

**PROCEEDINGS**

# **28th Convention**

## **International Brotherhood of Teamsters**



**FOURTH DAY**

**Thursday, June 30, 2011**

**Paris, Las Vegas  
Las Vegas, Nevada**



---

**FOURTH DAY**  
**THURSDAY MORNING SESSION**  
June 30, 2011

---

The Convention was called to order at 9:00 a.m., General President Hoffa presiding.

ANNOUNCER: Please welcome the General President of the International Brotherhood of Teamsters, James P. Hoffa.

*(Applause)*

GENERAL PRESIDENT HOFFA: Good morning. You guys look pretty good.

Well, I've got a few announcements, big news. The Western VPs were elected by acclamation.

*(Cheers and applause)*

And how many people saw the truck parade today?

*(Cheers and applause)*

Wasn't that great? Yeah, I thought it was great. Just super. Very, very good.

All right. I've got one announcement. Across the street at Caesars Palace, we represent a number of workers that work for us. Caesars is a good Teamster employer. But our sister union, the Transport Workers of America, which represent the dealers, is under attack.

On your seats is information about what we can do in this regard. So please take the time to read it and sign the letter that is being distributed by the Sergeants-at-Arms so we can show our solidarity with our other brothers, okay?

All right. Please rise. I'm proud to ask Teamsters President Sean O'Brien to introduce today's first national anthem singer who will sing the United States national anthem.

DELEGATE SEAN O'BRIEN: Thank you, General President Hoffa, General Secretary Keegel, members of the General Executive Board, brother and sister members. I stand before you today, an honor to introduce a young man.

You know, as union leaders, we're always looking to find inspiration, we're always looking to find ways to get that fire burning back in our bellies, to make certain that we do what we do best for our members; that's to protect, preserve and improve working conditions.

Recently on May 7th, I found that inspiration.

And that inspiration is a young man who has brought me to another level to think about what's really important in life.

This person, this young man, wasn't born with the best cards in life. He was born autistic and blind. He's a ten-year-old warrior in my eyes. Teamsters Local 25 —

*(Applause)*

Teamsters Local 25, along with Brother Terry Hancock, tirelessly work to make certain that we improve the lives not only of children with autism, but also the families that are affected by autism. You know, it gives me great honor to introduce a young man that has courage, conviction, determination and, most importantly, inspiration.

It gives me great pleasure to introduce Christopher Duffley.

*(Cheers and applause)*

One last thing. One last thing. We saw a rock star yesterday from Michigan — no disrespect to Michigan — this is a true rock star. Christopher Duffley.

*(Applause)*

*...Christopher Duffley sang the United States national anthem.*

*(Cheers and applause)*

GENERAL PRESIDENT HOFFA: Thank you, Christopher. What a job.

Now from Teamsters Local 1205, President Tim Lynch will now sing the Canadian national anthem.

*...Brother Tim Lynch, Local 1205, sang the Canadian national anthem.*

*(Cheers and applause)*

GENERAL PRESIDENT HOFFA: Thank you, Tim.

Please remain standing for the singing of the Puerto Rican national anthem. With us again today is our special guest, 901 member Millie Osario.

*...Sister Millie Osario, Local 901, sang the Puerto Rican national anthem.*

*(Cheers and applause)*

GENERAL PRESIDENT HOFFA: Mike 2.

UNIDENTIFIED DELEGATE: Mr. Chairman, I rise in a point of personal —

GENERAL PRESIDENT HOFFA: Wait a minute. Why don't we do this? Let's get the invocation done. I think that's more important. That's the way we start out. I want to get the invocation done.

*(Applause)*

All right. For this morning's invocation we're going to have Jim Kabell, Secretary-Treasurer of Teamsters Local 245 in Springfield, Missouri.

## INVOCATION

### JIM KABELL

#### Local 245

Good morning, y'all. It's nice to be with you again.

I can tell you as a kid growing up — you heard a little bit about Mom and Dad the other day, but my dad — at our house, and unlike how we do things today, we had dinner together as a family every night. And every night at dinner or before we went to bed, when Dad and Mom did prayers, my dad prayed for your dad, Jim. I've heard him pray for Jimmy Hoffa thousands of times in my life. And it's a great pleasure to stand here this morning in front of you to pray.

But I want to tell you about a man, I think, and a group of people that experienced some of the wars that we have experienced this year, only probably much worse.

