



MEMBERS

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(Mpls & Suburbs)
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(St. Paul & Suburbs)
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(Iron Range Cities)
- CWA Local 7203**
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- CWA Local 7203**
(Rochester Area)
- CWA Local 7204**
(Southwestern MN)
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(Willmar Area)
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(Winona Area)
- CWA Local 7212**
(St. Cloud, Sauk Centre, Little Falls, Brainerd)
- CWA Local 7214**
(Duluth, Bemidji, Northeastern MN, & Pine City Area)
- CWA Local 7219**
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(Thief River Falls, Roseau, Warroad & Crookston)
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- CWA Local 7270**
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- CWA-TNG Local 37002**
(Minnesota)
- CWA-NABET Local 57411**
(Minneapolis & St. Paul)

"The Issue is the Economy"

The Voice of CWA

By President Tim L. Lovaasen – CWA Minnesota State Council

We need to ask the question, "Are we better off today than we were four years ago"? Many of our members are now unemployed or underemployed. Others are being asked to work more and more hours because some industries our members work for don't want to hire more workers and pay their benefits, such as healthcare insurance. Still others are wary that their jobs will be "off shored" or "out sourced". Many need to continue to work because their 401k plans have lost too much of their value to allow them to retire.

This is the second issue of the "The Voice". In issue one, the purpose of the CWA Minnesota State Council and the membership was defined. The Council's mission in politics is to improve and preserve the rights of workers along with improving and preserving the quality of life in the areas of education, affordable healthcare, pension protection, and a fair and equitable taxation process.

CWA knows these are the issues that most, if not all, of our members are concerned about. CWA knows if these issues are addressed and our members' concerns are met, the economy will become stronger, functioning once again in favor of working families in the state of Minnesota and across the United States.

New jobs that pay a good living wage with

healthcare and pension benefits are CWA's definition of a strong economy. A strong economy has more participants contributing to a fairer tax system needed to achieve quality education, affordable healthcare, transportation without gridlock, more affordable childcare for those working to stay off welfare, real security for our country, and tax cuts for the middle class workers.

These are the issues this election is about. Which one of the candidates running for President of the United States, or for Congress, or for the Minnesota State House will work towards a strong economy? Your vote will determine if our issues are addressed and we return to a strong economy. CWA understands your vote is your personal decision. CWA, however, has checked the records and is confident that the Labor-endorsed candidates are the ones committed to resolving our issues and obtaining our goal of a strong economy once again.

Enclosed in this issue is a list of the candidates who have been endorsed by the CWA Minnesota State Council and the Minnesota AFL-CIO. These are the candidates we need your help to elect. Please consider these candidates when making your decision who to vote for. **Remember, November 2nd is Election Day. Please Vote!**

Election Timetable

- **Sat Oct 30 2004** Counties & Designated municipalities must be open from 10 am – 3pm
- **Mon Nov 1 2004** Counties & Designated municipalities must be open for absentee voting until 5pm
- **Tues Nov 2 2004** Vote & Same Day General Election Voter Registration

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Election stakes high for unions, managers

Presidential vote affects labor board and rules

SEPTEMBER 27, 2004

BY JOHN GALLAGHER
DETROIT FREE PRESS BUSINESS WRITER

Organized labor is working overtime this fall to defeat President George W. Bush, and one big reason is that Bush's Democratic opponent, Sen. John Kerry, will almost certainly make life easier for unions trying to sign up new members.

That's because Kerry, like any new president, can immediately reshape the National Labor Relations Board, the federal body that regulates labor-management disputes in the United States.

The Bush-appointed Republican majority on the five-member board has handed unions several stinging defeats, including the process of making it easier for unions to sign up members, this year.

All sides agree that a Kerry-appointed board could reverse, or at least moderate, many of those decisions. For unions and management, the stakes are high. "People need to know that when they vote for president, they're also voting for a National Labor Relations Board as well as other federal agencies," said Richard Block, a professor of labor and industrial relations at Michigan State University.

Unions' complaints of political bias rile Robert Battista, a Republican and former Detroit management lawyer named by Bush in 2002 to serve as chairman of the NLRB. He calls the criticism "election-year hyperbole."

"We don't have any agenda," Battista said last week. "The cases come up to us, and we decide them as we get them." But union activists contend that the board is far from neutral.

"They absolutely have an agenda, and it's laughable for them to say they don't," said Stewart Acuff, organizing director for the 13-million member AFL-CIO, the nation's largest labor coalition.

Of course, organized labor has had other complaints about Bush's labor policies. Unions have fought his plan to revamp overtime regulations more to corporations' liking. Union leaders have also criticized his denial of union protections to Homeland Security workers. But the set of recent NLRB rulings have added impetus to their massive effort to elect Kerry.

"It's the largest political effort that the AFL-CIO has had,

ever," Acuff said. Mark Gaffney, president of the Michigan AFL-CIO, added: "We started earlier. We're reaching more people. We're focusing a lot more on swing voters."

Unlike the U.S. Supreme Court, whose members change slowly over decades, the membership of the quasi-judicial NLRB is directly affected by each presidential election.

The board's five members serve for staggered 5-year terms, so any incoming president almost immediately gets to change the composition of the board. Moreover, under board rules, three members belong to the same party as the president, and two are from the party out of power.

The president also gets to appoint the NLRB's general counsel, who heads the board's legal staff and oversees all cases brought before the board. The general counsel enjoys almost absolute discretion about which cases make it to the board for review.

John Raudabaugh, a partner at the Detroit law firm of Butzel

Long and a Republican member of the NLRB from 1990 through 1993, has studied the impact of politics on board rulings. He concedes that party affiliation plays some role but calls complaints of bias "outrageous, false and wrong."

"When a Republican's in the White House, there's a lot of union whining, and when a Democrat is in the White House, there's a lot of management whining, which tells me the system is working exactly as it's supposed to," he said.

Like any government agency or board, the vast majority of the NLRB's work consists of routine cases. Of 228 rulings issued by the board through July 31, Raudabaugh said, only five involved the full board. The rest were handled by smaller panels consisting of three members each.

Moreover, Battista noted, the NLRB has awarded more than \$91 million in back pay this year from companies that have violated workers rights. At the same time, unions win nearly 54 percent of secret-ballot elections in organizing drives the board supervises.

But it's the handful of groundbreaking cases in which the board splits along party lines that generate all the controversy.

continued on page 3...



Greater Minnesota Lakes Area CWA Members

By Chet (Better Chetter) Nettestad, President Local 7219

Here's an update on what is new in the Greater Minnesota Lakes Area. You can say that things are starting to change at 7219. The COPE commitment is at an all time high and we can still go higher with more education to our members and having them involved in the 'hands on' door knocking and phone banking. It is also good to get them to meet the members of Congress for our area.

After reviewing the AFL-CIO voting record, we have part of our area with a 77% voting record for working families and some of the area with a 15% all the way down to 0% record. This gives us the chance to work with the county DFL to get people to help support labor and working families. At the same time, show the GOP side of these counties that Labor is here to work with people that support labor.

On October 3, 2004, I had the chance to meet with people on the Freedom Bus, which was traveling around the state with immigrants on behalf of Labor and Human Rights.

We are busy – We are active – We are involved - We are working to educate the people in our area. Please vote for labor endorsed candidates.

...continued from page 2

Earlier this month, the board denied a group of disabled janitors in Florida the right to organize a union. In the 3-2 decision, the Republican board members ruled that the disabled people, who performed their janitorial work as part of a rehabilitation program, were more patients than employees, and so not eligible for union membership.

The Democrats on the board dissented. They noted that the disabled janitors had the same supervisors, received the same pay and followed the same rules as nondisabled janitors working for the same company who were eligible to join a union.

