

and elder care and should be addressed at every bargaining table. The CWA National Women's

Committee recommends that the CWA/AT&T contract language on the Family Care Development Fund should be the minimum standard for all appropriate bargaining units in CWA.

## **SEXUAL HARASSMENT**

The issues of sexual harassment gained national focus earlier this year during the Anita Hill/Clarence Thomas hearings. The public discussion and debate which occurred as a result of that hearing indicated that much of the public shares misconceptions of this issue, illustrating the need for education about the nature of sexual harassment, how to prevent it and how to respond when it occurs.

The CWA National Women's Committee recognizes sexual harassment still exists and therefore endorses and urges support for Resolution 54A-92-13 "CWA Dignity Policy."

We further recommend that CWA support legislative and regulatory changes to ensure that persons who quit their jobs as a result of sexual harassment are not denied unemployment compensation.

We further recommend that CWA strongly support the enactment of legislation to remove the cap on compensatory and punitive damages for victims of sex, religion and disability discrimination and calls on Congress to pass the Equal Remedies Act H.R.3975 and S.2062.

## **C.L.U.W.**

The CWA National Women's Committee recognizes labor's strength is magnified through coalitions with other groups such as the Coalition of Labor Union Women (C.L.U.W.). CWA has supported C.L.U.W. since its inception. All of our National Officers, many staff and members support the principle of the Coalition of Labor Union Women as dues-paying members. We recommend CWA members join and support C.L.U.W.

## **VIOLENCE AGAINST WOMEN**

Every year three to four million women are battered by their husbands or partners. All too frequently the battering has fatal results. National crime data shows that once a woman is victimized, the risk of being victimized again is substantial.

We deplore the violence that affects our CWA members who work at the family planning clinics throughout the country. These CWA members deserve our support to be able to work in a violence-free workplace.

Absenteeism and low productivity are the results of domestic violence, but the ability to keep a job for a source of income is vitally important.

We recommend that CWA develop educational and training materials to provide information for locals to develop their own programs to help victims of domestic violence to recognize and resolve problems when their job security is threatened.

We further recommend that CWA encourage Locals to support, through volunteer efforts, shelters and other advocacy services for battered women.

The CWA National Women's Committee supports H.R. 1502 and S.15, the Violence Against Women Act, and requests support of the delegates in calling on Congress to pass this important legislation.

Prior to last year's convention action, this Committee has reported to the CWA Executive Board with their recommendations. We thank the President and the Executive Board for their support of the National Women's Committee since its establishment in 1974, and we thank you, the delegates, for your time and consideration of our first convention report.

**CHAIR WHITE:** Mr. President, CWA National Women's Committee moves adoption of this report.

**PRESIDENT BAHR:** You have heard the motion.

... The motion was duly seconded...

**PRESIDENT BAHR:** It's been seconded from the floor.

Microphone No. 3, Delegate Hayes.

**DELEGATE DEBORA M. HAYES (Local 1168):** Thank you, Morty. I am President of CWA Local 11681, I'd like to speak in support of the motion to approve the report of the CWA National 54th Women's Committee.

Ninety percent of our membership is female, and the issues addressed by the Committee thoroughly represent the concerns of working women in this Union. The report identifies and makes recommendations towards the resolution of these problems, and I commend the Committee for a job well done.

I would specifically like to address the issue of violence against women, which states, "We deplore the violence that affects our CWA members who work at the family planning clinics throughout the country. These CWA members deserve our support to be able to work in a violence-free workplace."

These are two broad issues and I want to make sure that they don't get confused. The first is reproductive rights for women. I think the statistics prove that the vast majority of people in this country support safe and legal abortions for women, and I think that was further demonstrated by a rally that was held in Washington yesterday where upwards of a half-million people showed up to demonstrate and support. (Applause)

But the issue I'd like to address today is the workers' rights. We represent members at Planned Parenthood in Buffalo and Aaron County and at the Family Planning Center at Buffalo General Hospital, and these facilities have been targeted by Operation Rescue for what they are calling a Spring for Life Rescue, and they promised us that it will match what happened in Wichita last year.

I believe that it is deplorable that workers in this country have to go through and incur that type of violence on their way into work, and it has a truly devastating effect on their ability to go in and perform their job.

I'm happy that the Committee has put this portion into their report, and that I can go back to my members and tell them that when the eyes of this country are on Buffalo this spring, and they are going through what they will be going through, that they have the support of their national union. Thank you. (Applause)

**PRESIDENT BAHR:** On Microphone No. 5, Delegate Crump.

**DELEGATE ANN CRUMP (Local 4600):** President Bahr, could you tell me how many field staff we have and how many are women?

**PRESIDENT BAHR:** We don't have it handy now, but before this Convention adjourns we will have it and we will announce it.

You are entitled to a second question, Ann.

