building A Political Movement Phase 2	\$ 9,899,300.00	\$ -	\$ 9,899,300.00
Employee Free Choice Act (EFCA) (completed)	\$ 8,400,000.00	\$ 5,802,148.54	\$ 2,597,851.46
Financially Distressed Employers	\$ 1,493,750.00	\$ 657,978.92	\$ 835,771.08
US Airways/Piedmont Airlines Customer Service	\$ 300,000.00	\$ 6,436.29	\$ 293,563.71
TOTALS	\$ 91,299,052.20	\$ 43,923,542.19	\$47,375,510.01

SIF INCOME 6/09-03/11	\$ 63,977,319.52
SIF EXPENSE 06/09-03/11	\$ 10,102,606.44
SIF BALANCE 06/09-03/11	\$ 53,874,713.08
BALANCE SIF BUDGETED	\$ 47,375,510.01
TOTAL SIF UNBUDGETED	\$ 6,499,173.07

SIF CAMPAIGNS

There are 20 active Strategic Industry Fund Campaigns, including a Telecom SIF which has 22 sub-campaigns.

- 1-Telecom (includes 22 sub-campaigns)
- 2-GE Lighting
- 3-Lean Manufacturing
- 4-PPMWS-Union Label
- 5-Distressed Employers
- 6-Green Jobs
- 7-Distressed Manufacturing
- 8-Building a Political Movement
- 9-The Role of the Union in Media
- 10-Health Care Phase III
- 11-One Nation/Senate Rules
- 12-IUE-CWA Service Contract Act
- 13-IOWA Staff Nurses
- 14-US Airways/Piedmont Airline Customer Service
- 15-One OHIO Now
- 16-Grow Media Sector Membership
- 17-News Industry Training
- 18-District One Health Care Workers Council
- 19-Building a Political Movement II
- 20-Ohio Referendum Campaign Senate Bill 5

The 22 Telecom sub-campaigns are as follows:

- 1-Speed Matters
- 2-Windstream
- 3-Organizing Training (external)
- 4-Internal Organizing: District 2
- 5-Internal Organizing: District 3
- 6-Internal Organizing: District 6
- 7-Internal Organizing: District 7
- 8-Internal Organizing: District 9
- 9-T-Mobile and AT&T/T-Mobile Merger
- 10-Heat Stress
- 11-Century Link/Qwest
- 12-District 4 Campaign to Retain and Grow Union Jobs at AT&T
- 13-Building Union Power in the Customer Service Industry
- 14-FMLA – Class Action Against Verizon Communications
- 15-DISH Network
- 16-District 9 Mobilization for Workplace Change
- 17-Verizon 2011
- 18-District 6 Mobility
- 19-D13 Building Power and Support at COMCAST
- 20-Districts 1, 2 and 13 - Verizon Retirees
- 21-District 2 Telecom Program and Action Plan
- 22-Frontier Fighting for our Future

SIFs Closed

Since the 2010 Convention, sixteen (16) Strategic Industry Fund campaigns (including sub campaigns) have been closed - they are:

- 1-Future of News Industry Jobs-Phase V (Closed 12-2010)
- 2-Media News-Phase IV (Closed 8-2010)
- 3-Healthcare for All – Phase II (Closed 7-2010)
- 4-Frontier (Closed 8-2010)
- 5-Maryland Speed Matters (Closed 12-2010)
- 6-District 1 Mobilization Against VERIZON Layoffs (Closed 2-2010)
- 7-District 9 - Mobilization at Verizon (Closed 8-2010)
- 8-District 9 - Comcast Oakland-(Closed 12-2010)
- 9-District 9 - Saving California Telecom Jobs (Closed 12-2010)
- 10-District 4 Internal Organizing of Non-Members - (Closed 12-2010)
- 11-Calling Connecticut (Closed 12-2010)
- 12-Cable Franchise (Closed 12-2010)
- 13-Century Tel/Embarq (Closed 12-2010)
- 14-New York LPAT Expansion (Closed 4-2011)
- 15-CWA/SCA Canada (Closed 6-2011)
- 16-ATT Field Services IDTs (Closed 6-2011)

SIF Campaign Successes

***Internal Organizing – District 6:** 84 organizers from 29 locals have been trained and attended Organizing Institutes. A total of 6,207 new members have been signed up since the beginning of the campaign in 2010.

***Stand Up for Ohio:** In Ohio, with the help of the SIF, CWA launched a coalition that connects the attacks on public workers with the budget, environmental, voting rights, housing and education issues. The coalition organized 15 actions on March 15th involving 10,000 people, held a major rally at the state house on May 5th with over 12,000, trained 100 citizen activists to be "movement builders" who organized 10 actions across the state and built a Facebook page with over 125,000 fans (<http://standupforohio.org/home/>). A petition to overturn an anti-collective bargaining bill, SB 5, needed 231,000 signatures to force a referendum on the November ballot. "Stand up for Ohio" SIF campaign was key in garnering 1,298,000 signatures and insuring placement on the ballot. On July 16-17 Stand Up for Ohio will host over 100 house parties and, on August 20, a huge Ohio Festival featuring Grand Funk Railroad and many other acts.

***CWA/SCA Canada:** A major component of this SIF was to ensure that Canadians in smaller communities continue to have access to free over-the-air television when Canada moves to HD television in August 2011. The campaign created so great a public outcry that the CBC has stated that it will retain most of its towers to provide free over-the-air TV. The CBC now says there will not be any forced reductions before 2013. This is good news for our 150 union members at CBC which maintain and service the radio and television transmitter towers. In addition, a project to attract freelance writers has resulted in 100 freelancers now belonging to the Canadian Media Guild.

***Green Jobs:** IUE-CWA Locals 83761 (GE appliances) and Local 84722 (GE Lighting) attended the first Blue-Green Alliance Appliance Task Force meeting. Discussions centered on new lighting regulations and upcoming appliance standards. As a result of the meeting and IUE-CWA input, the Natural Resource Defense Council (NRDC) agreed to work on a report showing the loss of jobs and how companies use standards to export jobs, not invest in new technologies. The NRDC is a leading lobby group for improved efficiency standards.

***News Industry Training:** Over the past year, this SIF has focused on retraining our members. Over 300 have been trained in 16 cities. Tangible outcomes include saving jobs in Detroit, opening doors in New York City, and building on well-established labor-management relationships in Philadelphia and Buffalo.

***T-Mobile:** This SIF is making progress in creating conditions for workers to organize. We were successful in getting the International Trade Union Confederation to select Deutsche Telekom as their first transnational company to convince to extend organizing rights to all workers in all countries. This action brings worldwide attention to the campaign. Outreach to investors and political figures in the U.S. and Europe has embarrassed Deutsche Telekom. As a result of the campaign, Deutsche Telekom has pushed its subsidiary T-Mobile US to engage with CWA and three technician units have filed for representation elections. We expect the first election to be held in July.

***Speed Matters:** Released 2010 "Internet Speeds in All 50 States" report at press conference with FCC Chairman Julius Genachowski and national leaders from Sierra Club, NAACP and Alliance for Digital Equality. FCC adopted CWA's net neutrality position (December 2010). Stopped telecom deregulation in New Jersey. Launched Bring Verizon FiOS to Buffalo NY Campaign. FCC and Department of Justice adopted CWA-recommended conditions on NBCU-Comcast merger to expand local news programming and protect video competition by Verizon FiOS and AT&T U-Verse.

In addition, the committee recommends the following:

1 - In order to adhere to the biennial convention cycle, the terms of office for the committee must be changed to four years. We recommend that starting at this convention, the three members from Districts 2, 13 and Public Workers and one representative from the Airline Industries and one representative from the Media Sectors (TNG-CWA, NABET-CWA and PPMWS) shall be elected for four-year terms. The remaining committee members will have their terms of office extended and elections in those districts shall be for four-year terms starting in 2013.

2 - The proper administration of Strategic Industry Fund grants is required to facilitate this important proactive work. However, during this time of escalating attacks on our members and the strained budget of our union, our shrinking staff is pulled in too many directions to take on this additional responsibility without additional support. The staff time commitment and additional expenses SIF projects generate are acknowledged by this committee and should be charged to the SIF grant. Therefore, we recommend that documented administrative expenses not to exceed 2% of the grant may be charged to the SIF by the union subject to review by the DFOC.

3 - When the delegates established the Strategic Industry Fund conditions warranted that the union place high walls around the use of the SIF. Our world is changing as we speak; our union has sustained substantial losses in membership and our right to collective bargaining is under attack making traditional strategies less effective.

We must adapt to the new challenges we face if we are to meet them. That means resources at our disposal must be utilized if we are to prevail in our fight for the survival of our members and our union. Therefore, this committee supports the SIF Distribution Proposal.

The Committee requests that the delegates approve the report and recommendations.

Respectfully Submitted,

The Defense Fund Oversight Committee

Terry Daly, District 1
John Wills, District 2
Mark Ledford, District 3
Edwin Phillips, District 4
James Allen, District 6

Cecilia Valdez, District 7
Joan Gifford, District 9 – Vice Chair
Sandy Kmetyk, District 13
Arthur Cheliotas, Public Workers - Chair
John Lewis, IUE-CWA

EXHIBIT C
RETIRED MEMBERS CHAPTERS

Chapters of the Retired Members' Council

District 1			District 2 Continued			District 4 Continued		
1022	Millstone Twp	NJ	2204	Norton	VA	4217	Belleville	IL
1032	Ewing	NJ	2205	Newport News	VA	4250	Lynwood	IL
1036	West Trenton	NJ	2222	Annandale	MD	4290	Lemont	IL
1039	Trenton	NJ	2275	Woodbridge	VA	4302	Akron	OH
1040	Trenton	NJ	2336	Washington	MD	4309	Cleveland	OH
1085	Woodbury Hgts	NJ	20901*	Norton	VA	4319	Toledo	OH
1089	Maywood	NJ	District 3			4320	Columbus	OH
1101	New York	NY	3060	Winston Salem	NC	4321	Zanesville	OH
1102	Staten Island	NY	3101	Cocoa	FL	4322	Dayton	OH
1103	Port Chester	NY	3104	Pompano Beach	FL	4340	Brooklyn Heights	OH
1104	Farmingdale	NY	3106	Jacksonville	FL	4603	Milwaukee	WI
1106	Queens Village	NY	3108	Orlando	FL	4621	Appleton	WI
1108	Patchogue	NY	3109	Pensacola	FL	4640	Eau Claire	WI
1109	Brooklyn	NY	3111	Ft. Pierce	FL	4690	Muskego	WI
1118	Albany	NY	3112	West Palm Bch	FL	4900	Indianapolis	IN
1122	Buffalo	NY	3201	Albany	GA	District 6		
1123	Syracuse	NY	3212	Columbus	GA	6016	Oklahoma City	OK
1126	New York Mills	NY	3220	Savannah	GA	6127	Midland	TX
1141	Latham	NY	3263	Norcross	GA	6132	Austin	TX
1150	New York	NY	3310	Louisville	KY	6137	Corpus Christi	TX
1170	Rochester	NY	3402	Alexandria	LA	6139	Beaumont	TX
1180	New York	NY	3603	Charlotee	NC	6143	San Antonio	TX
1190	Tribeca NY	NY	3802	Chattanooga	TN	6171	Krum	TX
1298	Hamden	CT	3805	Knoxville	TN	6200	Wichita Falls	TX
1365	Sturbridge	MA	3808	Nashville	TN	6201	Fort Worth	TX
District 2			3902	Birmingham	AL	6218	Lufkin	TX
2001	Charleston	WV	3904	Gadsden	AL	6222	Houston	TX
2100	Chase	MD	30901*	Atlanta	GA	6229	Harlingen	TX
2101	Baltimore	MD	District 4			6290	Midland	TX
2105	Williamsport	MD	4009	Southfield	MI	6300	ST. Louis	MO
2106	Salisbury	MD	4023	Orion	MI	6301	Springfield	MO
2107	Annapolis	MD	4025	Wells	MI	6314	Linn Creek	MO
2108	Beltsville	MD	4034	Wyoming	MI	6327	Kansas City	MO
2109	Cumberland	MD	4050	Detroit	MI	6360	Kansas City	MO
2201	Richmond	VA	4100	Detroit	MI	6733	El Paso	TX
2202	Virginia Beach	VA	4108	Saginaw	MI			

District 7

7102 Des Moines IA
7171 Humboldt IA
 7200 Minneapolis MN
 7212 Waite Park MN
 7219 Pelican Rapids MN
 7290 Omaha NE
 7301 Bismarck ND
 7303 Fargo ND
 7400 Omaha NE
 7401 Grand Island NE
 7500 Sioux Falls SD
 7505 Sturgis SD
 7601 Cheyenne WY
 7750 Denver CO
 7777 Englewood CO
 7800 Seattle IA
 7803 Renton WA
 7810 Olympia WA
 7812 Vancouver WA
 7818 Spokane WA
 7901 Portland OR
 7906 Junction City OR
 70003 Phoenix AZ
 70010# Statewide NM
 70014# Statewide UT
 70901* Eastern Iowa IA