Last June, in a case involving graduate teaching assistants at Brown University in Rhode Island, the board reversed a 2000 decision by the then-Democrat-controlled NLRB that allowed teaching assistants at New York University to join a union. The Brown ruling was a major setback for the UAW, which hopes to grow by appealing to workers at Brown and elsewhere outside its traditional manufacturing base.

Battista said the pro-union decision in the New York University case upset many years of law. "When I looked at the facts, I concluded that the graduate students were primarily students and not employees in an economic relationship, and that collective bargaining was not suited for that kind of relationship," he said.

But Sheyda Jahanbani, a PhD student who teaches U.S. history to undergraduates at Brown, said the decision deprived her and others of the representation they need. Like teaching assistants across the country, she faced what she believed to be an unrealistic teaching load and other problems. In her first semester, she handled a class of 102 students while earning \$12,800 a year for what was supposed to be part-time work.

In a set of rulings particularly galling to the UAW, the board said in June that it would grant review to cases challenging aspects of the UAW's use of card-check organizing drives. In these cases, involving the Dana Corp. and Metaldyne Corp. plants in Ohio and Pennsylvania, the companies had agreed to recognize the union without the formality of a secret-ballot election if a majority of workers signed union cards. A handful of workers, backed by the Right to Work Legal Defense Foundation, an organization that helps workers challenge such agreements, asked the NLRB to overturn the rulings.

The UAW and other unions favor card-check campaigns because they can shave years off the process of holding an NLRB-sponsored secret-ballot election for employees to vote on whether to join a union.

But opponents of card-check campaigns say workers can be coerced into signing cards, and that only an NLRB-monitored secret-ballot election guarantees a fair choice.

By accepting those cases, the board signaled that it might be willing to curtail card-check campaigns and so-called neutrality agreements between unions and companies in the future. If that happens, the NLRB could be taking away one of unions' most successful organizing tools.

All sides agree that these cases would have been decided differently had Democrats controlled the board. And everyone expects that, should Kerry win, the board may revisit the issues and deliver different rulings.

"Undoubtedly," Raudabaugh said. "This is the very kind of things that concerns all of us, because it does show the public the political underbelly of the institution."

President Bush's Statements in the First Presidential Debate

By Sean McVay, Vice President, CWA Local 7201

Thursday, September 30, 2004... a date that will live in infamy. Why? I'll tell you why. As I sat with my wife, watching the first of three presidential debates, I found myself shouting at the television in an effort to tell the world that George W. Bush was not being truthful.

Thursday evening, on too many occasions to enumerate, President Bush looked into the television camera and misled the voters in this country. He misled them on issues ranging from the war on terror, to the war in Iraq, to his and the Republican Party's characterization of John Kerry as a candidate who "flip-flops" on issues depending upon political winds of change, and more. I believe he misled voters because I know the facts behind the rhetoric Bush and his political allies are eschewing. I know the facts because I took the time to find them. How did I find them? I found them through *The Annenberg Political Fact Check* at the University of Pennsylvania's *Annenberg Political Policy Center*. They have a website at www.FactCheck.org

The Annenberg Political Fact Check is a nonpartisan, nonprofit, 'consumer advocate' for voters that aims to reduce the level of deception and confusion in U.S. politics. They monitor the factual accuracy of what is said by major U.S. political players in the form of TV ads, debates, speeches, interviews, and news releases. Their goal is to apply the best practices of both journalism and scholarship, and to increase public knowledge and understanding. They receive **NO** funding from business corporations, labor unions, political parties, lobbying organizations or individuals.

In other words, they cut through the rhetoric and give fair, non-partisan evaluations of the candidate's statements in ads, speeches and even presidential debates. Below is the site's assessment on President Bush's statements in Thursday's debate, in which they found that:

- President Bush glossed over significant problems with US reconstruction efforts in Iraq when he claimed that the US is "spending money" and that 100,000 Iraqi security forces have been trained.
- Bush also misquoted Kerry, distorting his position on withdrawing troops from Iraq.
- Bush misstated the effects of the war on terror.

The Annenberg Political Fact Check says regarding statements by Bush on Reconstruction and 100,000 trained now, that:

Bush gave a rosy picture of progress in Iraq, glossing over significant problems with reconstruction contracts and training of Iraqi security forces. He said that there will be elections in Iraq in January 2005. He stated **we're spending reconstruction**

money and our alliance is strong. When in fact, the slow pace of spending has become a major problem for U.S. officials. Deputy Secretary of State, Richard Armitage, testified to a House Appropriations subcommittee on September 24 that **only \$1.2 billion** in reconstruction money had actually been spent so far, **out of \$18 billion that was appropriated** December 2004 in 'emergency' funds for Iraq and Afghanistan.

Bush told us that the best way for Iraq to be safe and secure is for Iraqi citizens to be trained to do the job. There are 100,000 troops trained, police, guard, special unites, border patrol. There's going to be 125,000 trained by the end of this year. We're getting the job done. It's hard work.

What **Bush failed to mention** was that many of these trainees have received nothing more than a three-week course in police procedures — what Armitage referred to as 'shake and bake' forces. Only 8,000 of the total are police who have received a full eight-week course of training.

Bush's misquoted Kerry's statement / position about withdrawing troops in six months from Iraq. *Kerry said* — The time line that I've set out — and again, I want to correct the president, because he's misled again this evening on what I've said. **I didn't say I would bring troops out in six months.** I said, if we do the things that I've set out and we are successful, we could begin to draw the troops down in six months.

Other Factual Stumbles that were made:

Bush said that 10 million people had registered to vote in the coming presidential election in Afghanistan, which he called a 'phenomenal statistic'. But that's a disputed figure. **Human Rights Watch** issued a report on September 29, citing **'widespread multiple registration of voters'**. It said the 10 million figure is probably inflated.

Bush said he has increased spending on curbing nuclear proliferation by 'about 35 percent' since he took office. But the Washington Post reported on October 1 that Bush proposed a 13 percent cut in his first budget as President — about \$116 million. Congress has added most of the increases since then, the Post reported.

I could go on and on about the way Bush twisted the truth and tried to portray John Kerry's positions on the United States involvement in the war in Iraq. John Kerry responded to those false characterizations and gave the American public his stance using his own words! If you would like to explore further the misleading statements made by Bush and his administration, go to the website at www.FactCheck.org.

We need a strong America and someone who will be a leader. I believe that to be John Kerry.

President Bahr Visits Minnesota

By Jim Meyer – CWA MN Political Coordinator

The CWA Minnesota State Council held its fall Minnesota /North Dakota State Meeting at the Holiday Inn North Hotel in Arden Hills. Because this is a Presidential Election Year (like you didn't know that from the hundreds of TV Ads and Phone calls to your home), our state meeting had a completely different agenda and tone from meetings in the past.

The goal of this meeting was to motivate and inform local officers from all branches of CWA in Minnesota and North Dakota for the final push to November 2nd. The morning session of our meeting was the motivational part.

We brought in State Reps Frank Hornstein & Keith Ellison from Minneapolis to talk about not only the importance of winning back the Minnesota State House and how it affects labor, but also the importance of electing John Kerry. They were followed by Minnesota DFL Chair Mike Erlandson. He thanked labor for all the hard work and support this year and accepted a check from CWA Cope for \$4,000 for Minneapolis Congressman Martin Sabo.



Ken Martin, Minnesota Director for the Kerry/Edwards campaign, gave us a rundown of how the campaign is going and answered questions from attendees. Patty Wetterling, child advocate and founder of the Jacob Wetterling Foundation, spoke to the audience on why she is the best candidate for the 6th Congressional District. She promised, if elected, that

she would not only work hard for working families, but help overturn policies President Bush has enacted, such as the loss of overtime pay for many employees.