In the Old Testament in the Book of Nehemiah, Nehemiah was a prophet, and it was at the end of the 70 years of Babylonian captivity. Jerusalem had been decimated. The city had been destroyed; the walls had been torn down.

Nehemiah starts out the little book and he talks about how he was brokenhearted and he cried, as I saw a grandfather cry here today for his grandson. And Nehemiah cried for his peo-

ple and he prayed to God for a plan, for a vision, for an idea.

And when Nehemiah — after he'd finished praying, Nehemiah set in action a plan to rebuild Jerusalem. And he called on everyone. If you read through that book — and there's lots of names that I don't pronounce very well — but he called on this group over here to take this section of the wall, and he called on this group to take this section of the wall, and this group to take this section of the wall, and this group to take another section, and somebody in the back to take this gate, and somebody in the back to take another gate. And he called on all of them together that everybody had a job.

And as you further read in Nehemiah, they were under attack even while they were rebuilding. And at times Nehemiah says that there were people that worked with a tool in one hand and a weapon in the other hand. That's kind of how I see the Teamsters, folks. We work with tools, we work with weapons, and we rebuild, we strengthen our union. This war that's been on workers, folks, it's time to rebuild the walls. And I call on all of you to do that. Let's pray.

*(Applause)*

Lord, thank You for a chance to bow in Your presence today. I pray that You'll bless this group, all of these good men and women from all over the United States and Canada and Puerto Rico, people that work to protect workers' jobs, people that work to provide dignity. I pray that You'll bless their lives.

I pray that You'll bless our General President, give him and the Executive Board and all the leaders in this room wisdom and knowledge and power. Lord, I pray that You'll strengthen them every day when they get up. And Lord, I pray for the folks in Joplin, Missouri. I pray for our troops in Afghanistan and Iraq. Lord, I pray that You will protect them, give them safety, give them safe passage home.

And Lord, as we work here today together,

again I pray that You'll bless our lives, forgive us of our sins. Thank You for loving us. In Christ's name I pray, Amen.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you, Jim.

Our first order of business today is the nomination for candidates for General President and General Secretary-Treasurer. I call upon the Election Officer Richard Mark to come forward to preside over these nominations.

**NOMINATION OF  
GENERAL PRESIDENT  
AND  
GENERAL SECRETARY-TREASURER**

ELECTION SUPERVISOR MARK: Delegates, good morning again. The business of the convention now under Rule 11 is the nomination from the floor of candidates for General President of the IBT. As you know, only elected convention delegates can participate in the floor nomination process, and all others should leave the business floor of the convention at this time. If anyone leaving is an expected nominee or wants to be nominated and needs to be escorted back onto the floor later, please go to the front door there with Vendome and an Election Office representative will escort you to the microphone at the appropriate time.

On Sunday night my office held a lottery — order. On Sunday night my office held a lottery to determine the order in which candidates would be nominated for General President, and the nominations will be called in that order. The nominations will proceed as they did previously. Nominations at mike 1, seconds at mike 3, acceptance in the center aisle at mike 2.

After the nominations of announced candidates are done, I will hold the floor open for additional nominations from the floor in the event there are any.

Under the convention rules, a candidate has a

nomination speech available of five minutes, a seconding speech of two minutes. There's only one nominator and one seconder allowed for each candidate.

Nominators and seconders can, of course, refer to their candidate's expected slate affiliation, if there is any. Candidates, when they accept, may make a statement of acceptance, the name, union affiliation and slate affiliation. No policy or campaign speeches. There will be no demonstrations of support.

### Nominations for General President

ELECTION SUPERVISOR MARK: Nominations for the office of General President of the IBT are now in order.

Microphone 1, do we have a nomination for General President?

VICE PRESIDENT HALL: We do, Mr. Chairman. My name is Ken Hall.

*(Applause)*

I'm an elected delegate from Local 175 in Charleston, West Virginia, and I rise to nominate James P. Hoffa for General President of the International Brotherhood of Teamsters

*(Standing ovation)*

I nominate Jim Hoffa because there are those who talk the talk, but Jim Hoffa walks the walk.

*(Applause)*

He has, together with his partner Tom Keegel, restored the finances of our union from mere bankruptcy to a solvent union who can take on any employer.

*(Applause)*

He inherited a union that had no strike fund and has built a \$90 million strike fund with his partner, Tom Keegel.