**DELEGATE CRUMP:** The second question I have, has to do with a postcard

being sold upstairs, and I was wondering if the Women's Committee has seen it. (Applause)

**PRESIDENT BAHR:** Have you seen the postcard?

They said no, but they heard about it.

**CHAIR WHITE:** We have heard about the postcard and a lot of women have raised it to us, and we think it should be removed. (Applause)

**DELEGATE CRUMP:** Get rid of it. I mean, it is sexist, and it should be removed. (Applause)

**PRESIDENT BAHR:** We have no other delegates desiring to be heard. All those in favor of adopting the report of the NatiGnai Women's Committee indicate by raising your hand. Down hands. Opposed by like sign. It is adopted.

The Committee is discharged just for the purpose of this Convention, with the thanks of the Convention for the great work you did. Thank you. (Applause)

I would also like to note the important role that Lela Foreman, Director of our Women's Department, played with the Committee. Thank you, Lela. (Applause)

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

A delegate has raised the question about an update on the Caterpillar strike, where the company had threatened to begin permanent replacement of workers today, and I do not have the information. We have been here and I'm sure we will find out on the news this evening. We hope, and sincerely hope, that they do not follow through with that threat.

I want to introduce the members of the Committee on Equity to the Convention.

Raul Angula, Vice President, Local 2260;  
Walter Andrews, Executive Vice President, Local 3204;  
Mary Jo Avery, Vice President, Local 4600;  
Samuel Barela, Jr., President, Local 6733;  
Mary Taylor, First Vice President, Local 7200;  
Roberta Boateng, Steward, Local 13500;  
Nelson Zapata, Business Agent, Local 1105, Chair.

**PRESIDENT BAHR:** And the Chair recognizes Brother Zapata.

**CHAIR NELSON ZAPATA (Local 1105):** Good afternoon, President Bahr, Members of the Executive Board, Delegates, Alternates and Guests.

In 1976 the President of CWA appointed the first Committee on Equity. During the following years the Committee would meet once a year to discuss issues and make recommendations to the CWA Executive Board.

This procedure continued until today. Today we report to and make recommendations to the Convention and to you, the delegates.

For this privilege the Committee on Equity of CWA, on behalf of all its members, thanks you.

During the 53rd Annual Convention the delegates overwhelmingly approved the amendment. That gives us this right, and we believe that was fair. Now I ask you, what is equity? Equity means fairness. It means that management and the Union treat workers fairly and equally, regardless of their race, sex, age, nationality, sexual preference, marital status or physical impairment.

Convention barring any work stoppage.

3. In those states where the Vice President believes it is applicable, a State Equity Representative shall be selected.

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

5. The international Union review and evaluate employment tests beginning with those at AT&T. Areas of concern are the direct applicability of these tests to job performance, the validation of the tests, whether the tests are minority bias and if they are being used to screen certain employees. The results of this report are to be submitted to the National Committee on Equity for their review.

We would like to thank the delegates from the 1991 Convention for giving us the opportunity to share information and ideas from this podium. We look forward to working with you and reporting to you annually on our progress.

**CHAIR ZAPATA:** Mr. President, the National Committee on Equity moves adoption of this report.

**PRESIDENT BAHR:** You have the motion before you. It has been seconded. So you will know what we are talking about, it is adoption of the report, with the five specific recommendations. There are no delegates at the microphone, so all those in favor of the report indicate by raising your hand. Down hands. Opposed, by like sign. It is adopted.

On behalf of the Convention, I would like to thank the Committee on Equity for the fine work they are doing. Thank you very much. (Applause)

Will the Resolutions Committee come back to the platform, please?

In response to Ann Crump's question, of 215 staff, 62 are women, and clearly we have got to do better than that. (Applause)

On Microphone No. 1, Delegate Dee.

**DELEGATE SHERRIL. DEE (Local 3205):** I move the Resolutions Committee only read the resolved portion of the resolution. (Applause)

**PRESIDENT BAHR:** You have heard the motion. It has been seconded. You have an opportunity to speak on your motion. The Delegate does not care to speak on her motion.

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

The Chair recognizes the Committee.

**CHAIR GRIMES:** Thank you, Mr. President.

The Chair recognizes Delegate Rick Galvan.

**DELEGATE RICK GALVAN (Local 6229):** If the Delegates will turn to Page 5 of the Resolutions Committee Report, please, I will read the resolved.

## **RESOLUTION 54A-92-3 ECONOMIC POLICY RESOLUTION**

The U.S. economy continues to suffer from the worst recession since the Great Depression of the 1930s. Official unemployment hovers at 7 percent, and when discouraged and involuntary part-time workers are added, the

The Chair recognizes Delegate Larry Dearing.