District 7 Vice President John Thompson attended the conference. This will be his last official visit to Minnesota before he retires in February 2005. He expressed his appreciation for the intense effort made by Minnesota and North Dakota leaders and members in this year's election. He emphasized the need for the Kerry-Edwards team to be victorious in November 2004, for the good of our members and unions in general.

Rounding out the morning was an inspirational speech from President Bahr. He explained that with John Kerry in the White House we would once again have a voice with such organizations like the National Labor Relations Board and the Department of Labor. He emphasized that our work is not done until we get John Kerry Elected.

We ended the day with a member-to-member door knock for John Kerry in the Blaine area of the Twin Cities. We had 61 members and officers door knocking on a cold, rainy day. According to the Minnesota AFL-CIO, this was the largest door knock in Minnesota this year by a single union. Even though the weather was bad, everyone was in good spirits to go out and do the work that must be done to get **Senator John Kerry** elected on November 2nd.

Time Off For Voting

Under Minnesota State Law you are entitled to take time off from work to cast your ballot...

204C.04 Employees Time Off to Vote:

Every employee who is eligible to vote at a State General Election or at an election to fill a vacancy in the office of a United States Senator or United States Representative has the right to be absent from work for the purpose of voting during the morning of election day, without penalty or deduction from salary or wages because of the absence. An employer who refuses, abridges or interferes with the right shall be subject to the penalty provisions of Section 210A.141.

While the Law is clear as to your right to take time off from work without loss of pay, we urge our members to make every effort to vote during non-working hours. But, if there is any possibility that you will not be able to do so, we urge that you take full advantage of the law.

Do not abuse the Law: Vote as quickly as possible and return to work. If you are going to take time off from work, we advise you to notify your employer in advance.

CWA Contacting Members

By Dawn Schnickels-Johnson, Treasurer Local 7200, Minneapolis, MN

Communications Workers of America across the country has been reaching out to our members regarding this election. This election is proving to be the most *critical election* to have ever hit working families in our history. There has also been the face-to-face contact being made between union members and union member households one on one.

I have been working beside my union sisters and brother in CWA and many other unions, because I know what is at stake. Most of our local union members and other union members have been courteous, receptive and even thankful that we are making an effort to get the message out; whether it is over the phone, at their work locations or at their front door.

Why do we feel this is so critical? There are so many 30-second commercials on the candidates that simply line the pockets of the television and radio stations, without enough substance to show the extreme differences between Kerry and Bush. What is missing is the impact that Bush has already had in devastating the working families in this country and all too many people because of lack of information, seem to miss what is rolling over them with great force and speed. This is why the leaders in the labor movement have taken on this task of taking the message to our members.

As I talked to many union members, it was amazing the information and the legislative measures that they have naively and innocently missed. Could it be that the data was hid on page 10 in the middle of advertisements or wasn't interesting enough for the news program?

The Executive Order signed by Bush, not through the normal legislative channels regarding overtime, is so very close for some of our members; that four more years of Bush will probably show up in some form at the next bargaining tables when our contracts are up. The Bush Administration tries to gloss it over saying that employers could offer 'comp time' instead of the overtime. Gee Whiz — we can't even get our paid time off half the time, nonetheless to allow them force you to take comp time! Unions fought a hard battle to get a 40-hour work week and overtime when you exceeded 8 hours in a day or the 40 hours! A giant step backwards!

Another Executive Order signed by Bush repealed the repetitive motion injury rule. Just think of the impact that has on workers. This study went back years before his father was in office. (www.cnn.com 3/20/01) **Kerry** voted to preserve the workplace repetitive motion injury standard that could have protected 8 million repetitive stress injuries per year. (S.J. Res 6, R.C. 15, 3/26/01)

Bush and his administration destroyed the bargaining rights of more than 230,000 federal workers in the Homeland Security Department, the Transportation Security

Administration and other federal agencies. He has announced plans to privatize 850,000 federal jobs in other departments. And if that is not enough, proposes to destroy postal workers' bargaining rights. (USA Today 11/14/02, President's Commission on the U.S. Postal Service, 7/31/03) Could the next group of employees be Telecommunications Workers?

Kerry will offer us a President and an Administration who will appoint people to the National Labor Relations Board who will be objective and respect the union's point of view, as opposed to a board that is stacked with Business people who are unsympathetic towards workers and rarely rule in our favor in an arbitration case! Who would you want to have hear a grievance you need resolved?

Kerry supported collective bargaining and civil service protection for workers in the Homeland Security Department by voting against Bush's proposal to take away their rights. (H.R. 5005, R.C. 226, 9/26/02)

Kerry voted for the Family and Medical Leave Act (FMLA) in 1993 and he supported the Expansion Act introduced in 2003. Bush, on the other hand, made it harder for families to exercise their rights under FMLA, by denying states the right to use surplus unemployment funds to provide income for parental leave.

If you think that we are bashing Bush, I think you need to turn that around. Bush is bashing working people and he does it with that ridiculous smirk on his face! We cannot afford to have him slice and dice us for another four years! We cannot sit back and let that steamroller go over us and then wonder how did this happen!

Read your newsletters and fact sheets from our union. If you have the internet, go on line to the AFL-CIO link, the CWA link, the Working Families link and the candidates links; see for yourself what they stand for. Don't accept the 30-second ads or the one minute coverage of a candidate be your total source of information! Look at the broad picture and ask how will this impact my family, my pension, my medical benefits and prescriptions, my up-coming contract negotiations, my wages and overtime, my 401K, my savings, social security and your families' education expenses? Then ask yourself — who has your best overall interest in mind. The answer that we keep seeing is the **Kerry — Edwards team**.

We need Kerry as President and other labor endorsed candidates in Congress elected to these offices. This will open doors that have been slammed shut the past four years, and allow communication within the federal and state branches of government. It will put officials in place who have respect and acknowledge the value of unions and the working people across this country. **VOTE — November 2, 2004!**

Is This Any Way to Treat Our Veterans?

America's veterans defended our nation with their lives. Now they face attacks at home.

America depends upon those who serve in the military, but now veterans not only are facing the loss of their overtime pay protections but also their basic health care, housing, disability benefits and more are under fire.

Veterans would suffer in Bush's plan to eliminate overtime pay protections for some 8 million workers. The proposal would allow employers to consider the training veterans received while in the military as a basis for classifying them as professionals who are not eligible for overtime pay.

Every year since taking office, the Bush administration has proposed increasing the cost of health care for veterans. The president's 2005 budget raises health care costs for more than 1 million veterans, increasing prescription drug co-payments and imposing new health insurance enrollment fees that will cost veterans more than \$2 billion over five years. According to the administration's own figures, these actions will drive some 200,000 veterans out of the system and discourage another 1 million veterans from even enrolling.

The Bush administration also is proposing to cut the number of Veterans Administration (VA) home loans for veterans by 50,000 and deny loans to veterans who have taken them in the past.

In addition to taking away affordable drugs and housing from veterans, the Bush administration is proposing to cut \$50 million from the VA's medical and prosthetic research, just as many of our troops in Iraq and Afghanistan are coming home with injuries that require prostheses.

This administration is also making it harder for veterans to get their disability, education, pension, housing and employment benefits. The president's 2005 budget slashes funding for the more than 800 employees critically needed to process disability and other benefit claims. Today, more than 600,000 veterans are awaiting decisions on their claims for compensation and pension benefits or appeals. One of every six—more than 100,000 veterans—have been waiting six months or more for decisions.

Veterans take another slam from the Bush administration's plans to take away civilian workers' bargaining rights and enable Defense Department officials to decide who is eligible to join a union and which issues a union can negotiate. The plan would allow the Pentagon to lay off workers without giving preference to veterans, according to GovExec.com.

Take action now. Call Congress toll free at 1-877-331-1223 and demand lawmakers reject the president's proposals to take rights and jobs from veterans. Urge them to pass legislation restoring funds for veterans' benefits and affirming veterans' right to full union representation.