District 9 Continued

9417 Stockton CA
 9421 Sacramento CA
 9423 San Jose CA
 9503 Chatsworth CA
 9505 Pasadena CA
 9509 San Diego CA
 9510 Orange CA
 9586 San Fernando CA
District 13
 13000 Philadelphia PA
 13017* Darby PA
 13019* Philadelphia PA
 13020* Clifton Heights PA
 13021* Folsom PA
 13022* Boyertown PA
 13023* Wagontown PA
 13025* Doylestown PA
 13031* Altoona PA
 13032* Endla PA
 13033* New Tripoli PA
 13035* Wilkes-Barre PA
 13044* Pittsburgh PA
 13054* New Castle PA
 13056* Dubois PA
 13057* Greensburg PA
 13059* Murrysville PA
 13101 Newark DE
 13500 Pittsburgh PA
 13501* Pittsburgh PA
 13550 Pittsburgh PA
 13591 Pittsburgh PA
PPMW Sector
 14170 Queens Village NY
 14430 Homer Glen IL
 14827 Pittsburgh PA

AFA-CWA

27010 Seattle WA
 29011 Oakland CA
 29012 Fountain Valley CA
The Newspaper Guild-CWA
 31003 New York CT
31041 Providence RI
31167 Manchester NH
 31222 Concord NH
 32035 Washington DC
NABET-CWA
 51011 New York NY
 51016 New York NJ
 52031 Silver Spring MD
 52212 Moundsville WV
 54041 Chicago IL
 54042 Mentor OH
 59053 Burbank CA
 59057 Burbank CA
IUE-CWA
 81301 Schenectady NY
 81381 Rochester NY
 81455 Trenton NJ
 81468 Troy NY
 83698 Clinton MS
 83761 Louisville KY
 84438 Greenville MI
 84755 Dayton OH
 84775 Dayton OH
 84798 Dayton OH
 84801 Dayton OH
 84808 Evansville KY

* denotes regional chapter
 # denotes statewide chapter
 new chapters in **bold italic**

EXHIBIT D
COPE HONOR LOCALS

CWA'S 73rd ANNUAL CONVENTION
 LAS VEGAS, NV
 2010 CWA-COPE PROGRAM
 HONOR LOCALS

LOCAL	PRESIDENT	LOCAL	PRESIDENT
1012	Joy L. Cress	81380	Howard Connors
1020	Elizabeth A. Christy	81381	Evelyn Evans
1023	Kathy Forte	2001	Letha Perry
1060	Douglas L. Brown, Jr.	2002	Christopher Collier
1067	Jean DeAngelis	2003	Eric Gant
1079	Leroy T. Baylor, Jr.	2004	David Fox
1080	Joan Tapia	2007	Mark Walker
1082	Mabel Serrano	2009	Shannon W. Fink
1084	George Jackson	2010	Richard E. Henderson
1089	Ronda Wilson	2011	Ray Cox
1101	Joseph F. Connolly	2100	Mark Balsamo
1102	Edward Luster	2101	William Dulaney III
1103	Joseph A. Barca, Jr.	2106	Paula M. Vinciguerra
1104	George K. Bloom	2107	Denise A. Burns
1106	Anthony W. Caudullo	2108	Leslie D. Evans
1107	Anthony Caprara	2201	Christopher Lane
1108	Robert M. Morrow	2202	Louis J. Scinaldi
1109	Rolando Scott, Jr.	2205	Jerry D. Rogers
1111	Sean P. McAvoy	2206	Richard P. Wallace
1113	William Moak	2222	Jim Hilleary
1114	Thomas L. Marino	2275	Robert Council
1115	Michael D'Agostino	2277	James White
1117	Gregory L. Chenez	82161	Vickie L. Hurley
1118	Gilbert L. Carey	82167	Sherry Heck
1120	Mike Salvia	3102	Gary Cotton
1122	James M. Wagner	3104	James M. Donohue
1123	Stephen N. Matro	3120	Robert Pickens
1124	Paul Middlemiss	3121	Norman L. Daniels
1128	Thomas M. Allen	3122	Donald E. Abicht
1133	Margaret Chadwick-Ledwon	3201	Roger L. Todd
1152	Mary Ellen Mazzeo	3207	Gene Redd
1168	John Klein	3215	Billy O'Dell
1170	John P. Pusloskie	3218	Allen Turner
1301	Thomas Bates	3220	Mike Haviland
1395	Thomas V. Lane	3305	Nicholas Hawkins
1400	Don Trementozzi	3309	Thomas S. Wadley
51026	John Ziller	3310	James Carrico
81201	Jeffrey C. Crosby	3313	Brian K. Taylor
81232	Richard J. O'Sullivan	3317	Clay Corbett
81244	William J. Balint	3504	Herman V. Junkin, Jr.
81248	Michael H. Devine	3514	Chad Barnett
81250	Stanley D. Siok	3517	Garry R. Jordan
81251	Patrick Caul	3518	Lawrence L. Sullivan
81255	Harry Chandler	3605	Richard F. Honeycutt

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 LAS VEGAS, NV
 2010 CWA-COPE PROGRAM
 HONOR LOCALS

LOCAL	PRESIDENT	LOCAL	PRESIDENT
3610	Christopher S. Camp	84859	Melvin E. Luigs
3683	Donald K. Tyner	84999	Patrick McCracken
3704	Kisler W. Groves, Jr.	6009	Jerry L. Butler
3706	Debra C. Brown	6110	Miguel A. Carrillo
3716	Jason LaPorte	6012	Cynthia L. Mills
3719	F. B. McKerley, Jr.	6127	Kim Y. Black
3802	John B. Neblett	6128	Sherrill D. Krchgessner
3903	Jeremy Wallace	6132	Mark Tedford
3950	Meverly C. Hurst	6137	Helen A. Amador
83736	Raymond S. Szwanke	6139	Marc R. LaRousse
4008	John Geer	6143	Charlie Torres
4009	Gregory M. Streby	6151	Earnest L. Tilley
4032	Aaron Fleischmann	6174	Billy Brown
4070	Thomas Predhome	6186	Judy Lugo
4101	Shawn Lynch	6200	Angela R. Guillory
4103	Mike Smith	6201	Denny K. Kramer
4108	Angela Miller	6202	Alice C. Andrade
4123	Michael L. Handley	6206	Roy R. Agee
4216	Debra Greenlee	6214	Glynnne R. Stanley
4217	Bob Mayberry	6215	Eric Wilson
4302	Bob Wise	6218	William Gates
4309	Annie Murrell	6222	Claude Cummings, Jr.
4310	Edward Thomas	6225	James Eberhart
4321	Kelly Williams	6228	Ronald Gray
4322	Jeffrey Cook	6229	Phillip A. Ramirez
4326	Paul Storms	6300	Michael Mehringer
4370	Harry Williamson, Jr.	6301	Sandra L. Grogan
4371	Tami Drollinger	6311	Ron Horn
4379	Bob Oyster	6312	James R. Billedo
4484	James Crozier	6313	John K. Kollmeyer
4485	Richard Smith	6314	Charles Stephens
4611	Joseph Briere	6316	Erin R. Hall
4620	Gary M. Laabs	6327	Anetra M. Session
4621	Robert Young	6350	Sydney Horn
4622	Rob Boelk	6360	Linda J. Nesler
4703	Dave Dunn	6373	Gary Kolb
4900	Tim Strong	6401	Jason P. Burns
4998	Pamela Rogers	6402	Gayle A. Wilson
54046	Sheldon Neeley	6411	Jeffrey R. Morris
84303	John Chapman	6412	Daniel Waetzig
84716	Bruce E. Wilson	6450	Colleen M. Downing
84722	Robert Hewitt	6503	Michael D. Koller
84745	Earl Joe	6505	Joe Grubbs
84749	Lloyd Creeger	6507	Gerald Murray
84811	Kathleen A. Pawluk	6508	George West

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 2010 CWA-COPE PROGRAM
 HONOR LOCALS

LOCAL	PRESIDENT	LOCAL	PRESIDENT
6733	Sidney H. Searcy	7901	Madelyn Elder
86122	Daniel Uribe	7908	John E. Muswieck
7001	Jose R. Araiza	37083	Les French
7019	Paul Castenada	9404	Carol Whichard
7026	Joe Ortiz	9408	Roy Granados
7037	Michael C. Salazar	9413	James P. Burrell
7050	David Blackburn	9416	Pamela Suniga
7101	Scott Rentschler	9423	Stephanie Olvera
7102	Don Dawson II	9431	Richard Delao
7103	Kenneth J. Mertes	9432	Joel A. Nielson
7108	Steve Abbott	9504	JoAnn Williams
7171	Steve Johnson	9511	Arturo Gonzalez
7172	William F. Zeigler	13100	Diana Markowski
7200	Tim Donovan	13101	James Hummell
7201	Steven M. Lewsader	13500	Sandra L. Kmetyk
7203	Gerald J. Finn	58028	Brian Donahue
7206	Carolyn S. Rogge	88120	John A. Lauderback
7212	Franklin S. Hardee		
7214	Terrance L. Newman		
7219	Chester F. Nettetstad		
7250	Shari Wojtowicz		
7270	Denise Rother		
7272	David Holzer		
7290	Paul Coffman		
7301	Gene Wolf		
7400	Rich Martines		
7401	Alan Ogg		
7470	Michael J. Arnold		
7471	Clyde A. Langan		
7476	Korey Brill		
7500	Rozanne Dubois		
7505	Rusty Canaday		
7603	David B. Duvall		
7621	Ronald D. Marsden		
7704	Annette Cunningham		
7705	Lee B. Linford		
7708	Velma J. Johnson		
7716	Larry P. McCormick		
7750	Marilyn J. Block		
7803	Jeanne M. Stewart		
7804	Gregg Sherwood		
7810	Kirk Allan		
7812	Kenneth C. Harding		
7818	Ross Goulet		

EXHIBIT E
ROLL CALL VOTE RESULTS
APPEAL #6

Appeal Roll Call.db

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 1									
730200	CRESS, JOY L.	1012	1	60	[]	[]	60		
730199	SHEEHAN, KATHRYN L.	1022	1	845		845			
730201	ADAMO, SHARON	1023	1	324		324			
730202	FORTE, KATHLEEN	1023	1	326		326			
730204	RILEY, WARD	1023	1	324	324				
730194	HERNANDEZ, KATHLEEN	1031	1	1,215	[]	[]	1,215		
730203	ROSE, JOHN E.	1031	1	1,215	[]	[]	1,215		
730193	KAVANAGH, PATRICK	1032	1	2,105	2,105				
730196	RICCI, BILLY	1032	1	2,104	2,104				
730195	LIEBTAG, ADAM	1036	1	2,689	[]	[]	2,689		
730198	RICHARDSON, GAIL	1036	1	2,689	2,689				
730197	MCNAMARA, KENNETH	1037	1	4,311	4,311				
730188	THURSTON, VIKKI U.	1037	1	4,311	[]	[]	4,311		
732366	ALEXANDER, PAUL M.	1038	1	4,051	[]	[]	4,051		
730187	GRAY, CALVIN M.	1039	1	2,690	[]	[]	2,690		
730189	KLEIN, DONALD L.	1040	1	3,342	3,342				
730190	WADE, CAROLYN C.	1040	1	3,343	3,343				
730192	GLONEK, NICOLE	1042	1	143		143			
732822	LORDO, NICK	1045	1	393	393				

Appeal Roll Call.db

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 1									
732876	BISHOP, KENNETH D.	1058	1	162		162			
730191	BROWN JR, DOUGLAS L.	1060	1	148	148				
730182	REILLY, BRIAN P.	1062	1	54	[]	[]	54		
730181	KUKOR, LINDA I.	1065	1	298	298				
730184	BRANTLEY, BENNIE	1077	1	172		172			
730183	WALTERS, NICOLE	1077	1	172		172			
730176	PIERCE, COLLEEN	1080	1	181	[]	[]	181		
730185	TAPIA, JOAN	1080	1	181		181			
732282	ENGLUND, CAROL	1081	1	217	[]	[]	217		
732283	GIMBELSTOB, JASON	1081	1	215	[]	[]	215		
732284	HORTON, TATIANA	1081	1	215	[]	[]	215		
732933	GARCIA, FELIX L.	1082	1	162		162			
730175	SERRANO, MABEL E.	1082	1	163		163			
730180	BEHNETT ALI, CHERYL D.	1084	1	198		198			
730177	JACKSON, GEORGE M.	1084	1	199		199			
730179	DANN, RICHARD A.	1085	1	320	320				
732924	GATTUSO, VINCENT	1085	1	320		320			
730169	LIVINGSTON, SUSAN L.	1085	1	320		320			
730171	MCCANN, LINDA S.	1086	1	197		197			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 1									
730173	SHANNON, CHARLENE L.	1087	1	167		167			
730174	WILSON, BRENDA J.	1087	1	168		168			
730163	HANSEN, JULIE	1088	1	139	139				
730166	MILLS, LINETTA	1088	1	139		139			
730164	VIDAL, ELLEN	1088	1	139	139				
730165	WILSON, RONDA G.	1089	1	140	[]	[]	140		
730168	O'BRIEN, DAVE M.	1090	1	75	[]	[]	75		
730167	YOUNT, STEVEN	1096	1	1,260	[]	[]	1,260		
730157	DALY, RICHARD T.	1101	1	588	588				
730158	FELICIANO, ANGEL L.	1101	1	592	592				
730160	FIUMANO, ANTHONY	1101	1	588	588				
730159	GIBBONS, PATRICK W.	1101	1	588	588				
730162	LASCALA, PATRICK	1101	1	588	[]	[]	588		
730161	LUZZI, AL A.	1101	1	588	588				
730152	MANLEY, JOSEPH W.	1101	1	588	588				
732255	MCGILL, THOMAS J.	1101	1	588	[]	[]	588		
730153	PYZESKI, ROBERT A.	1101	1	588	588				
730156	SHANNON, MARTIN J.	1101	1	588	588				
730155	TRAINOR, JAMES J.	1101	1	588	588				