**DELEGATE LARRY DEARING (President, Local 3154):** If the delegates will please turn to page 16 of the Resolutions Committee Report, to Resolution 54A-92-13, entitled "CWA Dignity Policy."

### **Resolution 54A-92-13 CWA DIGNITY POLICY**

It is the policy of CWA to provide an environment free of any form of harassment regarding race, sex (including sexual harassment), color, creed, religious, ancestry, national origin, disability, age, marital status, sexual orientation or status with regard to public assistance, as defined and otherwise prohibited by federal, state and local civil/human rights laws.

Furthermore, CWA expects all Local Unions and their members to accomplish their work in a businesslike manner with a concern for the well-being of their co-workers and clients. Any harassment of members will not be permitted, regardless of their professional working relationship. Such harassment includes unsolicited remarks, gestures, physical contact; display or circulation of written materials or pictures derogatory to either gender or to racial, ethnic or religious persons or groups; or basing personnel decisions on employees' response to sexually oriented requests or behavior.

**RESOLVED:** CWA supports a policy that takes into account each member of CWA and promotes individual dignity in or outside the workplace.

**RESOLVED:** That by specifically identifying harassment as a type of violation of union ideals and appropriate behavior of unionists, CWA will have another effective organizing tool.

**DELEGATE DEARING:** Mr. President, the Resolutions Committee moves the adoption of Resolution No. 54A-92-13, entitled "CWA Dignity Policy."

**PRESIDENT BAHR:** You heard the motion.

...The motion was duly seconded...

**PRESIDENT BAHR:** Seconded from the floor.

On Microphone No. 3, Delegate Crump.

**DELEGATE ANN CRUMP (Local 4600):** Sister and Brother Delegates, this is my 18th convention in this Union. I started out with brown hair. I now have gray hair. There are lot of us in the hall.

I have at least a couple of wrinkles, one big one over my lip.

I've seen a lot go on. I've heard a lot of what's been said and I've done a lot of talking.

Over the years, it never occurred to some of us to present a resolution on dignity within and outside the Union. I am so glad that the Resolutions Committee has decided it's appropriate.

And let me tell you why.

I've seen a lot of junk go on in this Union. They're not some of our proudest moments.

You know, one time a local president—I had seen him for so many years—had a woman at his side. And he said to me, "Have you met my wife?"

And it was a bad mistake.

The staff person who grabbed, inadvertently grabbed the breast of one of my delegates at one of the first women's conferences.

An Executive Vice President, who probably inadvertently dropped his drawers, and it wasn't to get a shot and the woman wasn't a nurse.

We've got to get better, and we are. Thankfully, we are.

The women that have gone before us, the women like Catherine, Clara, Queenie, Larene, Selina and others. Irma said it best when she went to the mike to recognize what has been going on.

Clarence Thomas learned the hard way. I may never drink another Coca-Cola.

Alan Dixon learned the hard way. (Applause) Supporting Clarence Thomas' confirmation was the last move he made as a senator from Illinois.

What people do on their own time is no one's business.

I brought up a question about the postcards. I appreciate the brother going to the mike. For 18 years, though, I've heard apologies. Some of them have been good, and some of them even believable. But there was a rush on the postcards after we brought it up, and that's still sad. That's very, very sad.

And I'll tell you, Kevin, you didn't come to Milwaukee and ask my operators about whether they had thought it was appropriate, because they wouldn't have voted to put it out in the form of a postcard, I'll guarantee you. (Applause)

And let me say one other thing. If that had been BellSouth or AT&T that did the same thing, I suggest that blowing up the building might have been too mild.

Please, let us not continue with the behavior. Let us applaud the progress we have made.

Barb, our new Secretary-Treasurer, Sue and Janice, I applaud you and I salute you, and I have been at your side and I'll continue to be at your side. But we will also be at our brothers' side. When they act appropriately we will stand side by side, and when any of us, man or woman, acts inappropriately we will condemn it in public, and I will suggest to you and promise, that from my vantage point, if I am lucky and am elected to come here for yet a 19th Convention, that if I hear more stories, even at this Convention, I will come to the mike and name names. (Applause)

I apologize for the tone if I sound angry, because I am happy for very many reasons.

**PRESIDENT BAHR:** One minute.

**DELEGATE CRUMP:** And I have never gone all the way up to four minutes, which makes me very unhappy. So I will sit down now and I just would suggest this: The next time you have naughty thoughts, or if you don't know if they are appropriate, make them about AT&T and not one of your Union brothers and sisters.

Thank you. (Applause)

**PRESIDENT BAHR:** Microphone No. 3, Delegate King.

**DELEGATE BARBARA KING (Local 6150):** I am a union steward, organizer, and communications technician on-site work force.

Sisters and Brothers: I rise, dignified to speak in support of Resolution 54A-92-13, the CWA Dignity Policy.

Quite simply, there is no room for harassment in our Union unless we have no