Cope Contributions

By Casey Cusick, E-VP Local 7214, Duluth, MN

It seems as though someone asks daily: What is COPE or how is the COPE fund spent? These are both very good questions and every member should know what this fund is used for, after all it is your money!

Cope is short for "**Committee on Political Education**". It is a fund authorized to make political contributions to candidates for federal, state & local offices, as well for education on political issues of public importance. The money supports such activities as informational mailings and workplace flyers, voter registration drives, member-to-member door knocks, phone banks, and support pro-worker candidates and issues at the local, state, and federal level. It is designed to educate our members on those issues and support candidates that will most often pursue what is best for our rank and file members.

Virtually everyday the United States Congress and each of the state legislatures across the country make decisions that affect us all. Each of us have our own 'hot button' issues, however I think we can all agree that - **the out-sourcing of telecommunication jobs, rising healthcare costs, quality schools, and retirement security** are some of the major issues that working CWA families are currently dealing with. The COPE fund is designed to give aid to candidates that have or will vote in favor of working family legislation.

The 2004 election and its outcome will have great impact on working families. For those of you that currently don't contribute, please consider and for those that already do, please consider an increase.

Tax Cuts for Millionaires –OR– Education, Health Care and Security?

Over the past three years two huge tax cuts have decimated our budget, putting more money into the pockets of the nation's wealthiest while simultaneously taking tax dollars away from our schools, health care programs and national security. If these tax cuts become permanent, middle- and low- income taxpayers will bear the brunt of the \$2.2 trillion cost in the form of reduced services or higher taxes.

Under the new tax laws:

- Families earning an average of **\$938,000** receive an average tax break of **\$51,627**, while workers making **\$35,000** receive an average tax break of **\$827**.
- Corporate taxes at their lowest levels since the 1930's — **corporations have been given \$177 billion in tax breaks, plus offshore tax shelters to avoid taxation.**
- **Fifty billion dollars of revenue lost** each year due to widening loopholes and massive corporate tax breaks.
- **The tax burden shifts** away from millionaires and **onto families making less than \$75,000 a year. New proposals, including making the tax cut permanent would:**



*The CWA Proudly Supports
Patty Wetterling!!*

Hope for Our Future



AFL-CIO Endorsed

Fighting for:

- Good Jobs at **Home**
- Affordable Healthcare
- Investing in Education
- Protecting workers rights

- Provide the top one percent of Americans with 50 percent of the benefits.
- Give an average **\$144,000 tax break to Millionaires.**
- **Cost the United States \$20 billion in revenue** just to give money back to two percent of wealthy Americans who currently pay an estate tax.
- Force **average taxpayers to pay a greater share** of their own income for public services that the wealthy use, too.

Which is more important—tax cuts for the wealthy or investments in our future?

Tax cuts for the wealthy or our schools?

- The No Child Left Behind Act is an under-funded mandate — under-funded by \$9 billion.

Tax cuts for the wealthy or health care?

- Two in five children without health insurance.
- Proposed cuts to the state children's health insurance program that are so deep that nine states will simply run out of SCHIP funds.
- \$41 billion in lost revenue from an unpopular Medicare law that provides tax shelters for wealthy and healthy Americans, while doing virtually nothing to help the uninsured.
- A budget that falls \$2.6 billion short of what experts agree is needed to fully meet the medical needs of America's veterans.

Tax cuts for the wealthy or economic security?

- More than 2.5 million promised jobs nowhere to be found.
- Longest sustained job slump since the great depression.
- New jobs that pay less and offer fewer benefits: industries experiencing job loss insure 68 percent of their workers, while only 55 percent of workers in industries with job growth are covered.
- Devastated state economies: \$110 billion in reduced revenue, and only \$20 billion in fiscal relief.

Tax cuts for the wealthy or national security?

- Two-thirds of all fire-departments understaffed.
- Proposed 30 percent cut in funding for first responders.
- Budget cuts to programs that research and support alternative forms of energy so America can be less dependent on foreign oil.

www.usaction.org

Kerry-Edwards Team Stands Up For Sportsmen

John Kerry, the Labor Endorsed and Democratic Presidential nominee, has a long history as a hunter and angler who is committed to assuring that the interests of sportsmen are protected.

John Kerry and John Edwards have always supported the Second Amendment right of law-abiding American citizens to keep and bear arms, including semi-automatic firearms used by hunters and sportsmen across this country. If elected, they will continue to do so.

Equally important, the Kerry-Edwards team — unlike Bush and Cheney — understand the importance of preserving and protecting the places where average Americans hunt and fish.

A Kerry-Edwards administration will open millions of new acres of land to public hunting and fishing by providing better funding for state walk-in access programs. They support a \$50 million investment to strengthen walk-in access programs and will encourage states without them to establish them.



As a life-long hunter and fisherman, John Kerry is dedicated to conserving fish and wildlife and passing along the American hunting and fishing heritage to the next generation.

John Kerry and John Edwards also support an increased investment for federal and state fish and wildlife programs and for public land conservation. They will boost tax incentives on donations of private lands for conservation.

Under a Kerry-Edwards administration, the federal land management agencies will take seriously the multiple use mandates and ensure that fish and wildlife resources are not sacrificed to greed and irresponsible economic development. Lands that are better used for hunting, fishing, camping will be set aside and protected.

Hunters and anglers strongly oppose the Bush administration's policies on wetlands, public lands, energy development and mercury pollution. Bush's exemptions to the Clean Water Act and the Safe Drinking Water Act for the oil, natural gas and utility industries have had devastating impacts on hunting lands and lakes throughout Minnesota and Wisconsin.

All Household Members Need to Vote

By Jim Meyer – CWA MN Political Coordinator

I know every election you hear the same old story, "This is the most important election in our history!" Well here it goes again. "This is the most important election in our history!"

Working Families and Labor have more at stake than ever. Should President Bush get re-elected for 4 more years, as a lame duck president, he will continue to push pro-business, anti-working family legislation that can hurt your family's pocketbook and your quality of life. That's why we must talk to all voter eligible members in your household to not only vote, but to vote for Senator John Kerry!

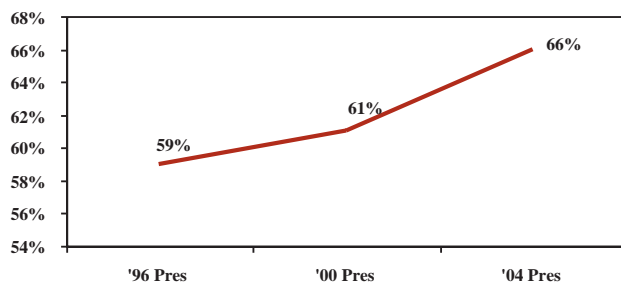
As Florida showed in the 2000 Presidential Election, every vote counts. In 2000, 61% of our members voted for the Labor friendly candidate, Al Gore. For us to be successful in 2004, we need to convince 5% more of our members, 66%, to vote for John Kerry, if we are to have an impact on this election. The reason we need to increase our

members to vote for John Kerry by 5%, is the number of union members in the US has dropped since 2000 due to such issues as jobs being outsourced in the US and overseas, and job elimination due to corporate scandals.

But having our members vote for Labor Friendly candidates such as John Kerry is not enough to remove President Bush, we need you to talk to the members in your household and explain what's at stake. Please take the time to talk with them about how they plan to vote and feel free to provide them with any information we have given you, including this newsletter, to help better educate them on how this Presidential Election can effect them and everyone in the household. If they need additional information, have them go to the AFL-CIO website at www.aflcio.org and click on "Working Families Vote". This will hopefully educate them on why it is so important for Working Families to vote for John Kerry.

Just remember, your vote and the vote of members of your family do count! Please make sure everyone votes on November 2nd.