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 1									
730146	LUSTER, EDWARD	1102	1	157		157			
730145	MAUGERI, JOHN	1102	1	156		156			
732821	CRUMM, MARK	1103	1	283	283				
730147	GENTILE, JOHN	1103	1	283	283				
730150	MAYHEW, JOE	1103	1	283	283				
730148	SHEIL, KEVIN	1103	1	283	283				
730139	BENEDETTO, THOMAS	1104	1	374	374				
730142	BLOM, CHRISTOPHER	1104	1	374	374				
730140	BLOOM, GEORGE K.	1104	1	376	376				
730141	CIRILLO, PETER	1104	1	374		374			
730144	CONNELLY, EDWARD W.	1104	1	374	374				
730143	PRESTI, MICHAEL	1104	1	374	374				
730134	SIMS, KATHLEEN	1104	1	374	374				
730133	YOUNG, KIM	1104	1	374	374				
730135	EGAN-WALTERS, PATRICIA A.	1105	1	991		991			
730138	ZAPATA, BEATRICE C.	1105	1	991		991			
730136	ZAPATA, NELSON	1105	1	991	[]	[]	991		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 1									
730137	CAUDULLO, ANTHONY	1106	1	447	[]	[]	447		
730128	DESTEFANO, ANGELO	1106	1	445	[]	[]	445		
730127	HOLLAND-MCCAULEY, ANNE	1106	1	445		445			
730130	CAPRARA, ANTHONY	1107	1	137	[]	[]	137		
730129	GOODWIN, ERIC	1107	1	136		136			
730131	BOLAND, BETH	1108	1	263		263			
730122	DUNN, DONALD E.	1108	1	263	[]	[]	263		
730121	GENDRON, MICHAEL J.	1108	1	263	263				
730124	KRUSCH, SABINA M.	1108	1	263	[]	[]	263		
730132	MORROW, ROBERT M.	1108	1	266	[]	[]	266		
730126	BARONE, ANTHONY	1109	1	431	431				
730125	CALABRESE, CHRISTOPHER	1109	1	431	431				
730116	GALLO, MICHAEL	1109	1	431	[]	[]	431		
730123	SCOTT JR., ROLANDO	1109	1	433		433			
730118	DIROSA, VINCENZO F.	1111	1	233	[]	[]	233		
732920	LAKE, JASON C.	1111	1	233	[]	[]	233		
730117	MCCORMICK, LARRY C.	1111	1	234	[]	[]	234		
730120	MOAK, WILLIAM	1113	1	98		98			
730119	PIEDMONTE, BRIAN J.	1114	1	93	93				

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 1									
730110	OAKLEY, THOMAS D.	1115	1	135	[]	[]	135		
730109	CHENEZ, GREGORY L.	1117	1	98	98				
730112	CAREY, GILBERT L.	1118	1	522	[]	[]	522		
730111	WELCOME, LEONARD F.	1118	1	522	[]	[]	522		
730113	BELLUARDO, PAULA M.	1120	1	252	[]	[]	252		
730104	FAUCI, FRANK J.	1120	1	252	[]	[]	252		
730103	O'MALLEY, JOHN T.	1120	1	252	252				
730114	SALVIA, MICHAEL T.	1120	1	253	[]	[]	253		
730105	ANTONIO, THOMAS J.	1122	1	634	634				
730106	MUDIE, JOHN J.	1122	1	634		634			
730108	SAMARA, CARMEN A.	1123	1	621	621				
730107	MIDDLEMISS, PAUL R.	1124	1	45	45				
730097	DICKENSON-MARROTTA, KAREN	1126	1	223	[]	[]	223		
730098	FELSHAW, BONNIE L.	1126	1	223	[]	[]	223		
730100	FLICKINGER, CLIFFORD R.	1126	1	223		223			
730099	WHITE, JASON R.	1126	1	223	[]	[]	223		
730102	ALLEN, TOM	1128	1	50	[]	[]	50		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 1									
730101	CHADWICK-LEDWON, MARGARET	1133	1	377	377				
730092	EISENMENGER, CAROL	1133	1	375		375			
730091	ENRIGHT, KAREN	1133	1	375	375				
730094	GAVIN, MARY	1133	1	375		375			
730093	QUINN, VANESSA	1133	1	375		375			
730096	SLAVIN, THOMAS	1141	1	250	[]	[]	250		
730086	NAVEIRA, WILLIAM	1150	1	149		149			
730095	WHITLEY, VINCENT	1150	1	149		149			
730085	MAZZEO, MARY ELLEN	1152	1	187	[]	[]	187		
730088	KLEIN, JOHN E.	1168	1	1,124		1,124			
730090	MUSIOR, KEVIN A.	1168	1	1,123		1,123			
730089	SCHULTZ, SHARON A.	1168	1	1,123		1,123			
732308	SHEEHAN, LINDA	1168	1	1,123		1,123			
730080	PUSLOSIE, JOHN P.	1170	1	326	[]	[]	326		
730079	SANCHEZ, RICHARD M.	1170	1	326	326				
730081	BETZ, ROGER W.	1171	1	410	410				
730084	CROMPTON, JANE E.	1171	1	410	410				

Appeal Roll Call.db

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 1									
730074	BROWN, GERALD	1180	1	611	[]	[]	611		
730083	CHELIOTES, ARTHUR	1180	1	616	[]	[]	616		
730073	GARCIA, CHARLES	1180	1	611		611			
730076	GOLDBLATT, ALAN	1180	1	611		611			
730075	HENNING JR, WILLIAM	1180	1	611	611				
730078	JENKINS, LINDA	1180	1	611	611				
730068	MIDDLETON, GLORIA	1180	1	611	[]	[]	611		
730067	REID, HARLAN	1180	1	611		611			
730070	RICHARDSON, GWENDOLYN	1180	1	611	[]	[]	611		
730069	SMITH, LENORA	1180	1	611	611				
730072	STRICKLAND, GEORGINA	1180	1	611	611				
730071	WILLIAMS, CLARONA	1180	1	611	611				
730062	WORLEY, HAZEL O.	1180	1	611	611				
730061	MITCHELL, YOLANDA M.	1181	1	145		145			
730064	TORRES, CAROLYN	1181	1	145		145			
730063	WILLIS, ANGELA	1181	1	145		145			

Appeal Roll Call.db

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 1									
730065	HORTON, CHARLESETTA	1182	1	342		342			
730066	HUNTLEY, JAMES	1182	1	343		343			
730056	JOHNSON, LULA	1182	1	342		342			
730055	MARTIN, RUSSELL	1182	1	342		342			
730058	MCGILL, GORDON	1182	1	342		342			
730057	PLUMMER, PATRICK	1182	1	342		342			
732277	TRUSCIO, WILLIAM	1183	1	117	[]	[]	117		
732278	ZIMMITTI, NICHOLAS	1183	1	116	[]	[]	116		
730060	BARRON, THOMAS	1190	1	82	[]	[]	82		
730050	BENHAM, RICHARD J.	1298	1	577		577			
730049	CULLEN, ROBERT J.	1298	1	577		577			
730052	DINICHOLAS, MIRIAM R.	1298	1	577		577			
730051	GIBSON, LOUISE M.	1298	1	577		577			
730059	HENDERSON, WILLIAM F.	1298	1	577		577			
730054	KALATA, GLENN P.	1298	1	577	577				
730053	WEIDLICH, DAVID	1298	1	577		577			
730044	LANE, THOMAS V.	1395	1	49		49			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 1									
730046	CUSSON, KAREN	1400	1	294	294				
730045	DELANEY, SUMNER	1400	1	294	294				
730048	EVINSON, KERI	1400	1	294		294			
730043	TREMENTOZZI, DON	1400	1	294	294				
730047	BAROODY, BENJAMIN	14133	1	23	[]	[]	23		
732354	REHM, HAROLD O.	14148	1	90	[]	[]	90		
730037	BIENIAS, KARI	14156	1	177	[]	[]	177		
730038	DEIANNI, ARTHUR	14156	1	179	[]	[]	179		
730040	MARTINEZ, ANDRE	14156	1	177	[]	[]	177		
730042	KNAPP, DWAIN R.	14164	1	243		243			
730039	THEODORE, MATHEW A.	14164	1	244		244			
730032	DEJESUS, ROBERTO	14177	1	140	140				
730041	GEARY, DAVID J.	14177	1	141	141				
732353	NINES, ROBERT	14199	1	130		130			
730031	WELSH, PATRICK	16100	1	1	[]	[]	1		
730033	DAGNALL, RICHARD	21005	1	198		198			
730034	DIAZ, KENNETH	21005	1	200		200			
732875	KNOY, TERRY	21005	1	198	[]	[]	198		

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Badge#	Delegate Name	Local	District	Totals	-----Votes-----		Not	Alternate Name	Proxy Local
					Yes	No			
District 1									
730036	BRUNELLE, RONALD J.	21007	1	271	[]	[]	271		
730035	EINLOTH JR, CHARLES	21007	1	270			270		
730025	DIEHL, JOERG L.	21020	1	144			144		
730026	GORDON, KENNETH M.	21020	1	144			144		
730028	FAHY, ANDREW M.	21027	1	309			309		
732274	LOPEZ, LUIS	21058	1	162	[]	[]	162		
730029	GILLIAM, RANDYE	31003	1	355			355		
730020	JONES, LAMAR	31003	1	355			355		
730019	LECOUR, LAN	31003	1	355			355		
730022	LINDSAY, ELAINE	31003	1	355			355		
730021	MATTHEWS, MINDY	31003	1	355	355				
730024	NAPOLI, ANTHONY	31003	1	355	355				
730030	O'MEARA, WILLIAM	31003	1	356			356		
730023	SZEKELY, PETER	31003	1	355			355		
730014	LEISER, KIMBERLY L.	31026	1	217	217				
730013	TAYLOR, CYNTHIA	31027	1	64	64				
730016	O'BRIEN, TIM	31034	1	98			98		
730015	HILL, JOHN G.	31041	1	176	176				
730018	REGAN, ELIZABETH J.	31041	1	175	175				

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Badge#	Delegate Name	Local	District	Totals	-----Votes-----		Not	Alternate Name	Proxy Local
					Yes	No			
District 1									
730017	MUNROE, KATHERINE D.	31128	1	227	[]	[]	227		
730008	WELSH, NORMAN M.	31167	1	130		130			
730007	DOXSEY, PATRICIA R.	31180	1	46	46				
730009	BRAUNREITER, JOHN	31222	1	284		284			
730012	WAGGONER, MARTHA	31222	1	284		284			
730010	WINTON, ANTHONY	31222	1	286		286			
730011	STEEVES, SCOTT	31245	1	282		282			31247
730002	YOUNGER, CARL	31245	1	281		281			
931247	STEEVES, SCOTT	31247	1	31		31			
730004	CORREA-SIKORYAK, LAUREN	51011	1	274		274			
730003	MARINARO, LOUIS M.	51011	1	274	274				
730006	PELLEGRINO, FRANCIS A.	51011	1	274		274			
730001	SALVAGGIO, JOSEPH P.	51011	1	276	276				
730005	DOHERTY, TRACEY	51014	1	50		50			
730331	GELBER, RICHARD L.	51016	1	308		308			52212
730332	MAZZACCA, ARTHUR	51016	1	310	[]	[]	310		
730334	NOLAN, JAMES J.	51016	1	308		308			
730333	HALPIN, ANDREW T.	51017	1	52	[]	[]	52		
730335	LAMBDIN, WILLIAM W.	51021	1	142	[]	[]	142		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 1									
951022	DONALDSON, BRIAN	51022	1	65		65			
730325	SCHRODT, ROY E.	51025	1	172	[]	[]	172		54044
730330	BURKE, JOHN L.	81101	1	112	[]	[]	112		
730329	WEAVER, WILLIAM	81101	1	112	[]	[]	112		
730320	CHANDO, STEVEN L.	81106	1	162	[]	[]	162		
730319	SCHAEFER, CAROLE L.	81106	1	162	[]	[]	162		
730322	CROSBY, JEFFREY	81201	1	663	[]	[]	663		
730321	REIDY, MICHAEL J.	81201	1	662	[]	[]	662		
730324	RYAN, PATRICK J.	81201	1	662	[]	[]	662		
730323	PALKO, NICHOLAS	81244	1	105		105			
730314	WALSH, DANIEL F.	81255	1	77	[]	[]	77		
730316	FERNANDEZ, JOSE	81301	1	1,118	[]	[]	1,118		
730318	CAPRIN, RAYMOND	81320	1	171	[]	[]	171		
730315	LABULIS, MICHAEL G.	81320	1	172	[]	[]	172		
730308	LEONE, MICHAEL D.	81359	1	204		204			
730307	MASTROPIETRO, SHAWN	81359	1	204	204				
730317	PATRIGNANI, DOMINICK	81359	1	204		204			
981380	MADAL, RICHARD C.	81380	1	80	[]	[]	80		