*(Applause)*

He is someone who, when he was first elected, he reached across the aisle and didn't care what political persuasion you was in the last election. He said, "I want to build this union so that we have unity, so that we have strength, so

that we can get the best contracts for our members."

*(Applause)*

And he's someone who has the political clout that when he walks on Capitol Hill, senators and congress people turn around, step back and say, "I want to hear what this man has to say."

*(Applause)*

And when the war on workers started across this country, Jim Hoffa wasn't sitting in his office or hanging out somewhere else. He was on the ground, he was in Wisconsin, he was in Ohio, he was in Indiana, he was in Michigan, he was in Missouri, he was all over the country leading the charge; and that's why we've got 1.3 million signatures in Ohio to strike down that deal.

*(Applause)*

He has overseen the greatest organizing of any union in this country. Even during a recession we've organized over 140,000 new members. When it's time for the closer to go in on those campaigns, when we're right to the end and we need somebody to come in and push it over the top, again, he's not sitting in his office, he's out there with the people, he's out there leading the charge, and he is the closer on those campaigns.

*(Applause)*

And he is not one of those people who want to be a leader just because of the position he's in, he's also — anybody in good times, anybody can make easy decisions. In tough times, it takes real leadership. And so we heard yesterday about the YRC members, and I was there when people said to Jim Hoffa, "Your best move is just let this go, because if you have to vote a concession, then the members are not going to like it. It's going to hurt you in the campaign."

His immediate answer was, "I don't care about what it does politically. I'm not going to see 30,000 members lose their jobs if there's anything I can do about it."

*(Applause)*

And so while lots of people want to talk about and criticize things and have no solution, Jim Hoffa's stepped up to the plate and said in every case, "I'm going to do the right thing for our members."

And one last thing. During the recession when every local union had to cut back, the International made changes. The people said take the easy way out, raise per capita to the locals and raise dues to the members. Jim Hoffa said, "There will be in no dues increase for members and no per capita increase. We'll tighten our belts." Thank you very much.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3, is there a second for the nomination of Mr. Hoffa?

DELEGATE KEVIN MOORE, Joint Council 43: Yes, I proudly second the nomination. I'm Kevin Moore from Joint Council 43 in Michigan. My family has been generational with the Hoffa family. This man was born to be a leader. I watched him as a young man work strike lines. People say he wasn't a Teamster growing up; that is ridiculous.

The man every day of his life believes in middle class America, fighting for union workers, and Teamsters are in his blood.

We see today that our General President, through his hard work and his commitment, is global, with every union in this globe is looking for his direction, his support, they're standing with him, fighting for our members.

You seen it yesterday. General President of the UAW, Bob King, spoke to our delegation. At 7:00 o'clock in the morning we were having problems with Chrysler again with carhaul jobs in America. One phone call from Bob King, it fixed the job in fifteen minutes. That's the kind of leadership we have and the unity we have. He will spread the love to every member in this

union. He will fight for any other union in the globe. Jim Hoffa is the finest leader in the 21st century, and I proudly second the nomination for Jim Hoffa.

I'm from Local 299, the President of James R. Hoffa.

*(Standing ovation)*

ELECTION SUPERVISOR MARK: Microphone No. 2, do we have an acceptance statement from Mr. Hoffa?

GENERAL PRESIDENT HOFFA: My name is James P. Hoffa. I'm the General President of the Teamsters Union. I'm a proud member of Teamsters Local 614 in Pontiac, Michigan. I proudly accept the nomination for General President. Thank you.

*(Standing ovation)*

*(Chants of "Hoffa.")*

ELECTION SUPERVISOR MARK: We'll resume nominations. Delegates, please take your seats.

Is there a nomination at microphone No. 1?

DELEGATE TIM SYLVESTER, Local 804: Good morning, brothers and sisters.

*(Chorus of boos)*

I'm the President of Teamsters Local 804 in New York City and a proud supporter of Sandy Pope.

*(Chorus of boos)*

Sandy Pope has been a Teamster in this union for 33 years. She worked grocery, steel haul and freight driver. She's been an organizer for Local 407 in Cleveland.

ELECTION SUPERVISOR MARK: Order.

DELEGATE SYLVESTER: She's an International rep and meets with the members in the streets and members relate to her.