2004 Performance Must Improve by 5%



2004 CWA ENDORSED CANDIDATES

President - John Kerry / John Edwards

Congressional District	Endorsed Candidate				
1	Leigh Pomeroy	13B	Al Juhnke	30B	Andrew Welti
2	Teresa Daly	14A	Kent Nelson	31A	Gene Pelowski
3	Deborah Watts	14B	Larry Hosch	31B	Peggy Hanson
4	Betty McCollum	15A	Anne Nolan	32B	John Olson
5	Martin Olav Sabo	15B	Joe Opatz	33A	Steve Smith
6	Patty Wetterling	16A	Gail Kulick Jackson	33B	Carol Eastlund
7	Collin Peterson	16B	James Huhtala	34A	Richard Stolz
8	Jim Oberstar	17A	Patricia Sundberg	34B	Sue Sperling
		17B	Jeremy Kalin	35A	John Sheehan
		18A	Kevin Johnson	35B	Ashley Sierra
		18B	David Detert	36A	Mark Solomon
		19A	Geoff Tenney	37A	Shelley Madore
		19B	Lori Schmidt	37B	Lax Sundae
		20A	Aaron Peterson	38A	Christine Harbron
		20B	Lyle Koenen	38B	Jim Carlson
		21A	Pat Mellenthin	39A	Rick Hansen
		21B	Joe Eckstein	39B	Joe Atkins
		22A	Kathryn Ness	40A	Will Morgan
		22B	Richard Peterson	40B	Ann Lenczewski
		23A	Ruth Johnson	42A	Maria Ruud
		23B	John Dorn	42B	Carol Bomben
		24A	John D. Gibeau	43B	John Benson
		24B	Terry Clodfelter	44A	Steve Simon
		25A	Bruce Bjork	44B	Ron Latz
		25B	David Bly	45A	Sandra Peterson
		26A	Kathy Muellerleile	45B	Lyndon Carlson
		26B	Patti Fritz	46A	Michael Nelson
		27A	Jerald R. Kaphers	46B	Debra Hilstrom
		27B	Jeanne Poppe	47A	Denise Dittrich
		28A	Sandra Wollschlager	47B	Melissa Hortman
		28B	Scott Metcalf	48A	Mike Starr
		29A	Spencer Stevens	49A	Jim Pithan
		29B	Kim Norton	50A	Barb Goodwin
		30A	Tina Liebling	50B	Geri Evans
				51A	Kendra Brodin
				51B	Connie Bernardy
				52A	Rob Rapheal
				52B	Rebecca Otto
				53A	Paul Gardner
				53B	Emily Waymire
				54A	Mindy Greiling
				54B	Bev Scalze
				55B	Nora Slawik
				56A	Marc Kimball
				56B	Len Price
				57A	Katie Sieben
				57B	Jed Iverson
				58B	Keith Ellison
				59A	Diane Loeffler
				59B	Phyllis Kahn
				60A	Margaret Anderson-Kelliher
				60B	Frank Hornstein
				61A	Karen Clark
				61B	Neva Walker
				62A	Jim Davnie
				62B	Jean Wagenius
				63A	Paul Thissen
				63B	Dan Larson
				64A	Matt Entenza
				64B	Michael Paymar
				65A	Cy Thao
				65B	Carlos Mariani
				66A	John Lesch
				66B	Alice Hausman
				67A	Tim Mahoney
				67B	Sheldon Johnson

TAKE THIS TO THE POLLS WITH YOU!!

THE BUSH-CHENEY RECORD

Decisions that Hurt Middle Class and Working Families

- Loss of 1.6 million private sector jobs. The only President in 72 years to lose jobs.
- A decline in median family income by \$1,535 at the same time that costs climb for healthcare (up 50%), college (up 35%) and gasoline (up 30%).
- Increase in healthcare premiums of \$2,630 per family. Five million more Americans without health insurance. Four million more Americans in poverty.
- Highest federal deficit in history (\$422 billion) while supporting tax breaks for the wealthiest Americans.

Less Secure, Less Respected in the World

- A go-it-alone invasion of Iraq that cost America \$200 billion and weakened the war on terror by diverting forces from destroying the terrorists in Afghanistan.
- Rushing to war in Iraq based on faulty intelligence, a fateful miscalculation of the war's consequences and without a plan to win the peace.
- Inadequate funding for homeland security at seaports, rail-ways and chemical plants and for police and firefighters.

THE KERRY-EDWARDS PLAN

- Create more jobs by providing tax incentives for companies that add jobs in the U.S. Abolish tax breaks for shipping jobs overseas.
- Increase family incomes by: reducing healthcare premiums by up to \$1,000; providing new tax credits for healthcare, childcare and college. Increase the minimum wage. Ensure more people can receive overtime pay.
- More choices in health insurance plans. Healthcare coverage for more Americans – including all children. Lower-cost prescription drugs. Expand stem cell research.
- Reduce the federal deficit by 50% by restoring fiscal discipline and closing corporate tax loopholes.

Respected in the World and Safer at Home

- A more effective war on terror, through a new era of stronger alliances.
- Win the war on terror by strengthening the military and implementing the 9/11 Commission recommendations for stronger intelligence gathering and law enforcement.
- Deploy America's entire arsenal – military power, diplomacy, intelligence, economic power and the force of our values – to keep America secure.

Ramblings in the Mind of a Country Boy

By Dave Clement – President CWA Local 7212

As I think about the coming election, I can't help but wonder if people really think about the candidates stand on the issues and what affect that has on each of us. One of the main themes that I hear is that I don't want anyone to raise my taxes. If you only listen to the rhetoric you can be tricked into thinking that the present administration is the best route for you. If you look at the big picture and stop and ask yourself, "**Who** is going to pay off the huge deficit that this administration has run up?" The answer is really quite simple; you and I, our children and grandchildren are going to have to pay that debt off someday. To pay off that debt will require a tax increase on all of us. So I like to refer to the Bush deficit as what it really is, the **huge Bush Tax increases**.

Another statement I hear, is that Senator Kerry changes his position on issues. If you took the time to look up any house or senate member at the national level, you would find that all of them vote on both sides of many issues. The reason is simple, as bills are amended or changed in a conference committee, the effect on Americans changes so any representative will change their vote from aye to nay or vice-versa because the content of the bill has changed. That is just the nature of the beast, it's the way our system of democracy works. The fact that someone changes positions as the bill changes just means to me that at least that representative is paying attention to what is happening with the legislation.

Something else I hear often, is the Dan Rather incident. Yes, someone did bamboozle CBS into believing that the documents they obtained were real. It turns out they were not, but the bigger issue is hidden behind all the smoke screen about the documents. That issue is, *did* G W Bush fulfill his

military duty? I find it quite revealing that the President cannot or will not bring forth anyone who will verify his attendance at his National Guard assignments. If there were any such people, they would have been produced before now. All the administration will say is, "He received an honorable discharge" which proves nothing. Some say, that was a long time ago, but is a man who shirked his duty by using political connections, really qualified to be commander in chief? Then they want to lambaste CBS for making an error and for being "pro Kerry". Why does no one look at the FOX news network? FOX is the most biased network on the air, all pro conservative, pro republican and anti Democrat yet no one seems to notice or at least bring it to the attention of the American viewing public.

I talk to people about the changes in the Overtime Rules put into effect by the Bush administration. Many folks say, "That doesn't affect me, our contract provides for overtime." My question to them is, what do you think the company will propose next round of bargaining? Maybe a clause, changing some folks' title so they fit under the No Overtime rules and exclusion of those folks from the overtime provisions of the contract. The fact is that any law or ruling that affects any worker in this country makes it that much harder to bargain our contracts in the future. So please don't tell me that, "It does not affect me."