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Badge#	Delegate Name	Local	District	Totals	-----Votes-----		Not	Alternate Name	Proxy Local
					Yes	No			
District 1									
730312	ALAMIO-GERACI, MICHELLE	81381	1	219		219			
730311	BAGGS, VIRGINIA	81381	1	219		219			
730302	BELL, KENDALL	81381	1	219		219			
730309	EVANS, EVELYN B.	81381	1	220		220			
730304	CARDONA, JAVIER	81455	1	248	[_____]	[_____]	248		
730301	TUCCILLO JR., FELIX R.	81455	1	248	[_____]	[_____]	248		
730303	UPSHUR, ALVIN	81455	1	248	[_____]	[_____]	248		
Totals For District 1				109,643	41017	31,659	36,967		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 2									
730295	ATKINSON, ANITA M.	2001	2	221	221				
730296	PERRY, LETHA M.	2001	2	221	221				2007
730298	WILLIAMS, KENNETH L.	2001	2	221	221				
730297	YOUNG, ROBIN G.	2001	2	221	221				
902002	FINK, SHANNON W.	2002	2	50	50				
730300	GANT, ERIC	2003	2	97		97			
902004	COX, RAYMOND E.	2004	2	80	[]	[]	80		
730299	BLAZY, GREGORY	2006	2	104	[]	[]	104		
902007	PERRY, LETHA M.	2007	2	169	169				
730290	FINK, SHANNON W.	2009	2	118	118				2002
732878	HENDERSON, RICHARD E.	2010	2	57		57			
730289	COX, RAYMOND E.	2011	2	103	103				2004
730292	GRAY, LESA C.	2011	2	102	102				
730291	SALYTON, REBECCA	2055	2	524	524				
730294	SHULTZ, SANDRA	2055	2	524	[]	[]	524		
730284	DOBRY, CHARLES	2100	2	483	483				
730293	MILLER, KEVIN	2100	2	483		483			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 2									
730286	CONWELL, KATHRYN L.	2101	2	174	174				
730283	DULANEY, WILLIAM H.	2101	2	174	174				
730285	JENKINS, MARY F.	2101	2	174	174				
730288	BIBBEE, BRIAN K.	2105	2	140		140			
730278	HYSON, PAUL	2106	2	133	[]	[]	133		
730287	VINCIGUERRA, PAULA	2106	2	133		133			
730277	BURNS, DENISE A.	2107	2	277	277				
730280	WEBSTER, DUTCHIN M.	2107	2	277	277				
730282	BROGDEN, CARL E.	2108	2	307	307				
730281	BROWN, JOHNNY M.	2108	2	307	307				
730272	CARPENTER, LATASHA M.	2108	2	307	307				
730279	EVANS, LES D.	2108	2	311	311				
730271	IRWIN, MARILYN R.	2108	2	307	307				
730274	PROCTOR, AMORY J.	2108	2	307	307				
730273	SYLVESTER, JENNY K.	2108	2	307	307				
730276	FOUTS, CHARLES F.	2109	2	63		63			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 2									
730266	BROWN, CHRIS M.	2201	2	346	346				
730265	HATCH, RICHARD T.	2201	2	346	346				
730268	JOHNSON, KIMBERLY P.	2201	2	346	346				
730267	JOHNSON, ROBERT W.	2201	2	346	346				
730275	LANE, CHRIS A.	2201	2	346		346			
730270	SHUMAKER, ROY G.	2201	2	346	346				
730269	TAYLOR, BYRON D.	2202	2	366	366				
730260	WILLS, JOHN R.	2202	2	366	366				
730262	JOHNSON, ALAN	2204	2	237		237			
730261	MOORE, JODIE	2204	2	237		237			
730264	ROWLETT, MARYE	2204	2	237	237				
730259	SIMPSON, WILLARD C.	2204	2	237		237			
730254	MIKELL, VERA S.	2205	2	150	[]	[]	150		
730263	ROGERS, JERRY D.	2205	2	152	152				
730253	YEARGIN, MATTHEW	2205	2	150	150				
730256	HILLEARY, JAMES W.	2222	2	288	288				
730255	JAMES, FREDERICK L.	2222	2	288	288				
730258	LOUGHRY, BRENT	2222	2	288	288				
730257	STEELE, WILLIAM T.	2222	2	288	[]	[]	288		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 2									
730247	BULGER, MICHAEL J.	2252	2	197		197			
730248	LINEHAN, SEAN G.	2252	2	198		198			
730250	RAMSAY, JOAN E.	2252	2	197		197			
730249	COUNCIL, ROBERT A.	2275	2	291	291				
730252	LEEDY, GENE	2276	2	112	[]	[]	112		
730251	DURANT, HELEN	2300	2	54	[]	[]	54		
730242	MATTHEWS-MONROE, VALERIE	2336	2	1,006		1,006			
730241	COSTLOW, STEVE	2390	2	105	[]	[]	105		
732824	GLERUM, PETER	2911	2	106		106			
730244	WALDROFF, DALE A.	2911	2	107	107				
730246	STEVENSON, ROBERT L.	14200	2	498	[]	[]	498		
730245	PULLIUM, MARK B.	14201	2	202	[]	[]	202		
730236	VIVIRITO, MIKE	16200	2	1	1				
730238	BREECE, LOIS J.	22021	2	762		762			
730235	CURLEE, ANDREAS H.	22021	2	762		762			
730237	PALASZEWSKI, MARK	22021	2	762	[]	[]	762		
730240	WYATT, ROBIN	22028	2	65	[]	[]	65		
732267	BIGGAR, JULIA	22029	2	75	[]	[]	75		
732279	JWANOUSKOS, ANITA	22061	2	178	178				

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 2									
730239	PARKS, CETEWAYO N.	32035	2	1,516		1,516			
730229	MAYERS, JAMES C.	52031	2	799		799			
952212	GELBER, RICHARD L.	52212	2	15		15			
982160	HURLEY, VICKIE L.	82160	2	83	83				
730234	HUFFMAN, EDWARD K.	82161	2	148	148				
730231	HURLEY, VICKIE L.	82161	2	148	148				82160
730224	GROSSHIEM, WALTER	82162	2	241	[]	[]	241		
730223	HURT, CLINTON	82162	2	241	[]	[]	241		
730233	KEENER, BOBBY	82162	2	242	[]	[]	242		
730226	MORGAN, DENNIS	82162	2	241	[]	[]	241		
982167	CRAWFORD, LARRY W.	82167	2	70	[]	[]	70		
730225	CRAWFORD, LARRY W.	82647	2	157	[]	[]	157		82167
Totals For District 2				22,415	10483	7,588	4,344		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 3									
730217	BENITEZ-BURGOS, LUIS M.	3010	3	289	289				
730218	CASTRO-TORRES, RAFAEL	3010	3	290	290				
732823	GOSNELL, ERIC	3101	3	202	[]	[]	202		
730220	COTTON, GARY W.	3102	3	259		259			
730222	DEVANE, MIKE	3104	3	426	426				
730219	DONOHUE, JAMES M.	3104	3	428	428				
730221	RAGIN, SONDRRA	3104	3	426		426			
730212	TODD, SHAWN	3105	3	150		150			
730214	GRAY, SHONELLA G.	3106	3	794		794			
730211	RIVERS, ANGELITA	3106	3	794		794			
730213	SKINNER, HORACE D.	3108	3	964		964			
730216	VAUGHN, MARSHA	3109	3	314		314			
730215	WHITCOMB, THOMAS B.	3110	3	78	78				
730206	WARD, PEGGY C.	3111	3	241	241				
730208	HERNANDEZ, JOHNNY	3112	3	144	144				
730205	ROBERTIA, LYNN	3112	3	146	146				
730207	TUTWILER, MICHAEL	3112	3	144	144				
732826	CROON, FREDERICK	3114	3	83	[]	[]	83		
732846	MOCTEZUMA, JOHN	3120	3	184	[]	[]	184		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 3									
730210	DANIELS, NORMAN	3121	3	420	420				
730209	ABICHT, DON	3122	3	1,589	1,589				
732272	RYAN, ELLIS	3140	3	328	[]	[]	328		
730499	ARNOLD, ROBERT V.	3170	3	178	[]	[]	178		
730500	COUGHLIN, GERARD J.	3170	3	179	[]	[]	179		
730502	RYALS, DANNY	3174	3	48	48				
730501	CAMPBELL, ROBERT B.	3176	3	151		151			
730504	GALLANT, PAUL J.	3176	3	150		150			
730503	MALDONADO, MICHAEL A.	3176	3	150	[]	[]	150		
730494	FISHER, JOE	3178	3	162	[]	[]	162		
730493	SINKES, JONATHAN	3178	3	162	[]	[]	162		
730496	SARNOFF, STEPHEN C.	3179	3	208		208			
730495	TIERNEY, JOHN M.	3179	3	207	207				
730498	DAVIS, HARRY	3180	3	136	[]	[]	136		
730497	PAGE, LIVINGSTON	3180	3	135	[]	[]	135		
730488	POULETTE, RICHARD R.	3181	3	1,116	1,116				
732321	NUESSE, TIM	3190	3	67	[]	[]	67		
732816	MAXWELL, CHARLIE	3201	3	179	[]	[]	179		3203
903203	MAXWELL, CHARLIE	3203	3	145	[]	[]	145		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 3									
732261	ANDREWS, WALTER D.	3204	3	337	337				
732880	BALL, KIM	3204	3	336		336			
732879	BARLOW, ED	3204	3	336	336				
732870	BRADLEY, CEDRIC	3204	3	336	[]	[]	336		
732869	CARR, KAREN	3204	3	336	336				
732872	DUNCAN, TRACY V.	3204	3	336	336				
732871	MALOOF, ELISE	3204	3	336	[]	[]	336		
732815	PIKE, MELISSA	3204	3	336	336				
732874	SMITH, J. C.	3204	3	336	336				
730489	LONG, STANLEY	3205	3	192	192				
730492	SCOTT, RONALD G.	3205	3	192	192				
730490	WILKINS, TERRI T.	3205	3	193	193				
730491	REDD, THOMAS E.	3207	3	404	[]	[]	404		3702
730482	BLACK, WILLIAM M.	3209	3	34	[]	[]	34		
730481	EAST, CALEB	3212	3	658	658				
730484	O'DELL, WILLIAM C.	3215	3	183	[]	[]	183		
730483	ENNIS, RONALD P.	3217	3	193	[]	[]	193		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 3									
730485	HARPER, PAMELA A.	3218	3	216	[]	[]	216		
732991	STEPHENS, GLENDA D.	3218	3	216	[]	[]	216		
730475	THOMAS, ANITA	3218	3	216	216				
730486	TURNER, ALLEN	3218	3	218	[]	[]	218		
730478	HAVILAND, JOHN M.	3220	3	156	[]	[]	156		
730477	HEGENBART, ROY	3250	3	345		345			
730480	JACKSON, AUDREY	3250	3	345		345			
730479	PHILLIPS, VORICEA	3263	3	121		121			
730470	BOUQUET, DON A.	3290	3	26	[]	[]	26		
730469	THACKER, DEREK S.	3301	3	62	[]	[]	62		
730472	SMITH, THOMASSON	3304	3	44	[]	[]	44		
730471	HAWKINS, NICK	3305	3	81	[]	[]	81		
732780	WADLEY, SHANE	3309	3	47	[]	[]	47		
730474	CARRICO, JAMES M.	3310	3	283	283				
730473	EMBRY, MATTHEW S.	3310	3	280	280				
730464	MILLER, DIOGENES	3310	3	280		280			
730463	PETERSON, MICHELLE D.	3310	3	280		280			
903312	HASTY, JUDY S.	3312	3	44		44			
730466	HASTY, JUDY S.	3314	3	183		183			3312