In Local 804 when we've called on Sandy for assistance, the solidarity, she's never let us down. Ask the members of Local 814 who are here today how Sandy assisted them in a contract, the toughest negotiations she had ever had. She restored the 25-and-out. She built the con-

## FOURTH DAY—MORNING SESSION

---

tract campaign with them, and she built the real strike threat with them. The company gave the best contract that they had seen in decades.

When Sandy talks to a UPS driver, the UPS driver sees someone who has driven a truck. They relate to her.

Sandy doesn't take credit for the stuff. What she does is she works with other unions, other members, rank-and-filers, and she teaches them how to win; and the International members can relate to that.

*(Chorus of boos)*

It is my honor — the boos you hear here now are boos of fear, because no one needs to be afraid of this. This is an open — this is an open, election.

It is my honor to put Sandy Pope in nomination for President of this great union. Thank you, brothers and sisters.

*(Chorus of boos)*

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3, is there a second to the nomination of Ms. Pope?

DELEGATE CLAUDETTE BEGIN, Local 2010: Yes, Your Honor. I'm from Local 2010, spanning Regions 7 and 42. Good morning, sisters and brothers.

*(Chorus of boos)*

It is an honor to speak before you, and a very special honor to second the nomination of our next General President, Sandy Pope.

*(Chorus of boos)*

I come from the new Teamster local from the University of California, clericals, a majority of women. As public sector employees, we experience the war on workers on a daily basis. We need a strong leader.

Sandy Pope is the unique leader we need who can inspire all Teamsters and rally the public behind us. Sandy Pope is a bridge from the strongest Teamster traditions to the future.

Sandy Pope is a proven leader. She's experienced.

*(Chorus of boos)*

But she is also an exciting new voice for labor, which we sorely need.

She can make our case to workforces and communities that are more diverse every day.

*(Chorus of boos)*

She's been in the union for 33 years, organizing drives, picket lines. She's an innovator; very useful when the old ways are not enough.

I second the nomination very proudly for Sandy Pope.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Order.

Microphone No. 2. Do we have a statement of acceptance from Ms. Pope?

DELEGATE SANDY POPE, Local 805: Good morning, sisters and brothers.

*(Chorus of boos)*

Wow, this is what I've been missing all week.

This is Sandy Pope, a proud member of Local 805 in New York City. On behalf of the 50,000 members who sent me here and the many hundreds of thousands of other members who want to see a stronger union, I proudly accept the nomination for General President of the Teamsters Union. Thank you.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, do we have a nomination for General President?

DELEGATE THOMAS BENNETT Local 200: Yes, you do, Mr. Chairman.

ELECTION SUPERVISOR MARK: Proceed.

DELEGATE BENNETT: I'm from Teamsters Local 200, Milwaukee, Wisconsin.

*(Chorus of boos)*

Five years ago I walked into this hall as a rank-

## FOURTH DAY—MORNING SESSION

---

and-file member. Today I proudly serve my members, my local, Teamsters 200, in my second term as President. During my tenure in the office serving, Brother Gegare has stepped up.

Brother Gegare serves Wisconsin Joint Council 39 as President —

ELECTION SUPERVISOR MARK: Order.  
Proceed.

DELEGATE BENNETT: Serves as International Vice President, serves his membership, works for his union tirelessly. His commitment to his union is scripted in our Constitution. Our Constitution states, “I will never forget that it is the members who put me here, it is the members who I will serve.”

*(Chorus of boos)*

Brother Gegare has served the membership with that commitment.

And with that being stated, I, Thomas Bennett, President of Teamsters Local 200, with five delegates here, proudly nominate Brother Fred Gegare for General President —

*(Chorus of boos)*

— of the International Brotherhood of Teamsters.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Is there a second for Mr. Gegare at microphone No. 3?

DELEGATE TONY CORNELIUS, Local 662: Yes, Mr. Chairman.

ELECTION SUPERVISOR MARK: Proceed.

DELEGATE CORNELIUS: I’m President of Teamsters Local 662 in Green Bay, Wisconsin.

*(Chorus of boos)*

I’m proud to second the nomination of Fred Gegare for President of the International Brotherhood of Teamsters. Thank you.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, is there a statement of acceptance from Mr. Gegare?

VICE PRESIDENT GEGARE: Mr. Chairman, Fred Gegare, Local 662 —

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Order.

VICE PRESIDENT GEGARE: Mr. Chairman, I accept the nomination of General President of this great International Union.