And for those of you who think you are irreplaceable, please take the 3-step water test. It goes like this. **Step One:** Fill a five-gallon bucket with water. **Step Two:** Put your arm in the water all the way to the elbow. **Step Three:** quickly pull you arm out. The results of the test: The hole left behind, is the amount you will be missed after you are gone.



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2nd Congressional District

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CWA Cites Offshoring as AT&T Cuts 450 CWA Jobs

SEPTEMBER 20, 2004

AT&T continues to show its disregard for workers and customers by cutting jobs and closing customer service centers, said Ralph Maly, CWA vice president for communications and technologies.

The company's announcement on Sept. 13 that it was closing the customer service center in Charleston, W. Va., eliminating nearly 300 jobs, came just a year after company shut down its operator center, putting 100 people out of work, said CWA Representative Elaine Harris.

AT&T also announced it was cutting 130 jobs in Fairhaven, Mass., and closing centers in Hawaii and Puerto Rico, affecting more than 50 jobs in each location.

CWA President Morton Bahr thanked Senators Robert Byrd and Jay Rockefeller for speaking out against the West Virginia closing. He reminded the senators that "two years ago, AT&T put our members in Charleston in a head-to-head competition with a call center in Bangalore, India. It is no surprise that we could not compete when measured against the total cost of doing business in India as against Charleston." AT&T has since opened another call center in Nederland, India, he told the senators.



AT&T's announcement in July that it was abandoning the residential consumer market was another in a long line of missteps the company has made, Maly said.

Democratic presidential candidate John Kerry pointed out that because of Bush administration policies, "too many workers are still getting pink slips, like the workers at the AT&T customer service center in Charleston." Bush has chosen "to embrace outsourcing instead of closing tax loopholes that encourage companies to move jobs out of America."

In Charleston, Democratic vice presidential candidate John Edwards met with Gail Parker and Doug Harris, members of CWA Local 2001, just after the shutdown was announced, along with other area workers who have lost their jobs. This week alone, another 1,600 jobs in the region have been eliminated, Harris said.

Edwards again outlined the Democratic team's plan to keep good jobs in the U.S., by ending tax breaks for companies that send jobs offshore, encouraging investment in U.S. communities through tax incentives and providing better assistance to workers who've lost their jobs because of offshoring.

A Tax Cut for the Rich = A Pay Cut for Working Class

By Jerry Finn – President CWA Local 7203

The richest **one half of one percent** of the population has received an average tax cut of **\$78,000 per year!** How many people even make that much money in a year? A working family (husband and wife) would together have to gross over \$130,000 per year to net the \$78,000 per year tax cut the rich received. President Bush convinced Congress of these tax cuts by giving working families a tax break of \$300 to \$400 per year.

President Bush's war in Iraq could have been financed completely for the first nine (9) months by the tax cut given to the rich one half of the one percent of the population! What's more upsetting is the United States has had to borrow billions of dollars to finance this war. This money has to come from banks. With the government borrowing more money this increases demand for borrowed dollars – ultimately driving up interest rates – for everybody.

The Federal government also has to pay interest on all of the money they borrow. Interest gets paid first – and what's left, goes for services that government provides. It's not hard to see that the more interest you pay – the less money there is for education, roads, projects, etc. for the average citizen. Now the average citizen has to pay more out of their own pockets to receive the same level of services as before. It won't be long and the government will have to raise taxes for the working class so the government can pay the ever increasing interest bill. Interest rates affect everybody – which equates to more interest payments for consumers – which equates to less money to spend on things consumers need.

Soooo, who do you suppose would have about \$80,000 a year to put into Certificate of Deposits (CD's) or purchase government bonds at a very nice interest rate??? Certainly not middle class working people. John Kerry supports tax cuts for the middle class, **not** the upper one percent.

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and

Minnesota Values

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U.S. CONGRESS* EIGHTH DISTRICT MINNESOTA

United States Continues to Lose Jobs to Outsourcing

By Doug Williams, Staff Rep CWA - IUE

The United States has lost 2.9 million private-sector jobs between March 2001 and November 2003, and 2.8 million in manufacturing alone since January 2001. Manufacturing employment in the United States fell to 14.5 million in December 2003, its lowest level in 45 years, according to the U.S. Bureau of Labor Statistics. In Minnesota, we have lost over 50,000 good manufacturing jobs in the past three years.

Manufacturing jobs that paid well and provided good benefits helped create the American middle class. Now those jobs are in danger as more companies are moving operations overseas in search of cheap labor. Companies are encouraged to move through passage of trade deals such as the North American Free Trade Agreement (NAFTA) and tax policies that make it more profitable to transfer jobs to foreign countries. The nonprofit Economic Policy Institute reports that since NAFTA was launched 10 years ago, U.S. workers have lost nearly 900,000 jobs, with manufacturing accounting for 80 percent of the jobs lost.

Outsourcing is no longer confined to manufacturing. At least 750,000 high tech jobs has disappeared overseas just between 2002 and 2003. It's difficult to give precise numbers because the government refuses to even track how many of our jobs are being sent overseas. The University of California is projecting that we could see at least another 14 millions jobs leave if current policies don't change.

The new jobs available—mostly low-wage, service-sector jobs—pay far less than the manufacturing jobs we have lost. In fact, the top three job-creating sectors in October 2003—retail, temporary help service firms and food and drinking establishments—pay wages that are 30 percent to 57 percent below the \$521 national weekly average for all industries, according to the outplacement firm Challenger, Gray & Christmas.

When he was campaigning for his millionaire tax cuts, President George W. Bush promised the tax bill would help create millions of jobs by 2005. Instead, the nation is not only losing jobs, but the Bush administration is pushing policies that will hurt the manufacturing industry even more.

First, the White House is supporting a corporate tax package, H.R. 2896, which includes \$60 billion in tax breaks to companies that move overseas. At the same time, Bush is negotiating two trade deals—the Free Trade Area of the Americas (FTAA) and the Central American Free Trade Agreement (CAFTA)—that will expand the job loss caused by the NAFTA to 34 countries in Central and South Americas and the Caribbean. Like NAFTA, they will encourage U.S. companies to move overseas to escape fair wages and workers' rights laws.

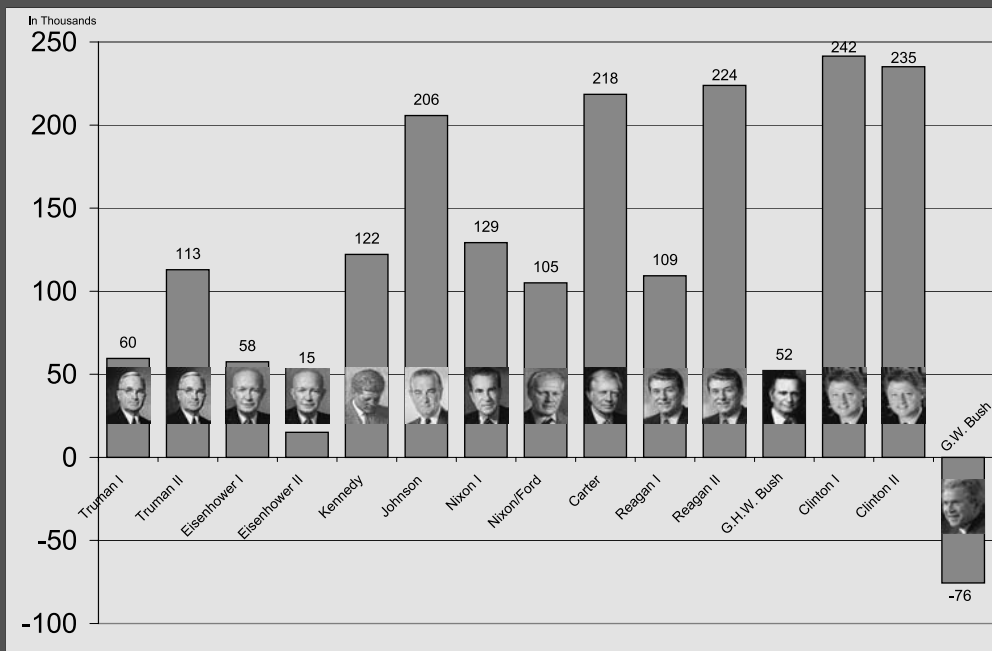
The president of the U.S. Chamber of Commerce — a staunch Bush supporter — recently said people affected by offshoring should “stop whining” and called for even more jobs to be sent overseas.