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 3									
732313	REYNOLDS, KARIN	3315	3	85	[]	[]	85		
730468	CORBETT, MICHAEL C.	3317	3	74	[]	[]	74		
730467	CAMPBELL, JONATHAN R.	3321	3	107	107				
730458	COLDIRON, PHILLIP D.	3371	3	155	155				
730457	GILLIAM, ERNEST L.	3371	3	155	155				
730460	YOAKEM JR., MICHAEL L.	3371	3	155		155			
730459	MCMILLIAN, FRANK J.	3372	3	246	[]	[]	246		
732847	BARBER, DUSTIN	3402	3	90	90				
732817	BAGOT, WALTER J.	3403	3	753		753			
730462	JONES, SHAWN	3404	3	101		101			
730461	KEMP, SANDRA C.	3404	3	100	100				
730451	BELLER, SHEILA	3406	3	228	[]	[]	228		
730454	BROWN, SHALANDA	3406	3	228	[]	[]	228		
730452	BRUNO, JUDY	3406	3	229	[]	[]	229		3412
730453	GUILLORY, ALFRED J.	3407	3	145	[]	[]	145		
730455	EDLER, STEPHEN S.	3410	3	167		167			
730446	PACACCIO, JEAN R.	3410	3	167		167			
730456	PEARSON, PAUL E.	3410	3	169		169			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 3									
730448	DELANCY, CHRIS	3411	3	173	[]	[]	173		
730447	WHITAKER, MCMARSHALL	3411	3	173	[]	[]	173		
730445	WOOD, MATTHEW	3411	3	173	[]	[]	173		
903412	BRUNO, JUDY	3412	3	93	[]	[]	93		
732873	PILGREEN, WILLIAM N.	3414	3	197	197				
730450	STOKES, BRENDA L.	3490	3	18	[]	[]	18		
730449	JUNKIN JR., HERMAN V.	3504	3	56	56				
732864	BOUTWELL, ANTHONY D.	3509	3	112	112				
730440	NOKES, THOMAS D.	3510	3	106	[]	[]	106		
730442	BISHOP, MICHAEL C.	3511	3	212	[]	[]	212		
730441	HARRIS, AUDREY	3511	3	212	[]	[]	212		
730439	KENNEDY-SADLER, KIM	3511	3	213	[]	[]	213		
732309	GOLDMAN, JOSH	3513	3	84	[]	[]	84		
730444	BARNETT, CHAD W.	3514	3	87	[]	[]	87		
730443	HUDSON, JEFF	3516	3	86	[]	[]	86		
730434	JORDAN, GARRY R.	3517	3	99	[]	[]	99		
730436	DARDEN, GANECE	3519	3	207	[]	[]	207		
730433	JOHNSON, ERNEST	3519	3	207	[]	[]	207		
730435	SCOTT, BRENDA R.	3570	3	2,342		2,342			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 3									
730438	SHEW, CURTIS L.	3601	3	158	158				
730437	OVERMAN, CAROLYN H.	3603	3	999	[]	[]	999		
730428	HONEYCUTT, RICHARD	3605	3	121	121				
732863	BRADLEY, DAX H.	3606	3	256	256				
730427	BROWN, ERNEST	3607	3	222	222				
730430	DICKSON, TRACEY	3607	3	220		220			
730429	HUGHES, RODNEY	3607	3	220		220			
732866	BARKER, JOEY D.	3608	3	52	[]	[]	52		
730432	JONES, PAUL C.	3611	3	190	190				
730431	STARR, RICHARD O.	3611	3	190		190			
730422	REYNOLDS, RUSSELL J.	3615	3	86	86				
730421	SMITH, DALE P.	3616	3	179	[]	[]	179		
730424	LOCKLEAR, PATRICK N.	3617	3	60		60			
730423	HARDY, VONDA A.	3640	3	190	[]	[]	190		
730426	HOOTS, VICKEY P.	3640	3	188	[]	[]	188		
730425	MEYER, DARLA N.	3640	3	188	[]	[]	188		
732820	LOCKRIDGE, BRADLEY	3641	3	909	[]	[]	909		
730416	AMMONS, TIM S.	3673	3	108	[]	[]	108		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 3									
730418	BAREFOOT, BETTY H.	3680	3	151	[]	[]	151		
730417	CORLEY, MAHALIA R.	3680	3	151	[]	[]	151		
730415	ELMORE, JAMES G.	3680	3	151	[]	[]	151		
730420	KNIGHT, RONALD X.	3681	3	163	163				
730419	ROARK, CHRISTOPHER T.	3682	3	198	[]	[]	198		
730410	TYNER, DONALD K.	3683	3	79	79				
730409	LIVINGSTON, WARREN D.	3684	3	12	[]	[]	12		
903702	REDD, THOMAS E.	3702	3	127	[]	[]	127		
730411	AUERBACH, STEVEN	3704	3	141	[]	[]	141		
730412	GROVES JR., KISLER W.	3704	3	141	[]	[]	141		
730414	BROWN, DEBRA C.	3706	3	457	457				3716
903708	MCKERLEY, FREDDIE B.	3708	3	95	[]	[]	95		
730413	MCLEROY, PATTY	3710	3	238	[]	[]	238		
903716	BROWN, DEBRA C.	3716	3	134	134				
730404	MCKERLEY, FREDDIE B.	3719	3	156	[]	[]	156		3708
732307	BELL, ANTHONY	3790	3	18	[]	[]	18		
730403	NEBLETT, JOHN B.	3802	3	181	[]	[]	181		
730406	BROCK, WILLIAM	3803	3	107	[]	[]	107		
732865	JOHNSON, CRAIG R.	3804	3	132	[]	[]	132		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 3									
730405	HELSEY, DEBRA S.	3805	3	524	524				33091
730407	BELL, DAVID S.	3806	3	206	[]	[]	206		
730408	BENNARD, MICHAEL D.	3806	3	207	[]	[]	207		
730398	RUDOLPH, CLIFTON W.	3806	3	206	[]	[]	206		
730397	SANTUCCI, ROBERT G.	3806	3	206	[]	[]	206		
730399	COOPER, ROBERT L.	3808	3	286	286				
730400	FEINSTEIN, RICHARD S.	3808	3	287	287				3879
730402	MORRIS, BECKY J.	3808	3	286	286				
730401	SISCO, DEBORAH Y.	3808	3	286	286				
732868	MILES, JANET D.	3865	3	553	[]	[]	553		
732867	STIDHAM, TERRI	3865	3	552		552			
730392	HICKS, RALPH E.	3871	3	505	[]	[]	505		
903879	FEINSTEIN, RICHARD S.	3879	3	168	[]	[]	168		
730391	SMITH JR, DANIEL G.	3890	3	50	[]	[]	50		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 3									
732810	FOWLER, JO ELLA	3902	3	326		326			
732809	GRACE, VICKIE	3902	3	326		326			
732812	JONES, CELIA	3902	3	326	326				
732811	MCWAINE, BEONTRAS	3902	3	326	326				
732814	MONK, DAVID S.	3902	3	326	326				
732819	TAYLOR, RHONDA L.	3902	3	326		326			
903903	LAYTON, MARY P.	3903	3	128	128				
730394	GIFFORD, ANDREW J.	3904	3	68	68				
730396	BETZ, DAVID L.	3905	3	106	106				
730393	LAYTON, MARY P.	3905	3	106	106				3903
730386	FRAZIER, BERNIE W.	3907	3	124	[]	[]	124		
730395	WORTHEN, KEN W.	3907	3	125	[]	[]	125		
730385	PATTERSON, KEITH C.	3908	3	228	[]	[]	228		
730388	JONES, RODNEY	3911	3	67	67				
730387	HURST, MEVERLY C.	3950	3	31	[]	[]	31		
730390	KUHN, RANDY F.	3971	3	25	[]	[]	25		
730389	BRIGHT, TIM	3972	3	93	[]	[]	93		
730380	BRASHER, THOMAS A.	3974	3	72	[]	[]	72		
732813	LYONS, JAMES A.	3990	3	19	[]	[]	19		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 3									
730379	FINCH, IRREL	16300	3	1	1				
730382	RAMOS, ARMANDO	23049	3	107	[]	[]	107		
730384	BRUCE, TRAVIS	23057	3	594		594			
732260	HEAD, ALISON R.	23057	3	594	594				
730383	KRIDER, TRISH	23057	3	594	594				
730374	OXENDINE, WILLIAM J.	23059	3	97	[]	[]	97		
732296	MCFARLAND, LINDSAY	23060	3	754		754			
730376	GLASPER, NATASHA C.	23080	3	136		136			
732297	MCGUARY, DONNA	23086	3	97		97			
933091	HELSLEY, DEBRA S.	33091	3	83	83				
730375	ORTEGA, JOSE G.	33225	3	457	457				
730378	WILLIAMS, ANTONIO D.	83693	3	51	[]	[]	51		
730377	REYNOLDS, JAMES O.	83697	3	72	[]	[]	72		
730368	SISK, MARVIN	83701	3	492	[]	[]	492		
732342	NUNNERY, CHANDRA	83718	3	114		114			
730367	CARNEY, JERRY	83761	3	968	[]	[]	968		
730370	MILES, DANNY	83761	3	968	[]	[]	968		
732954	WHISENANT, WILLIAM S.	83783	3	37	[]	[]	37		

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Badge#	Delegate Name	Local	District	Totals	-----Votes-----		Not	Alternate Name	Proxy Local
					Yes	No			
District 3									
730372	KING, MIKE D.	83792	3	128	[]	[]	128		
730371	SIMS, GREGORY	83792	3	127	[]	[]	127		
732271	DUNKLIN JR, JAMES E.	83793	3	119	[]	[]	119		
Totals For District 3				50,215	17286	13,913	19,016		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 4									
730356	JACKSON, EDIE A.	4004	4	594	[]	[]	594		
732365	ALEXANDER, PATRICIA	4008	4	200	200				
732803	BONNEY, NANCY	4008	4	200	200				
732804	GEER, JOHN J.	4008	4	202	202				
732806	MOORE, JOSEPH	4008	4	200	200				
730358	CULVER, TINA M.	4009	4	251	251				
730357	CYMAN, KATHLEEN H.	4009	4	251	251				
733043	PEARCE, D'ARTHOR	4009	4	251	251				
730360	ROBINSON, KATHY M.	4009	4	251	251				
730355	STREBY, GREGORY M.	4009	4	255	255				
730350	COLLIER-HARTJES, KIM	4025	4	83		83			
730349	FLEISCHMANN, AARON M.	4032	4	48	48				
730351	LEMONNIER, J. L.	4034	4	397	[]	[]	397		
730352	LETTS, RYAN R.	4034	4	398	398				
730354	DIRKSE, MARVIN	4035	4	51	[]	[]	51		
730353	SMITH, TROY D.	4050	4	409	[]	[]	409		
730344	PREDHOME, THOMAS D.	4070	4	80		80			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 4									
730346	DENNIS, JAMES	4100	4	281	281				
730345	DICKERSON, MICHAEL	4100	4	281		281			
730348	JAMISON-CRIBBIS, JELENA	4100	4	281	281				
730343	WYNN, GREGORY	4100	4	283	[]	[]	283		
730347	SMITH, MICHAEL L.	4103	4	123	123				
730337	LUNA, SERINA	4108	4	238	238				
730338	MILLER, ANGIE	4108	4	239	239				
730340	SZELIGA, MARTIN	4108	4	238	238				
730342	GALLARDO, KIMBERLY D.	4123	4	266	[]	[]	266		
730339	HANDLEY, MICHAEL L.	4123	4	269	269				
730341	MURE, SUZANNE	4123	4	266	266				
730638	ODOM, ERIK	4123	4	266	266				
730640	BLAISDELL, AMY J.	4202	4	451	451				
730637	SOREY, HOLLY	4202	4	451	451				
730639	WARREN, DENA	4202	4	451	451				
732330	GREENLEE, DEBRA	4216	4	63		63			
730641	HARDY, JAMES M.	4217	4	121	121				
730642	MAYBERRY, ROBERT M.	4217	4	121	[]	[]	121		
730632	VANDERWOUDE, ELIZABETH R.	4250	4	83		83			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 4									
730631	PIERCY, LANELL	4252	4	110	110				
730634	BROWN, MELISSA A.	4260	4	53	53				
730633	WOODS, DENNIS J.	4290	4	51	[]	[]	51		
730635	GAY, RONALD	4300	4	128	128				
730636	SCHRADER, RICHARD	4300	4	128	128				
730625	GRIFFITH, PEGGY	4302	4	227	227				
730628	LEYDA, TODD	4302	4	227	227				
730626	WISE, ROBERT	4302	4	228		228			
730630	GREEN, CAROL	4309	4	250	[]	[]	250		
730627	MURRELL, ANNIE	4309	4	251	[]	[]	251		
730619	DESHONG, JODIE	4310	4	130		130			
730620	THOMAS, EDWARD	4310	4	131		131			
904318	MCWILLIAMS, WILLIAM S.	4318	4	41	41				
730621	GOWING, LYNN	4319	4	254	254				
730622	HULL, ROBERT V.	4319	4	256	[]	[]	256		
730624	SHORT, TERRY	4319	4	254	[]	[]	254		
730623	WHITE, ERIKA D.	4319	4	254		254			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 4									
730613	KAY, KARL	4320	4	597	597				
730614	MASON-VALLANCE, CATHY	4320	4	599	599				
730616	WALTHER, JAMES	4320	4	597	597				
730615	WILLIAMS, KELLY	4321	4	140	[]	[]	140		
730618	COOK, JEFFREY A.	4322	4	248	248				
730617	FRAZIER, DANIEL D.	4322	4	247	247				
730608	HOUVOURAS, PETER J.	4322	4	247		247			
730607	CLARK, CHAD A.	4323	4	46		46			
730610	MCWILLIAMS, WILLIAM S.	4325	4	36	36				4318
730609	STORMS, PAUL L.	4326	4	40	40				
730611	BLACKWELL, ANITA G.	4340	4	1,090	1,090				
730612	PLEZIA, MICHAEL	4340	4	1,090	1,090				
730602	WILLIAMSON, HARRY	4370	4	65	65				4475
730601	DROLLINGER, TAMI	4371	4	217	217				
730604	GATES, KATIE	4371	4	217	217				
730603	GRAY, DEBBIE	4372	4	159	159				
730606	REETZ, CHARLES G.	4373	4	35	35				
730605	JORDAN, SHANE K.	4375	4	31	31				
904377	POYNTER, AUSTIN	4377	4	10	[]	[]	10		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 4									
730596	POYNTER, AUSTIN	4378	4	12	[]	[]	12		4377
730595	OYSTER, ROBERT M.	4379	4	20	20				
730598	YONLEY, ROBERT P.	4385	4	20		20			
730597	MULLEDY, JOHN R.	4390	4	77	[]	[]	77		
730599	CRUSE, STEVE	4400	4	230	[]	[]	230		
730600	HUBBARD, PAUL	4400	4	231	[]	[]	231		
730590	SKIDMORE, MATT	4400	4	230	[]	[]	230		
730589	HUNTER, ALTHA	4401	4	135	135				
730592	PLOGSTED, MICHAEL	4401	4	134		134			
732858	MOHR, ELLA L.	4470	4	86		86			
730591	MILLS, WILLIAM H.	4471	4	65	[]	[]	65		
730594	DALESSANDRO, WILLIAM S.	4474	4	35		35			
904475	WILLIAMSON, HARRY	4475	4	21	21				
730593	CROZIER, JAMES M.	4484	4	51	[]	[]	51		
730584	SMITH, RICHARD J.	4485	4	36	36				
730583	DEYOE, TODD	4488	4	11		11			
732322	MOGAN, MICHAEL	4501	4	618		618			
732319	MURRAY, RICHARD	4501	4	618		618			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 4									
730585	GUESS, JANICE L.	4502	4	295		295			
730588	HAYES, VONNA S.	4502	4	295		295			
730587	MCCUNE, DAVID H.	4502	4	296		296			
730578	SMATHERS, RICHARD L.	4527	4	143		143			
730580	COLLINS, CLARICE A.	4603	4	383		383			
730579	COURCHANE, JAMES P.	4603	4	383	383				
730582	RODGERS, CLINTON	4603	4	383		383			
730581	SHERARD, HOLLY C.	4603	4	383		383			
730577	WALLS, GEORGE R.	4603	4	387	387				
730572	BRIERE, JOSEPH R.	4611	4	103	103				
730571	LAABS, GARY	4620	4	115	115				
730573	LAFONTAINE, BETTY	4621	4	132	[]	[]	132		
730574	YOUNG, ROBERT J.	4621	4	133	[]	[]	133		
733024	MCCORMACK, CHRISTINE	4630	4	125	125				
730576	RUSSELL, TERRY	4630	4	126	126				
730566	BAIER, MICHAEL L.	4640	4	114	114				
730565	HINES, SCOTT J.	4641	4	48	[]	[]	48		
730568	OLIVER, MICHAEL M.	4671	4	421	421				