*(Chorus of boos)*

And remember, this union should be ran from the bottom up, not from the top down. I’m excited! I’m militant! And hoorah to all military personnel.

*(Chorus of boos)*

One thing that’s going to be happening, I’m going to tell the truth. I accept this nomination for the International Brotherhood of Teamsters. Thank you.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Order. Order.

Microphone No. 1. Are there any nominations for General President, International Brotherhood of Teamsters?

Second call. Any other nominations for General President, International Brotherhood of Teamsters?

Third call. Any nominations for General President?

*(Chants of “Hoffa.”)*

Hearing none, the nominations for General President are closed.

*(Cheers and applause)*

### **Nominations for General Secretary-Treasurer**

ELECTION SUPERVISOR MARK: Under Rule 12 of the Convention, the next order of business is nominations for the office of General Secretary-Treasurer.

Microphone No. 1, do we have a nomination?

## FOURTH DAY—MORNING SESSION

---

DELEGATE KIM QUICK, Local 554: Yes, Mr. Officer.

ELECTION SUPERVISOR MARK: Proceed.

DELEGATE QUICK: I'm President of Local 554 in Omaha, Nebraska. I nominate Jim Sheard as General Secretary-Treasurer under the Gegare/Sheard slate. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3, do we have a second for Mr. Sheard?

DELEGATE DANNY AVELYN, Local 554: Yes. I'm Vice President of Local 554 in Omaha, Nebraska. I second the nomination for Jim Sheard for General Secretary-Treasurer on the Gegare/Sheard slate. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, do we have a statement of acceptance from Mr. Sheard?

*(Chorus of boos)*

DELEGATE JIM SHEARD, Local 554: I'm Jim Sheard, Secretary-Treasurer of Teamsters Local 554, Secretary-Treasurer of Joint Council 56. I proudly accept the nomination for General Secretary-Treasurer of this great union on the Gegare/Sheard 2011 Fighting for the Members slate.

*(Chorus of boos)*

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, do we have a nomination for General Secretary-Treasurer?

DELEGATE RALPH WINTER, Local 175: I'm a proud Hoffa/Hall delegate from Local 175 in Charleston, West Virginia.

I am privileged and honored to stand here today to nominate my friend, my brother, Ken Hall, also from Local 175, for the office of General Secretary-Treasurer of the International Brotherhood of Teamsters.

*(Applause)*

Ken is a 34-year second-generation Teamster. He started out as a rank-and-file member working in the oil fields. He went on to become a shop steward, a business agent, and then became Local 175 President, and has been there for the past 22 years.

You all probably know him as the guy who negotiates the UPS and UPS Freight contracts. I know him as my President and as a great labor leader.

During the past 17 years it's been a privilege to have been mentored by my friend Ken Hall. I have seen firsthand what a great leader he is. No one cares more about doing the right thing for the members than Ken Hall. His compassion and motivation to help the members has gained him the trust of members and local union leaders around this great union.

In addition to negotiating the UPS and UPS Freight contracts, Ken has negotiated hundreds of white paper contracts in all types of industries. I've sat side by side with Ken through negotiations, through arbitrations, through NLRB hearings, and there is not a better lawyer — no lawyer, no company representative nor consultant is better than Ken Hall.

*(Applause)*

This is clearly being seen through the national contracts. Not only does Ken work tirelessly for Local 175 members and UPS and Freight package members, but also works tirelessly to help other local unions.

In 2000, Local 505 went on strike. Ken brought out 170 Local 175 men to honor that picket line for 21 weeks. Then he worked tirelessly putting an unemployment case together and instructed our lawyers how to present the case. And guess what? These strikers received unemployment benefits for 21 weeks.

*(Applause)*

Ken Hall is a Trustee on the Local 175 and 505 pension fund. He's a union chair of a pen-

## FOURTH DAY—MORNING SESSION

---

sion fund covering more than 40,000 employees at UPS and union chair of the UPS 401(k) program with more than five million in assets.

Brothers and sisters, one thing is for sure, Ken Hall will not play politics with members' pensions. I am proud to say that through the leadership and efforts of Ken Hall the Local 175/505 pension fund is in the green zone.

*(Applause)*

Under Ken's leadership, Local 175's finances are in order. In 2005 we built one of the finest union halls across this country. And guess what? It's paid for. Brother Keegel, you can rest assured that as General Secretary-Treasurer, Ken Hall will take care of the International Union's finances.