That is echoed by one of the Bush Administration's top economists, George Mankiew, who is quoted as saying that outsourcing is a “good thing.” The Bush administration also opposes proposals to end tax breaks for companies that shift jobs overseas, calling them ‘stupid’.

We have the ability to change the destructive jobs policies being pursued by George Bush. It requires each of us registering to vote, registering family members and friends, and then making sure we all follow through on November 2nd. Protect your family. Protect your community. Put Minnesota first. **Vote on November 2, 2004!**

AMERICA NEEDS JOBS—NOT TAX CUTS

Average monthly change in employment during each presidency for the past 58 years



Produced by the Minority Staff of the House Appropriations Committee
Updated by the AFL-CIO

Look at the facts. Decide for yourself.



John Kerry

- ✓ John Kerry plans to create 10 million new jobs in his first four years as president. His energy policy alone will create some 500,000 good jobs. (*Associated Press, 3/25/04*)
- ✓ John Kerry supports workers' right to overtime pay and co-sponsored legislation to stop Bush administration efforts to take overtime pay away from millions of U.S. workers. (*AFL-CIO questionnaire, 2003; S. Amdt. 1580, 2003*)
- ✓ John Kerry will reform the federal unemployment insurance program to cover more workers and provide sufficient benefits and job training.

- ✓ Will provide a health care plan that covers every child in the United States by providing aid to states to automatically enroll every eligible school child in the State Children's Health Insurance Program (SCHIP) and by expanding eligibility for Medicaid health coverage.
- ✓ Will extend affordable health care coverage to 95 percent of Americans so they get the same health coverage as members of Congress. Kerry's plan will lower private health insurance costs and expand the number of people with health insurance. (*Reuters Health, 5/16/03; "The Impact of Sen. John Kerry's Health Care Proposal on Health Care Costs," Kenneth Thorpe, June 2004*)
- ✓ Supports a strong patients' bill of rights that allows patients to visit the specialists they need, choose their own doctors and holds HMOs accountable when they make mistakes that hurt patients. (*S. 1052, R.C. 220, 6/29/01*)

- ✓ Kerry supports tax breaks for the middle class. He proposes new health care and college tuition tax credits for working families funded by rolling back Bush's tax cuts for the nation's wealthiest 1 percent.
- ✓ John Kerry will fully fund Head Start, create a new National Education Trust Fund, expand health care coverage and fully fund federal affordable housing programs.
- ✓ John Kerry will cut the federal deficit in half in four years by rolling back tax cuts for the wealthiest, ending corporate welfare and restoring fiscal discipline.
- ✓ Will meet America's domestic priorities such as rebuilding the nation's schools and highways and providing health care for families and education for their children.
- ✓ Will help states end their fiscal crises by investing \$25 billion a year in vital programs such as education, public safety and health services, creating jobs and strengthening services to working families.

- ✓ Supports full funding for the No Child Left Behind Act, a federal law intended to ensure students meet high academic standards and teachers meet high professional standards.
- ✓ Supports funding the modernization and repair of crumbling schools with federal dollars—some 14 million children attend substandard schools in need of major repair and renovation. (*AFL-CIO questionnaire, 2003*)
- ✓ Will help make college affordable for everyone with a new College Opportunity Tax Credit. (*University Wire, 4/14/04*)



George W. Bush

- ✗ President Bush's economic policies and tax cuts for the rich cost the nation 1.7 million private-sector jobs and 2.7 million manufacturing jobs. Bush will be the first president since the Great Depression to end his term with fewer jobs than when he started. (*Bureau of Labor Statistics; Economy.com, July 2004*)
- ✗ The Bush administration issued new rules that could take the right to overtime pay away from more than 6 million workers. (*Federal Register, Vol. 79, 4/23/04; www.epinet.org*)
- ✗ Bush's fiscal year 2005 budget for job training and employment programs is \$1 billion less than 2001 levels, despite massive job loss. (*Bush administration fiscal year 2005 budget; Bureau of Labor Statistics*)

- ✗ Proposed a 30 percent cut in funds for children's hospitals in his 2004 budget and in 2001 proposed slashing \$11 billion from the State Children's Health Insurance Program. (*Bush 2004 budget; Center on Budget and Policy Priorities*)
- ✗ By proposing individuals pay the first \$1,000 of annual health care costs, Bush's proposal will make health care more expensive for working families, and his plan will not stop health care costs from rising. (*"Federal Costs and Newly Insured Under President Bush's Health Insurance Proposal," Kenneth Thorpe, 5/5/04*)
- ✗ Opposes a strong patients' bill of rights. When HMOs sought to overturn state laws that hold HMOs accountable, the Bush administration supported the HMOs when the case went to the U.S. Supreme Court. (*The New York Times, 3/22/02; The Washington Post, 6/18/04*)

- ✗ His 2001–2003 tax cuts benefit mostly the wealthiest—over the next 10 years, 50 percent of the tax cuts will go to those making more than \$1 million, the nation's richest 1 percent. (*Citizens for Tax Justice, 1/8/03*)
- ✗ Bush plans to cut funding for education, the Homeland Security Department, Head Start, nutrition programs for women, infants and children and home ownership, job training, medical research and science programs in fiscal year 2006. (*The Washington Post, 5/27/04*)
- ✗ Bush's tax cuts for the wealthy and economic policies have contributed to the largest federal budget deficit in the nation's history, even though Bush inherited a more than \$230 billion budget surplus when he took office in 2001. (*Center on Budget and Policy Priorities, 2/1/04*)
- ✗ Is spending billions to rebuild Iraq's roads and schools while neglecting America's domestic priorities. (*S. 1689 and H.R. 3289*)
- ✗ President Bush's economic policies, budget choices and massive tax cuts for the wealthy have fueled the worst state fiscal crises since World War II. Many states and cities have been forced to slash services, close offices and lay off workers. (*Center on Budget and Policy Priorities; National Conference of State Legislatures*)

- ✗ Shortchanged education in his federal budgets and refused to fully fund the No Child Left Behind Act, falling short by \$33.2 billion over four years. (*President's fiscal year 2002–2005 budgets*)
- ✗ Opposes using federal funds to modernize and repair the crumbling, substandard schools some 14 million children attend. (*Scrrips Howard News Service, 4/24/00*)

✓ He will seek legislation to revamp the flawed Medicare prescription drug law President George W. Bush signed last year. Kerry wants to encourage companies to maintain retiree health care, allow the federal government to negotiate lower drug prices and forbid forcing seniors into private HMOs.