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 4									
730567	STURGEON, DEBORAH	4700	4	104		104			
730570	WILSON, DAVID	4700	4	103		103			
730569	DUNN, DAVID	4703	4	68		68			
730560	SMEDLEY, BRYCE	4730	4	173	[]	[]	173		
730559	SIBICH, NED	4773	4	167	167				
732762	HARDING, JASON R.	4818	4	105	[]	[]	105		
730562	TAYLOR, JOSEPH E.	4818	4	106	106				
730563	BLAKE, LESLIE	4900	4	623	623				
730554	PHILLIPS, JANE	4900	4	623	623				
730553	SIEFERS, PAMELA B.	4900	4	623	623				
730564	STRONG, TIM	4900	4	623	623				
730556	YOUNG, DAVID	4900	4	623	623				
730555	ROGERS, PAMELA	4998	4	164		164			
730558	COHN, MARK A.	14406	4	83	[]	[]	83		
730557	BERMAN, STEVEN D.	14408	4	181	[]	[]	181		
730548	TOVO, MICHELLE M.	14408	4	180	[]	[]	180		
733017	BOWEN, KEVIN	14430	4	190	[]	[]	190		
730550	PRATT, JOHN L.	14430	4	189		189			
730549	TERRAN, PHILIP M.	14430	4	189		189			

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Badge#	Delegate Name	Local	District	Totals	-----Votes-----		Not	Alternate Name	Proxy Local
					Yes	No			
District 4									
730552	GRENFELL, THOMAS C.	14503	4	262	[]	[]	262		
730551	FLACK, ANNIE	16400	4	1		1			
733010	FREEDA, BILL	16401	4	1	[]	[]	1		
732298	HAMMONDS, DAVID	24008	4	1,341		1,341			
730541	SESKO, TJ	24008	4	1,342		1,342			
732290	BIRCHFIELD, NICHOLAS J.	24046	4	197	[]	[]	197		
732805	OSWALD, MARY	24051	4	521	[]	[]	521		
730546	BURKES, JAMEY	34043	4	102	[]	[]	102		
730543	RILEY-JACKSON, DEBORAH	34043	4	103		103			
730545	POINTER, MICHAEL	34070	4	103	103				
730536	TOWERY, JENNIFER S.	34086	4	83		83			
730535	GRIECO, LOU	34157	4	24	24				
730538	MCLAY, DOUGLAS A.	54041	4	612	612				
730530	KOLENDO, JAMES	54042	4	122	[]	[]	122		
730539	WACHENSCHWANZ, WILLIAM	54042	4	123	[]	[]	123		
954044	SCHRODT, ROY E.	54044	4	41	[]	[]	41		
733009	NEELEY, SHELDON N.	54046	4	33		33			
730534	NECKO, JEFFREY D.	54047	4	84	[]	[]	84		
730533	DONALDSON, BRIAN	54048	4	50		50			51022

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Badge#	Delegate Name	Local	District	Totals	-----Votes-----		Not	Alternate Name	Proxy Local
					Yes	No			
District 4									
730523	BURCHARD, RANCE W.	84078	4	237	[]	[]	237		
730525	MCGILVARY, DALE L.	84101	4	65	[]	[]	65		
730528	DYKE, STEVEN L.	84415	4	268	[]	[]	268		
730518	MADAL, RICHARD C.	84707	4	238	[]	[]	238		81380
730517	WILSON, BRUCE E.	84716	4	63	[]	[]	63		
730519	KROLOPP, KAREN L.	84717	4	253	[]	[]	253		
730520	KROLOPP, TOM G.	84717	4	253	[]	[]	253		
730522	DRAVES, WILLIAM R.	84722	4	122	122				
730521	MOORE, SCOTT A.	84722	4	122	[]	[]	122		
730511	ACEVEDO, GARY	84755	4	262	[]	[]	262		
730514	CASEY, JOHNNY	84755	4	262	[]	[]	262		
730513	JOHNSON, COLIN	84755	4	262	[]	[]	262		
730516	WARE, BILL	84755	4	262	[]	[]	262		
730512	WINSHIP, JAMES	84755	4	266	[]	[]	266		
730515	BROOKS, CAROL	84757	4	149	[]	[]	149		
730506	HUGHES, GENE	84757	4	149	[]	[]	149		
730505	CUPP, WAYNE	84765	4	130	[]	[]	130		
730508	MCINTOSH, LARRY	84765	4	129	[]	[]	129		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 4									
730509	GRUNOW, SCOTT R.	84800	4	397		397			
730776	LARSEN, DAVID H.	84800	4	397	[]	[]	397		
730775	TAYLOE, DORIS J.	84800	4	397		397			
730510	TAYLOE, RANDY L.	84800	4	398	398				
730778	HART, STANLET T.	84802	4	196	[]	[]	196		
730777	GLAZER, KATHLEEN A.	84846	4	48		48			
730780	SZYMCZAK, DAVID A.	84913	4	136		136			
730779	BOWLING, TONY D.	84950	4	211	[]	[]	211		
730770	HARDY, BOB W.	84963	4	128	[]	[]	128		
730769	AHLERSMEYER, MARK H.	84999	4	200	[]	[]	200		
730772	JONES, BRENDA K.	84999	4	199	[]	[]	199		
Totals For District 4				40,933	19251	10,074	11,608		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 6									
730764	BUTLER, JERRY	6009	6	165	165				
730763	HAMILTON, DONNA	6009	6	165	165				
730766	STOLL, SUSAN	6009	6	165	165				
730768	BARNHILL, BURTON	6012	6	267	267				
730767	KIRBY, JONATHAN	6012	6	267	267				
730765	MILLS, CYNTHIA	6012	6	269	269				
730758	RATCLIFF, DAVID	6012	6	267		267			
730757	RAYNER, JOHN	6012	6	267	267				
730760	DYE, RONALD G.	6016	6	581	581				
730759	EASON, MONICA A.	6016	6	580		580			
730762	CANDLER JR, ALONZO	6086	6	748		748			
730761	WHITE, JOENETTER	6086	6	747	[]	[]	747		
730752	CARRILLO, MIGUEL A.	6110	6	86		86			
730751	MONTGOMERY, SANDRA	6118	6	77	77				
730754	BLACK, KIM Y.	6127	6	150		150			
730753	LUJAN, JENNIFER M.	6127	6	150		150			
730756	KIRCHGESSNER, SHERRILL D6128		6	213	213				

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 6									
730746	MCCANN, JOSHUA	6132	6	281	[]	[]	281		
730755	MCCULLOUGH, RICHARD D.	6132	6	282	282				
730745	PEAVLER, ERIC	6132	6	281	281				
730748	TEDFORD, MARK	6132	6	281	281				
730747	TAFOLLA, JACOBO	6137	6	197		197			
730750	VEIT, KRISTSIE M.	6137	6	197	197				
730740	CARTER, CALVIN W.	6139	6	177		177			
730749	LAROUSSE, MARC	6139	6	177	177				
732782	BELTON, CHRISTOPHER M.	6143	6	450	450				
732781	CASTILLO, RICHARD R.	6143	6	450	450				
732784	MCKENNA, SEAN C.	6143	6	450	450				
732779	PENA, JOEL	6143	6	450		450			
732808	CRUZ, CARLOS G.	6150	6	142	142				
730739	IHFE, LARRY E.	6150	6	143		143			
730742	TILLEY, EARNEST L.	6151	6	104		104			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 6									
730744	BURANDT, MICHAEL	6171	6	344		344			
730743	GRANT JR., MILTON T.	6171	6	344	344				
732315	HINOJOSA, MIGUEL	6171	6	344		344			
730734	JAMES, LINDA	6171	6	344	344				
730733	MAY, WILLIAM	6171	6	344	344				
730735	RICKEY, CODY	6171	6	344	344				
730741	WHITAKER, ALLEN	6171	6	350	350				
730738	WILBORN, JODY	6171	6	344	344				
730737	BROWN, BILLY	6174	6	109		109			
730727	DAY, JOANNE	6186	6	2,802	[]	[]	2,802		
730730	GROSS, MICHAEL	6186	6	2,802	[]	[]	2,802		
730728	LUGO, JUDY	6186	6	2,802	[]	[]	2,802		
730729	NAULS, JAMES	6186	6	2,802	[]	[]	2,802		
730731	COOK, KAREN M.	6200	6	128	128				
730732	GUILLORY, ANGELA	6200	6	128	128				

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 6									
730721	GILLESPIE, T. C.	6201	6	392	392				
730724	HARALSON, HOWARD	6201	6	392	392				
730722	THOMAS, GEORGIA	6201	6	396	396				
730723	WHITE, TOMMY	6201	6	392	392				
730726	WILLIAMS, LOREN	6201	6	392	392				
730725	ANDRADE, ALICE C.	6202	6	82		82			
730715	BELL, JANICE	6203	6	209		209			
730716	PATTON, DAVID	6203	6	209	[_____]	[_____]	209		
730718	TENNISON, MALASHON	6203	6	209	[_____]	[_____]	209		
730717	AGEE, RANDY	6206	6	50	[_____]	[_____]	50		
730720	JOHNSON, KENNY	6210	6	182	182				
730719	STANLEY, GLYNNE R.	6214	6	119	119				

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 6									
730709	ALLEN, JAMES	6215	6	382		382			
730712	BRACEY, DEBRA	6215	6	382		382			
730711	CANIDA, KEVIN	6215	6	382		382			
733081	DAVIS, QUINCY	6215	6	382	[]	[]	382		
730714	HALL, NANCY	6215	6	382	382				
730713	HUMPHRIES, EUGENIA	6215	6	382		382			
730703	MARSHALL, DAVID	6215	6	382		382			
730706	ROBERSON, ANNIE	6215	6	382		382			
730705	SHANNON, DIANNE	6215	6	382		382			
730708	TAYLOR, KYM	6215	6	382		382			
730710	WILSON, ERIC	6215	6	390		390			
730698	HOLEMAN, TROY D.	6218	6	101		101			
730707	NOVARK, DARRELL W.	6218	6	101	101				

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 6									
730700	ANDERSON, OMA	6222	6	431	[]	[]	431		
730697	CUMMINGS JR., CLAUDE	6222	6	433	[]	[]	433		
730699	FLORES, STEVEN	6222	6	431	[]	[]	431		
730702	HENNY, JAMES	6222	6	431	[]	[]	431		
730701	HOOPER, VIRGINIA	6222	6	431	[]	[]	431		
730692	KELLEY, ANNETTE	6222	6	431	[]	[]	431		
730691	LAND, EVERETT	6222	6	431	[]	[]	431		
730694	MAHLE, ROBERT	6222	6	431	[]	[]	431		
730693	SMITH, EVELYN	6222	6	431		431			
730696	EBERHART, JAMES A.	6225	6	109		109			
730695	GRAY, RONNIE	6228	6	73	73				
730685	GARCIA, NORA G.	6229	6	134	134				
730686	RAMIREZ, PHILLIP A.	6229	6	135	135				
730688	ROWE, RODNEY L.	6290	6	67	[]	[]	67		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 6									
730690	ANDERSON-DUNBAR, VIRGINIA	6300	6	352	352				
730689	BATES, KEN	6300	6	352	352				
730680	COMPTON, DANNY	6300	6	352	352				
730679	DISILVESTER, GAIL	6300	6	352	352				
730682	EBELING, JOHN	6300	6	352	352				
730681	GHOLSTON-BYRD, SONJA	6300	6	352		352			
730684	HOYT, DAVE	6300	6	352	352				
730683	KOLVE, JIM	6300	6	352	352				
730687	MEHRINGER, MIKE	6300	6	362	362				
730674	MUNFORD, RON	6300	6	352	352				
730673	REYNOLDS, KIM	6300	6	352	352				
730676	WALSH, DONNA	6300	6	352	352				
730678	ALDERMAN, BARBARA	6301	6	167		167			
730675	GROGAN, SANDRA	6301	6	167		167			
730677	HORN, RON	6311	6	108	108				
730668	BILLEDO, JAMES R.	6312	6	168		168			14618
730667	RICE, DANNY J.	6312	6	167	167				