Even though Ken serves as Director of the Package Division and the Co-Chair of the national negotiating sessions, he has not forgotten where he comes from. Whether he's in Washington or whether he's on the West Coast or anywhere in between, if I need him or our members need him, he's there. I don't care if it's 8:00 a.m. or 3:00 a.m.

I've been in the trenches with Ken Hall. He always tells me the way to beat your opponents is to outwork your opponents. I've seen this with Ken because he works 80 to 100 hours regularly. And as our next General Secretary-Treasurer, there's no doubt in my mind that Ken will continue to work tirelessly for the benefit of every member in this great union.

Again, I stand with pride and nominate my friend, my brother, Ken Hall for the office of General Secretary-Treasurer of the Hoffa/Hall slate.

*(Applause)*

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for the nomination of Mr. Hall?

DELEGATE MARTY FRATES, Local 70: Yes, we do. I'm Secretary-Treasurer of Teamsters Local 70 in Oakland, California. I

chair the UPS NorCal Committee where we have 17 locals. I proudly get up here to second the nomination of Ken Hall.

A little bit of history. I go back a long way with Ken. I go back when I had a Hoffa/Mack hat on and he was on the other side, which don't make him all that bad. The first thing that he said and how we became friends was, "I don't give a damn what hat you have on, we're here to represent the members and do the best job for them." We've been best friends ever since, because that's what counts, what's best for the members. We got too many people coming in here giving everybody a line of bullshit, and we ain't going to buy it.

*(Applause)*

If you want to talk about the UPS negotiations and the bullshit that people put out about selling out to Central States Pension Plan, come see me, because Fred and his boys can kiss my ass. I know the answers.

*(Applause)*

They had every goddamned opportunity to bail that out. All they had to do was tell us how much per hour to keep the Central States going and they would have got it. They didn't have the balls to tell us, so they got what they got. The sad thing about it is they screwed their other members outside of UPS, and they can kiss my ass again.

*(Applause)*

I'm getting the hook, so I proudly second the nomination of my good friend Ken Hall.

*(Applause)*

ELECTION SUPERVISOR MARK: Microphone No. 2, do we have a statement of acceptance from Mr. Hall?

*(Applause)*

DELEGATE KEN HALL, Local 175: Yes, sir, Mr. Chairman, my name is Ken Hall, and I am the proudly elected delegate from Local 175 in Charleston, West Virginia. It is with honor — and I am deeply humbled — to accept on behalf

## FOURTH DAY—MORNING SESSION

---

of all our members the nomination for General Secretary-Treasurer of the greatest union in the world, the International Brotherhood of Teamsters.

*(Applause)*

ELECTION SUPERVISOR MARK: Microphone No. 1, are there any nominations for General Secretary-Treasurer?

DELEGATE RANDY LUNOW, BMWED 2406: Yes, sir.

ELECTION SUPERVISOR MARK: Proceed.

DELEGATE LUNOW: I'd like to nominate Gary Marquart for General Secretary-Treasurer.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3, is there a second to the nomination?

DELEGATE BRIAN POSTON, Local 2407: Good morning, Mr. Chairman. I'd like to second the nomination for Gary Marquart, General Secretary-Treasurer.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, is there a statement of acceptance from Mr. Marquart?

DELEGATE GARY MARQUART, Local 2412: Mr. Chairman, my name is Gary Marquart, Local 2412 out of Lubbock, Texas. It's truly an honor and privilege to accept this nomination for the General Secretary-Treasurer's position.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, is there a nomination for General Secretary-Treasurer?

Are there any other nominations for General Secretary-Treasurer? Second call.

Third call for nominations General Secretary-Treasurer.

Hearing none, the nominations are closed.

*(Applause)*

I'll review briefly once again the instructions for what we do after this. Thirty minutes after the morning session closes, there will be a lottery for ballot placement at the Election Office in the Platinum Ballroom at Bally's. Candidates and candidate representatives who wish to observe that, please come to the Election Supervisor's Office.

We will do logic and accuracy testing at 3:30 p.m. again in the Gold Room at Bally's for candidates and observers.

Voting, once again, 5:00 to 7:00 p.m. in the Gold Room at Bally's. Only delegates with a credential issued by the Election Supervisor will be allowed to vote. We will check your bar codes once again to verify eligibility to vote. Voting will be by secret ballot. There will be only one ballot tonight. It will be secret. There will be no way for anyone, not the Election Supervisor's Office or anyone, to identify any voter's vote.