(Associated Press, 3/9/04)

✓ Supports legislation enabling American consumers to buy prescription medication from Canada, where prices are between 33 percent and 80 percent lower than in the United States. *(www.johnkerry.com)*

✓ Supports protecting the retirement pensions of America's workers by strengthening and enforcing rules to guard pension funds from raids by unscrupulous employers and creating new protections for pension funds invested in the mutual fund market. *(www.johnkerry.com; The Union Leader, 1/7/04)*

✓ Supports strengthening Social Security and opposes any privatization plan to hand over Social Security funds to Wall Street firms. *(Des Moines Register, 8/14/03)*

✓ Co-sponsored the Employee Free Choice Act, which would allow workers to freely choose whether to join a union—free of management intimidation and harassment—by signing cards authorizing union representation. *(S. 1925, 2003)*

✓ Supported collective bargaining and civil service protections for workers in the Homeland Security Department by voting against Bush's proposal to take away their rights. *(H.R. 5005, R.C. 226, 9/26/02)*

✓ Supported a bill that would have extended union rights to firefighters, police and other public safety officers in 18 states that currently deny public safety workers these rights. Strongly supports bargaining rights for the nation's postal workers. *(H.R. 3601, R.C. 323, 11/6/01; AFL-CIO Transportation Trades Department questionnaire, 5/26/04)*

✓ Supports programs such as affirmative action that enhance diversity so the nation's schools and workplaces reflect the face of America. *(AFL-CIO questionnaire, 2003)*

✓ Supports giving taxpaying immigrant workers the opportunity to earn legal status if they've been in the United States for at least five years, have been working and can pass a background check. *(Associated Press policy Q&A, "Immigration," 1/25/04; Democratic primary debate, 9/4/03)*

✓ Voted for the Family and Medical Leave Act (FMLA) when it was enacted in 1993. He calls it "one of the most significant advances for women and families in our nation's history" and as president would strengthen the law. He also supported the Family and Medical Leave Expansion Act, introduced in 2003, which would expand the program to cover more employees of small businesses. *(www.johnkerry.com; www.kerry.senate.gov)*

✓ Voted to preserve the nation's first workplace repetitive motion injury standard that could have protected workers from 8 million repetitive stress injuries a year. *(S. J. Res. 6, R.C. 15, 3/6/01)*

✓ Supports a more effective Occupational Safety and Health Administration (OSHA) and more safety training. *(www.johnkerry.com/issues/workers)*

✓ Wrote federal law that prohibits airlines from firing or discriminating against workers who provide information about possible airline safety violations to the federal government. *(S. 648, 3/17/99)*

✗ Bush pushed for and signed a flawed Medicare prescription drug bill that will force many seniors to pay more for medications and creates a huge gap in coverage that could cost seniors thousands of dollars each year. The law also forbids Medicare from negotiating lower drug prices and encourages employers to drop health care coverage for retirees. *(P.L. 108-173, 12/8/03)*

✗ Opposes giving American consumers the right to buy prescription medications in Canada, where prices for the most commonly prescribed drugs are between 33 percent and 80 percent lower. *(P.L. 108-173, 12/8/03)*

✗ Seeks repeal of current protections for workers' retirement security and would allow mutual funds and other investment managers to give workers investment advice on their 401(k) accounts even though such advice could represent a conflict of interest. *(H.R. 2269, 6/21/01)*

✗ Plans to privatize Social Security, making workers' retirement security subject to the whims of Wall Street while costing the Social Security system between \$2.2 trillion and \$3.1 trillion. *(Reducing Benefits and Subsidizing Individual Accounts: An Analysis of the Plans Proposed by the President's Commission to Strengthen Social Security, Center on Budget and Policy Priorities and The Century Foundation, June 2002)*

✗ Does not support the Employee Free Choice Act. The Bush-appointed Republican members of the National Labor Relations Board are seeking to make the majority verification (card-check) process more difficult and possibly illegal. *(Detroit Free Press, 6/8/04)*

✗ Destroyed the bargaining rights of more than 230,000 federal workers in the Homeland Security Department, Transportation Security Administration and other federal agencies. *(www.govexec.com, 11/12/03; The Washington Post, 1/20/02)*

✗ Announced plans to shift 850,000 federal jobs to mostly nonunion corporations. Proposes destroying postal workers' bargaining rights. *(USA Today, 11/14/02; President's Commission on the U.S. Postal Service, 7/31/03)*

✗ Supported a lawsuit before the U.S. Supreme Court to overturn the University of Michigan's affirmative action program. *(www.cbsnews.com, 1/16/03)*

✗ Proposed a plan giving immigrant workers temporary visas that would expire and force them to go back to their original country and would prevent them from becoming citizens or getting green cards. *(SEIU analysis)*

✗ Has made it harder for working parents to exercise their rights under the FMLA by denying states the right to use surplus-employment funds to provide income for parental leave. Instead of strengthening FMLA for workers to have more time with families, Bush supports legislation calling for employers to be able to use compensatory time in lieu of overtime pay, which would deprive working parents of needed extra income. *(www.whitehouse.gov)*

✗ Repealed the nation's first repetitive motion injury rule that was 10 years in the making. *(www.cnn.com, 3/20/01)* Cut funding for worker safety training programs for 2005 by \$7.1 million—65 percent. *(Bush administration's fiscal year 2005 budget proposal)*

✗ Blocked efforts to close a dangerous loophole in aviation safety that allows airlines to send repair work to unsafe, poorly inspected foreign aircraft maintenance facilities. *(Federal Register, 9/29/03; AFL-CIO Transportation and Trades Department, 3/29/04)*

CWA Over the Top in Kerry/Bush Postcard Campaign

SEPTEMBER 20, 2004

CWA locals across the country have come through in labor's drive to thank Senator John Kerry for his support of bargaining and organizing rights and to let George W. Bush know we won't stop pointing out this key difference in the two presidential candidates' positions.

A postcard drive by the AFL-CIO has netted 150,000 signed postcards to be presented to the two candidates in battleground states prior to the Nov. 2 election. More than 77,000 were addressed to Senator Kerry, thanking him for his support of the Employee Free Choice Act (S. 1925 and H.R. 3619), which would ensure that employers could no longer interfere and stall when a majority of employees in a workplace decides to form a union. Another 73,000 cards were addressed to President Bush, urging him to support the bill. Respondents submitted an additional 27,000 cards volunteering to help elect

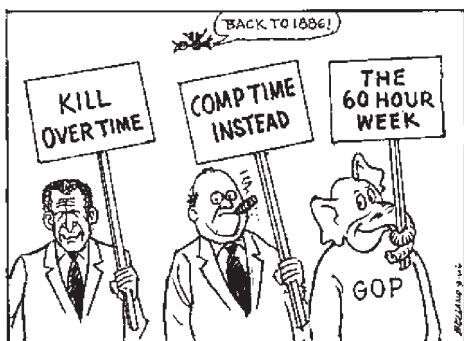
Kerry and help pass the Act.

"Amazingly, CWA members submitted 22 percent of all cards collected, far more than any other union," reported Andy Levin, AFL-CIO Voice@Work coordinator. "CWA's comprehensive efforts to involve its members in the fight to restore collective bargaining will be a benchmark for all of us as we gear up to pass the Employee Free Choice Act in 2005."

Said CWA Executive Vice President Larry Cohen: "Last Dec. 10, the AFL-CIO celebrated International Human Rights Day with demonstrations supporting U.S. collective bargaining rights in 99 cities, and CWA locals led the way in many of them. This summer CWA locals again led the way in collecting postcards at our work-sites supporting the Employee Free Choice Act. But restoring collective bargaining rights in the United States is a long road, and there are no shortcuts. It will take more workplace mobilization, and organizing community support. And this work is exactly parallel to fighting for good contracts, since without collective bargaining reform every contract negotiation will only be harder."

Co-sponsorship for the Employee Free Choice Act has grown to 208 representatives and 35 senators, the AFL-CIO

reported. Seven Republicans in the House and two in the Senate have broken ranks to support the bill, introduced by Representative George Miller (D-Calif.) and Senator Edward Kennedy (D-Mass.). They are Representatives Peter King, John McHugh, Jack Quinn and John Sweeney (N.Y.); Steve LaTourette (Ohio); Rob Simmons (Conn.), and Chris Smith (N.J.); and Senators Arlen Specter (Pa.) and Ben Nighthorse Campbell (Colo.).



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