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 6									
730669	FANNING, ANGELA K.	6313	6	141	141				
730670	KOLLMEYER, JOHN K.	6313	6	141	141				
730672	SMITH, MARK C.	6313	6	141	141				
730671	STEPHENS, CHARLES E.	6314	6	93	93				
730662	HALL, ERIN R.	6316	6	183		183			
730661	LONG, JOHN A.	6316	6	182		182			
730663	FOSTER, LISA	6327	6	144		144			
730666	HOLMES, TANYA	6327	6	144		144			
730664	SESSION, ANETRA	6327	6	144		144			
730665	HORN, SIDNEY F.	6350	6	176		176			
730656	HARMON, BRADLEY	6355	6	1,176	1,176				
730658	HAYES, JEFFREY	6360	6	264		264			
730657	INSCHO, DARRICK	6360	6	264		264			
730660	MASON, FORREST	6360	6	264		264			
730655	NESLER, LINDA J.	6360	6	266	266				
730659	NESLER, RALPH	6372	6	184	184				6373
906373	NESLER, RALPH	6373	6	19	19				
730650	JONES, STEVEN R.	6374	6	70	[]	[]	70		
730649	BREIDENBACH, THOMAS	6390	6	58	[]	[]	58		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 6									
730652	RICE, JOE	6391	6	10	[]	[]	10		
730651	BURNS, JASON P.	6401	6	129	129				
730654	VAWTER, ANITA M.	6401	6	128	128				
730653	WILSON, GAYLE	6402	6	234	234				
730644	SCHAFFER, RORY K.	6407	6	49	49				
732249	CRAGER, DEAN	6410	6	33	33				
730643	MORRIS, JEFFREY R.	6411	6	50	50				
730646	DOWNING, COLLEEN M.	6450	6	289		289			
730645	WILLIAMS, BRENDA J.	6450	6	289		289			
730648	HOPKINS, MARY ANN	6502	6	198	198				
730647	KOLLER, MICHAEL D.	6503	6	129	[]	[]	129		
730950	RICHMOND, PETER M.	6505	6	84	84				
730949	MURRAY, GERALD	6507	6	204		204			
730952	WHITE, ROBERT	6507	6	203		203			
730954	ANDREWS, TIM	6508	6	170	170				
730953	JACKSON, JERRY	6508	6	170	170				
730951	WEST, GEORGE S.	6508	6	171	171				

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 6									
730943	HUERTA JR., TOMAS R.	6733	6	318		318			
730946	MCCORMACK, SHARON L.	6733	6	318		318			
730944	SEARCY, SIDNEY H.	6733	6	320		320			
914618	BILLEDO, JAMES R.	14618	6	6		6			
730948	KINSELLA, MICHAEL J.	14620	6	180	180				
730945	METZ, JAMES F.	14620	6	180	180				
730947	BENNING, JAMES M.	14625	6	7	7				
730938	KRAMER, RAY	16600	6	1	1				
730937	BARROW, ROBERT	26052	6	506	[]	[]	506		29053
730939	CASEY, MARY K.	36047	6	140	140				
730940	DUFFY, SHANNON P.	36047	6	141	[]	[]	141		
730941	CURRAN, DAVID D.	86004	6	194	194				
730942	LUCE, MEDFORD D.	86004	6	194		194			
730932	WISE, SHELDON C.	86004	6	194		194			
732807	GARZA, YOLANDA	86029	6	64	[]	[]	64		
730934	KERNS, JAMES E.	86116	6	208	[]	[]	208		
730933	KUHLMANN, PAUL M.	86116	6	208	[]	[]	208		
730931	SCHAFFER, GREG E.	86116	6	208	[]	[]	208		
732798	FLORES, DAVID E.	86122	6	82	[]	[]	82		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 6									
730936	ALLEN, CLARETTA	86782	6	463		463			
730935	GEE, KENT	86782	6	463	[_____]	[_____]	463		
730926	SMITH, LAWRENCE K.	86787	6	137	[_____]	[_____]	137		
732316	WELCH, FLOYD	86820	6	52	[_____]	[_____]	52		
Totals For District 6				51,581	18998	13,644	18,939		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 7									
732256	TREVIZO, EDDIE	7001	7	99	[]	[]	99		
732292	REDDELL, ROBERT	7009	7	14	[]	[]	14		
730920	MCCLELLAN, KEVIN J.	7010	7	1,465	[]	[]	1,465		
730919	SUSTAITA, LEN	7010	7	1,465	[]	[]	1,465		
732800	PROKASH, DAVID A.	7011	7	173		173			
732797	TOLEDO, RICHARD A.	7011	7	174		174			
730922	CASTANEDA, PAUL C.	7019	7	1,646		1,646			
730921	ORTIZ, JOE A.	7026	7	184		184			
730924	VALDEZ, MARIA L.	7026	7	183		183			
730923	JANUSEWSKI, STEPHEN	7032	7	145		145			
732303	SALAZAR, MICHAEL	7037	7	96		96			
730914	BLACKBURN, DAVID E.	7050	7	58		58			
730913	VARGAS, STEPHANIE	7055	7	374		374			
732774	CARLISLE, STEFAN	7070	7	168		168			
732783	GARCIA, VALENTINO	7070	7	170	[]	[]	170		
732773	SERNA, PHILLIP R.	7070	7	168		168			
730916	MADRID, ESTELLA	7072	7	150	[]	[]	150		
732262	MARTINEZ, LYNN	7072	7	150	[]	[]	150		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 7									
730915	LEWIS, MICHELLE M.	7076	7	911		911			
730918	WENZEL, SUSAN	7076	7	911		911			
732295	AYCOCK, DENNIS	7090	7	36	[]	[]	36		
730917	RENTSCHLER, SCOTT	7101	7	163	[]	[]	163		
730908	DAWSON II, DON E.	7102	7	673		673			
730907	MERTES, KENNETH J.	7103	7	283	[]	[]	283		
732799	ABBOTT, STEVEN P.	7108	7	91		91			7170
730910	GIUNTA, FRANCIS J.	7110	7	473		473			
907170	ABBOTT, STEVEN P.	7170	7	100		100			
732314	JOHNSON, STEVE	7171	7	59		59			
730909	WESSELS, WAYNE	7172	7	141		141			
730912	SALLIS, CAROLYN D.	7175	7	37		37			
730902	FENTON, DAWN L.	7181	7	110		110			
730911	LILLIE, LAURI A.	7181	7	111		111			
732859	DANLEY, CINDY L.	7200	7	336		336			
732860	DONOVAN, TIMOTHY M.	7200	7	337		337			
732862	LORENZ, ANN M.	7200	7	336		336			
732861	MULLOY, JOHN	7200	7	336		336			
732852	SAAVEDRA-GEORGE, ANITA AZ200		7	336		336			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 7									
730904	KUEHN, CHRISTY L.	7201	7	304		304			
730901	LEWSADER, STEVEN M.	7201	7	305		305			
732304	JACOBSEN, CHAD	7202	7	126	[]	[]	126		
730903	FINN, JERRY	7203	7	90	[]	[]	90		
730906	HARDEE, FRANKLIN S.	7212	7	85		85			
730905	NEWMAN, TERRANCE L.	7214	7	194	194				
730896	NETTESTAD, CHESTER F.	7219	7	14	[]	[]	14		
730895	WOJTOWICZ, SHARI L.	7250	7	599		599			
730898	ROTHER, DENISE M.	7270	7	134		134			
730897	TURNQUIST, CARSON A.	7270	7	134		134			
730900	HOLZER, DAVID E.	7272	7	140		140			
730899	COFFMAN, PAUL S.	7290	7	30	[]	[]	30		
730890	WOLF, GENE	7301	7	87		87			
730892	CHRISTENSEN, ROBERT L.	7303	7	125	125				
730889	NYGAARD, MICHAEL P.	7303	7	126		126			
730894	BURTON, SCOTT	7304	7	231	[]	[]	231		
730893	MOEN, KATHY	7304	7	231	[]	[]	231		
730891	ROCK, DAVID G.	7304	7	231	[]	[]	231		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 7									
730883	DELUCA, SHERYL I.	7400	7	159	[]	[]	159		
730884	MARTINES, RICHARD M.	7400	7	160	[]	[]	160		
730886	PRICE, KAREN S.	7400	7	159	[]	[]	159		
730885	HALL, ROBERT V.	7401	7	109		109			
730887	AKSAMIT, RICK	7470	7	101	[]	[]	101		
730888	ARNOLD, MIKE J.	7470	7	102	[]	[]	102		
730878	WILSON, COREY	7471	7	30		30			
730877	WEINMAN, RODNEY B.	7476	7	196		196			
730880	HICKS, LISA	7500	7	249		249			
732320	COURT, MIKE	7590	7	142	[]	[]	142		
730879	REA, MICHAEL	7601	7	99	99				
730882	DUVALL, DAVID B.	7603	7	186		186			
730881	FROST, MICHAEL D.	7603	7	184	[]	[]	184		
730872	HEROLD-RODEN, HELEN M.	7603	7	184		184			
730871	MARSDEN, RONALD D.	7621	7	172		172			
730874	PACKER, VALERIE L.	7621	7	171		171			
732341	WALLACE, DIANE	7670	7	214		214			
732854	CARDENESS, JAIME	7700	7	101	[]	[]	101		
732851	LEE, MIKE	7700	7	101	[]	[]	101		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 7									
730875	CARVER, SHANE	7702	7	149		149			
730876	VASQUEZ, FRANK	7702	7	149		149			
730865	AVILA, LISA	7704	7	236		236			
732802	BRIGHT, DAVID	7704	7	236		236			
730866	CUNNINGHAM, ANNETTE	7704	7	236	[]	[]	236		7781
730868	ONDRAK, KEVEN	7704	7	236		236			
730867	LINFORD, LEE B.	7705	7	101	101				
730870	LIVINGSTON, MAX D.	7705	7	100	100				
733113	LOASE, DANIELLE	7707	7	169		169			
730860	JOHNSON, VELMA	7708	7	251		251			
730859	MCCORMICK, LARRY P.	7716	7	21		21			
730862	LOKKER, STEVEN P.	7743	7	117	117				
730861	BLOCK, MARILYN J.	7750	7	157		157			
730864	MASELL, MICHAEL J.	7750	7	157		157			
730863	VALDEZ, CHERYL	7774	7	213		213			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 7									
730854	BOLTON, LISA M.	7777	7	406		406			57052
730853	DEGUIO, AUDREY L.	7777	7	403		403			
730856	FELLER, DALE E.	7777	7	403		403			
730855	GIAMPAOLO, CAROL A.	7777	7	403		403			
730858	HARRIS, LINDA K.	7777	7	403		403			
730857	JIMENEZ, MARLENE E.	7777	7	403		403			
907781	CUNNINGHAM, ANNETTE	7781	7	25	[]	[]	25		
730847	LYNCH, MICHAEL D.	7800	7	548		548			
730850	WYLIE, STAN	7800	7	548		548			
730852	REESE, CALEB A.	7803	7	325		325			
730849	STEWART, JEANNE M.	7803	7	326		326			
730851	SHERWOOD, GREGG H.	7804	7	152	152				
730842	ALLAN, KIRK P.	7810	7	86	[]	[]	86		
730841	HARDING, KEN C.	7812	7	85		85			
730844	BECK, MARSHA I.	7818	7	342		342			
732792	CHAVEZ, ELVIRA	7901	7	207	207				
732791	GARRITY, RICHARD	7901	7	207		207			
732801	TURNER, JEANETTE	7901	7	208	208				

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 7									
730846	MCAHON, PATRICK J.	7906	7	179		179			
732833	SAETHER, KEN	7906	7	179		179			
730836	GRIFFITH, DAVID	7911	7	221	[]	[]	221		
730845	HARVEY, STEVE	7911	7	221	[]	[]	221		
733108	KLINE, JAMES D.	7970	7	81	[]	[]	81		
730838	DONLON, PETER J.	14708	7	247		247			
730837	FRIES, JUDY	16700	7	1	[]	[]	1		
730840	KYLE, KEN	27009	7	950		950			
730839	TUCKER, DIANE	27010	7	308		308			
730830	COLEMAN, HEATHER L.	27016	7	142	142				
730829	HANSEN, KIRK	27017	7	328	328				
730832	MASSERANT, LAURA J.	27019	7	1,317	1,317				
732280	DRUYDD, MIKE	27030	7	263	263				
730831	PALMER, BRIAN R.	27039	7	266	266				
730833	LEYVA, MELISSA A.	27056	7	107	107				
730834	PHILLIPS, JUSTIN T.	27056	7	107	107				
730824	CLARK, BRIAN E.	27066	7	2,059		2,059			
730823	BUCSKO, WAYNE M.	37002	7	619		619			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 7									
730826	FALIANO, LAURIE	37074	7	137		137			
730825	MILLER, MICHELLE	37074	7	136		136			
730828	RUDOLPH, KATHY	37074	7	136	[]	[]	136		
730827	KURAMOTO-EIDSMOE, MARILYN	37082	7	368		368			
730818	FRENCH, LESLIE C.	37083	7	835	835				
957052	BOLTON, LISA M.	57052	7	38		38			
730819	FOSTER, DALE A.	87140	7	889	889				
Totals For District 7				36,809	5557	24,088	7,164		

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Badge#	Delegate Name	Local	District	Totals	-----Votes-----		Not	Alternate Name	Proxy Local
					Yes	No			
District 9									
730811	FROST, MICHAEL J.	9000	9	290	290				
730814	HENDERSON, ROBERT	9000	9	290		290			
730813	KING-JOHNSON, CLIMMIE	9000	9	290		290			
730812	SANTORA, T.	9000	9	292	292				
732326	CARDINALE, LEONARD	9110	9	284	[]	[]	284		
732328	HALLIDAY, NORMAN	9110	9	284	[]	[]	284		
732324	NEWMAN, RON	9110	9	287	[]	[]	287		
732323	O'NEILL, TIM	9110	9	284	[]	[]	284		