Results will be released as total vote tallies with no breakdowns by region, joint council, local union division or conference. Results will be announced after 8:15 p.m.

Candidates who received more than five percent of the vote on the preceding two night's ballots should submit their written acceptance of the nomination at the Election Supervisor's office.

No campaigning will be allowed in the voting area. As you have done in the previous two nights, you'll be removing your campaign buttons and pins and vests before entering the voting area.

We will return tomorrow for the acceptance speeches for the General President and General Secretary-Treasurer.

I return the Chair of the convention to the General President. Good day and good luck to you all.

GENERAL SECRETARY-TREASURER

KEEGEL: We hear a lot about green jobs and industries of the future. We're going to hear next from International Vice President Fred Simpson and Teamster Renato Rufo from our Brotherhood of Maintenance of Way Division about the potential of high-speed rail for improving our nation's transportation infrastructure and creating good Teamster jobs.

VICE PRESIDENT SIMPSON: Good morning, brothers and sisters. As my good friend Ken Hall from West Virginia, my neighbor, would say, from Podunk to prime time. That's this group.

Anyway, President Hoffa, Secretary-Treasurer Keegel, it's certainly a pleasure to be here. Before I do anything else, I want to thank you both, the General Executive Board and everyone at the Teamsters for recognizing the BMWED, bringing us in in 2005. It's been nothing but a blessing for our members and a blessing for our delegates here. Thank you very, very much.

*(Applause)*

These are certainly challenging times with the war on workers going on. But in the rail industry, you may or may not know, we've gone through a hundred years of decline, membership sinking from 100,000 or 200,000 50 years ago down to 150,000 unionized workers in the rail industry total.

So we are excited about one thing in the rail industry and that's rail passenger service. Rail passenger service is getting a lot of press. Gas is high, things are tough. People are doing what they can. So passenger service today is on the move, on the rise.

We have politicians that have got the right idea about passenger service. Our President Obama has put up \$56 billion — or recommended \$56 billion to start a passenger service in ten corridors across this country.

Passenger service is far more efficient than cars, airplanes. The highways are overcrowded, the airways are overcrowded, they're expensive.

So we are excited about passenger service in this country. Passenger service uses 20 percent less energy than other modes of transportation. It's just a logical thing to do and progress too.

Amtrak is America's passenger service and was the result of bankruptcies, a lot of things in the past that put us under at passenger service; semi-private, uses some government funding; but it's America's passenger service. It's the service we propose and support going forward into the next decades.

Amtrak's next generation high-speed rail plan will develop a 220-mile-per-hour speed rail system connecting Washington, D.C., and Boston. The Amtrak proposal will support 44,000 additional jobs a year for construction and produce 120,000 permanent jobs when completed.

There are similar projects in California. The Midwest are already breaking ground. We've negotiated an agreement with the Union Pacific Railroad in the Midwest to build passenger service. That's moving forward and we've already completed some projects between Chicago and St. Louis.

But all this stuff is under attack, under attack by right-wing politicians, and particularly, and maybe a criminal, Chairman Mica of the Transportation Committee. We had an article in the "New York Times" two days ago, pretty critical of Chairman Mica and his involvement in the Florida passenger rail service and his campaign contributions. I hope you all take the time to check that out and think about it. We need to take on these politicians.

Mr. Mica wants to privatize the northeast corridor for Amtrak. That's wrong-headed, wrong-minded. It won't work. Europe's tried privatizing stuff. All it will do is create a bunch of robber barons again to come in, steal the taxpayers' money, pillage the infrastructure, sell off the assets and then walk away leaving the taxpayers holding the bag for what they've done. That will not work. We oppose that; we are certain that

this union will oppose that and help us fight that.

*(Applause)*

Our great union represents many public workers that are threatened every day by politicians in the pockets of the rich. We all know that. We've heard all week that this war on workers is going on. I actually heard a rumor this morning that there was a war brewing in Las Vegas and our General had declared war on those corrupt politicians, those corporations and bankers from Wall Street.

If you've got an ounce of blood in you, get off your ass and on your feet and give your General President a hand for declaring war on those corporations.