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 9									
732761	BANDY, JASON	9119	9	487	487				
732764	BUCKMASTER, CAROLAN	9119	9	486		486			
732763	DARANSKY-KANTER, MARIANNE	9119	9	486	486				
732766	FRIED, CLIFF	9119	9	486	486				
732765	GARCIA-MOHR, MERCEDES	9119	9	486		486			
732756	KALMIJN, JELGER	9119	9	486	486				
732755	KERMISH, LISA	9119	9	486	486				
732758	MCDOLE, JAMIE	9119	9	486	486				
732757	MERIWETHER, DAVID	9119	9	486		486			
732760	ORR, RODNEY	9119	9	486		486			
732759	PALACIO, SONIA	9119	9	486		486			
732750	PETTENGILL, BRYAN	9119	9	486		486			
732749	ROGERS, JUDI	9119	9	486	486				
732752	WILKS, ELIZABETH	9119	9	486	486				
730816	JOHNSON, EDNA L.	9333	9	262	262				
730815	SAVAIKI, ELAINE R.	9333	9	262		262			
730806	WADDLE, PAMELA M.	9333	9	262		262			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 9									
730808	ARCE, FRANK	9400	9	477	477				
730805	DEMERS, WILLIAM L.	9400	9	480	480				
730807	DI PAOLO, VICKI	9400	9	477	477				
730810	GARDEN, WILLIAM	9400	9	477	477				
730809	JIBRI, KHALIF	9400	9	477	477				
730800	KONOPA, SHELLY	9400	9	477	477				
730799	LEYTEM, PENNY	9400	9	477	477				
730802	LIVOLSI-MCKOVICH, JEANETTE	9400	9	477	477				
730801	MACIAS, KAREN D.	9400	9	477	477				
730804	MALDONADO, STEVE	9400	9	477	477				
730803	MARTINEZ, LINO	9400	9	477	477				
730794	PEREZ, JUDITH	9400	9	477	477				
730793	RANNEY, CLAIRANN	9400	9	477	477				
730796	WASHINGTON, MAURICE	9400	9	477	477				
730795	WHITNEY, ROSE M.	9400	9	477	477				
730797	BARFIELD, MICHAEL	9404	9	210	210				
730788	COMISKEY, RYAN	9404	9	210	210				
730798	WHICHARD, CAROL	9404	9	212	212				

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 9									
730790	BISSELL, MARGARET	9408	9	273		273			
730789	CULWELL, JOSHUA	9408	9	273	273				
730787	GRANADOS, ROY	9408	9	275	275				
730791	CRAWLEY, GAYLE S.	9410	9	278	278				
730782	RICHARDSON IV, ORANGE	9410	9	277		277			
730781	CAMERON, COOKIE	9412	9	233		233			
730784	GIBBS, KEITH	9412	9	232		232			
730783	HOERZ, RANDY	9412	9	232	232				
730786	BURRELL, JAMES	9413	9	953	953				
730785	CROOKS, MITCH	9414	9	253	253				
731094	ROBINSON, PATRICIA	9414	9	252	252				
731096	HUDSON, RENIA	9415	9	475		475			
731095	HUGGINS, CHRISTINA	9415	9	475		475			
731093	VENABLE, SALLY L.	9415	9	477		477			
731088	HOWETH, AARON	9416	9	178	178				
731097	SUNIGA, PAM	9416	9	179	179				
731090	FOUCHER, PAMELA J.	9417	9	147	147				
731089	KNAPP, PENNY J.	9417	9	147	147				
731087	SCHWAGER, ROBERT M.	9417	9	148		148			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 9									
731092	BOOS, PAUL	9419	9	115	115				
731082	ADAMS JR., JOHN	9421	9	355	355				
731081	BELL, MICHAEL	9421	9	355	355				
731084	LONGER, ROBERT	9421	9	355	355				
731091	MERCADO, LUPE	9421	9	356	356				
731083	SIMMONS, DARRIN	9421	9	355	355				
731085	CALDERON, THERESA Y.	9423	9	336		336			
731076	LEE-TIEH, ROBIN M.	9423	9	336	336				
732794	LINDBERG, ERIC D.	9423	9	336	336				
731086	OLVERA, STEPHANIE R.	9423	9	339	339				
731075	RODRIGUEZ, DAN	9423	9	336	336				
731078	DELAO, RICHARD A.	9431	9	205	205				
731077	NIELSEN, JOEL A.	9432	9	55		55			
731080	MELLO, BRENDA	9490	9	49	[]	[]	49		
731070	ALLEN, PANDORA	9503	9	274	274				
731069	BORDEAUX, SHELIA	9503	9	274	274				
731079	REMSKI, MARISA	9503	9	276	276				
731072	WEIMER, SUZI	9503	9	274	274				

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 9									
731074	GIFFORD, JOAN M.	9505	9	270	[]	[]	270		
731071	GONZALES, TONY	9505	9	270	270				
731064	INOUYE, DANIEL	9505	9	270	[]	[]	270		
731063	JOHNSON, VANDOLYN	9505	9	270	270				
731066	MACPHERSON, ROBERTA	9505	9	270	[]	[]	270		
733142	MIRELES-VILORIA, MARTHA	9505	9	270	[]	[]	270		
731068	BARTON, SUMI	9509	9	626	626				
731065	BORUNDA, ROBERT	9509	9	626		626			
731067	THOMAS III, OTAWAY M.	9509	9	626	626				
731057	CUNNINGHAM, PATTI	9510	9	306	306				
733141	DEGRAW, JOHN	9510	9	306	306				
731060	NATOLI, JOHN	9510	9	306	306				
731059	O'BRIEN, PETER	9510	9	306	306				
731062	PHAM, KRISTY	9510	9	306	[]	[]	306		
731058	WILLIAMS, KENNY	9510	9	308		308			
731051	ABRIL, JESSE J.	9511	9	143	143				
731054	GARTEIZ, WILLIAM C.	9511	9	143	143				
731052	GONZALEZ, ART	9511	9	143	143				

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 9									
731053	SHAFER, LISA	9575	9	415	415				
731056	WILSON, JENNIFER	9575	9	415	415				
731046	BOUCHARD, BRANDON	9586	9	292		292			
731055	GIBSON, GREGG W.	9586	9	295		295			
731045	MELTON, YVONNE L.	9586	9	292	292				
731048	THOMAS, DOUGLAS	9586	9	292	292				
731050	BERNAL, ROSALINDA C.	9588	9	350		350			
731049	CANO, FELIPE H.	9588	9	350		350			
731047	CASTILLON, JAIME C.	9588	9	355	[]	[]	355		
731040	FLETCHER, RONALD C.	9588	9	350		350			
731039	GOODWIN, DAVID G.	9588	9	350		350			
731042	MINECK, JAY A.	9588	9	350	[]	[]	350		
731044	AHUE, HEATHER	14921	9	124		124			
732332	SCHERER, DEB	14922	9	62		62			
731043	BRINKLEY, ADDIE	16900	9	1	[]	[]	1		
731034	BLACK, CHRISTINE	29011	9	1,087		1,087			
731033	KIINO, STANLEY	29011	9	1,087		1,087			
732301	HARRIS, DANTE	29012	9	1,281	[]	[]	1,281		
732302	KALAHIKI JR, ED	29014	9	160		160			

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Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 9									
732253	JOHNSON, KELLY	29018	9	252	252				
731035	MORROW, SANDRA L.	29018	9	253	253				
732856	MORRISSEY, JULIE	29025	9	205	[]	[]	205		
731038	KANDE, JEAN-JACQUES S.	29026	9	169	[]	[]	169		
731037	NAKULAN, NARAYANA	29026	9	168		168			
731028	GONZALEZ, RICARDO	29038	9	210		210			
731027	WETTERER, ANTHONY	29038	9	210	[]	[]	210		
732754	ORTIZ, MARK	29043	9	887	[]	[]	887		
929053	BARROW, ROBERT	29053	9	59	[]	[]	59		
732286	CABAUATAUN, MICHAEL	39521	9	794		794			
732289	HALL, CARL	39521	9	794	794				
731029	WILSON, KEVIN	59051	9	380	380				
731031	AYALA, JAVAD J.	59053	9	310		310			
731022	GABRIELE, LOUIS G.	59053	9	310		310			
731021	JACKSON JR, LEROY G.	59053	9	310		310			
731032	ROSS, STEVEN B.	59053	9	311		311			
731026	BARRAGAN, MICHAEL G.	59057	9	184		184			
731023	DASZKOWSKI, RICHARD J.	59057	9	184	184				
731025	ARCHER, WILLIAM	89118	9	68	[]	[]	68		

Appeal Roll Call.db

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 9									
731016	MARTENS, JEFFREY S.	89119	9	150		150			
731015	HOWELLS, ANDREW	89177	9	76	[_____]	[_____]	76		
731018	HOLZHAUER, CHRIS	89850	9	100		100			
Totals For District 9				48,477	26953	15,289	6,235		

Appeal Roll Call.db

Badge#	Delegate Name	Local	District	-----Votes-----			Alternate Name	Proxy Local
				Totals	Yes	No		
District 13								
731009	BOEHMER, MARK	13000	13	484	484			
731012	CASSEL, BILL	13000	13	484	484			
731011	CRAWFORD, TOM	13000	13	484	484			
731014	DAVIDSON, CHARLES	13000	13	484	484			
731013	DAVIS, MIKE	13000	13	484	484			
731004	GAMBONE, MARY BETH	13000	13	484	484			
731010	GARDLER, JIM	13000	13	488	[]	[]	488	
731006	MC CARTHY, JIM	13000	13	484	484			
731005	MC NERNEY, JIM	13000	13	484	484			
731008	PINKNEY II, TERRON	13000	13	484	484			
731007	REAMER, JEFF	13000	13	484	484			
730998	ROCCA JR, SAM	13000	13	484	484			
730997	ROSSI, MIKE	13000	13	484	484			
731000	MARKOWSKI, DIANA	13100	13	161	161			
730999	HUMMELL, JAMES V.	13101	13	399	399			
731002	WESTBROOK, ROBERT S.	13101	13	398	398			
732776	BEHLING, MARY	13301	13	336	336			
731001	FRAZIER KENNEDY, KAREN	13301	13	337	337			13302
913302	FRAZIER KENNEDY, KAREN	13302	13	119	119			

Appeal Roll Call.db

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 13									
730991	COULTAS, CAROL	13500	13	419	419				
730994	DALOSIO, JULIA	13500	13	419	419				
730992	KMETYK, SANDRA L.	13500	13	420	420				
730995	SENICH, THERESA	13500	13	419	419				
732344	SPARKS, KAREN	13500	13	419	419				
730986	TORRES, JAZMIN	13500	13	419		419			
730988	KOERBEL, PHYLLIS K.	13550	13	146		146			
730985	SCHAFFER, MARY L.	13550	13	147		147			
730987	WOESLAGLE, RICHARD J.	13552	13	50	[]	[]	50		
730990	ALLEN, DOUGLAS W.	13590	13	47	[]	[]	47		
730989	SWINEHART, LARRY D.	13591	13	28	[]	[]	28		
730980	MCCONNELL, DONALD R.	14827	13	173	[]	[]	173		
730979	HILBERG, CLIFFORD	14830	13	67	67				
730982	STASENKO, STEPHEN A.	14842	13	141	[]	[]	141		
730981	MYERS, RAY	16800	13	1	1				
730984	NOVISH, ADAM	28003	13	125	[]	[]	125		
730983	ELIAS, MICHAEL C.	28070	13	2,008		2,008			

Appeal Roll Call.db

Badge#	Delegate Name	Local	District	Totals	-----Votes-----		Not	Alternate Name	Proxy Local
					Yes	No			
District 13									
730973	CLARK, VERNON A.	38010	13	223	[]	[]	223		
730976	MASTRULL, DIANE	38010	13	223	[]	[]	223		
730974	ROSS, WILLIAM	38010	13	223	[]	[]	223		
730978	FISHER, KEN	38061	13	100		100			
730975	FUOCO, MICHAEL A.	38061	13	100		100			
730977	FLOWERS, KEVIN S.	38187	13	136	[]	[]	136		
730967	DETWILER, WAYNE	88611	13	119	[]	[]	119		
730969	LAMER, BLAIR T.	88612	13	112	[]	[]	112		
730972	VOLLMER, AARON J.	88612	13	111	[]	[]	111		
730971	LUCAS, WALTER A.	88648	13	186	186				
Totals For District 13				15,027	9908	2,920	2,199		

Appeal Roll Call.db

Badge#	Delegate Name	Local	District	-----Votes-----			Not	Alternate Name	Proxy Local
				Totals	Yes	No			
District 30									
730956	RUSSELL, SANDY	30009	30	41	[]	[]	41		
730958	CARROLL, RON L.	30111	30	107	[]	[]	107		
730955	LEROUX, MONA	30111	30	108	108				
730957	KIRKUP, LOIS	30205	30	223	[]	[]	223		
730959	BRADSHAW, CARRIE	30213	30	585		585			
731262	CHO, MICHELLE	30213	30	585		585			
731261	DELISLE, DOMINIQUE	30213	30	585	[]	[]	585		
731264	EDMONDS, SCOTT	30213	30	585		585			
731263	HAWKINS, DAVID	30213	30	585		585			
731266	LAREAU, LISE	30213	30	585		585			
731265	SAXBERG, BARBARA	30213	30	585		585			
730960	SMYTH, CARMEL	30213	30	587	587				
731256	SOPER, JON	30213	30	585	585				
731255	CAROLAN, CHRIS	30223	30	166		166			
731258	RUFO, LUIS M.	30400	30	191	191				
731257	RUFH, JOHN M.	30403	30	91	[]	[]	91		
Totals For District 30				6,194	1471	3,676	1,047		
Grand Totals				381,294	150,924	122,851	107,519		