*(Standing ovation)*

As I told you, I couldn't be prouder of being in this union. Our union celebrates our 125th anniversary next year, so we've been around for a while. BLET has been around a little longer than that. We're both very proud to be in this union. We've seen nothing but benefit and access to more resources than any of us can imagine. I again thank General President Hoffa for that and the GEB.

*(Applause)*

In closing, I would like to introduce one of our wonderful members working on the northeast corridor, a welder, a guy that gets the heat, the sun, the cold, the rain out there every day making sure that the passengers ride from D.C. to Boston or wherever they're going, Renato Rufo.

*(Applause)*

### **RENATO RUFO**

#### **Northeastern System Federation**

Good morning, brothers and sisters. My name is Renato Rufo. I'm an officer of the Northeastern System Federation. Our federation represents Amtrak workers who construct and maintain the railroad tracks, bridges and buildings on Amtrak's northeast corridor.

For more than 20 years I've been a full-time Amtrak employee. Currently I work as a welding foreman out of Boston, but I've held various positions, such as gang foreman, track inspector, welder's helper and laborer.

My fellow Amtrak employees and I work day and night in the dead of winter and the broiling summer heat to ensure that Americans can ride their trains to their destinations safely and on time.

We are proud of the work we do building this vital part of our nation's infrastructure. We're proud to do it with the respect and dignity that working under a Teamster contract provides for us.

Passenger rail is a vital lifeline and holds our economy together. It's important that we follow the policies of President Obama and keep it funded. My family has a good middle-class life because of the union and the President's passenger rail support.

The investment America puts into Amtrak's northeast corridor has turned over many times to the American people. Nearly 11 million commuters in 11 states ride over our infrastructure daily. Amtrak alone carried 29 million passengers safely to their destinations in 2010. In New York's Penn Station, nearly 1200 trains cross over into New Jersey every day.

We have train speeds greater than a hundred miles an hour, and our passengers' safety is second to none. Moreover, we do all of this for a mere fraction of the federal subsidy that is provided to airlines and highways.

I'm proud of the work I do for the American people, and I'm proud of my union for protecting me as I do this work. Although the work we perform is vital and the benefits of publicly funded passengers rail speak for themselves, there are politicians who still seek to advance the agenda of the few over the interests of the many.

President Obama has increased public invest-

ment in passenger rail and we've seen the results. Amtrak's investment of the stimulus funds has been a major success by adding nearly 3,000 jobs and vastly improving the infrastructure with the objective of creating more reliable long-time service.

So what are the plans of the Republican's leadership for this vital public asset? They seek to sell it to their friends in the private sector. This is the same attack that is occurring all across America on public workers and unions in general. It's an attack on my family and yours, it's an attack on our union, and it's an attack on America. It's theft of taxpayers' money and it must be stopped.

I stand before you and say, save publicly funded passenger rail service and we'll save our country and our union.

If politicians wish to harm my family and my community, then bring that fight on because in the end we're the ones who produce this railroad. And if these attacks continue, I say shut these trains down until our work, our families and our communities are shown the respect we deserve.

*(Applause)*

Power to the people.

Thank you very much, brothers and sisters.

*(Applause)*

GENERAL SECRETARY-TREASURER KEEGEL: Thank you, Fred and Renato, for shining light on an important and exciting area for future Teamster jobs.

I now call upon Reader Donna-Lynn Dalton to present the resolution on High-Speed Rail.

*...Reading Clerk Dalton read the following:*

### **HIGH-SPEED RAIL**

**WHEREAS**, the Teamsters Rail Conference, comprised of the Brotherhood of Locomotive Engineers and Trainmen and the Brotherhood of Maintenance of Way Employees Division, supports the development of high-speed passenger rail in America; and

**WHEREAS**, the development of high speed passenger rail is threatened by many in Congress and several of our nation's governors, who have politicized the issue; and

**WHEREAS**, the cost of a high-speed passenger rail system in this country is estimated at \$300 billion, studies have shown that this money will create jobs in states that need them the most; and

**WHEREAS**, the federal government estimates that 47,000 jobs are created for each \$1 billion spent on rail infrastructure projects; and

**WHEREAS**, the workers currently employed on our nation's railroads are among the most highly skilled and trained in the world; and

**WHEREAS**, these railroad workers are covered by a host of federal laws and regulations, promulgated to ensure safety in the industry; and

**WHEREAS**, to ensure the safety of high-speed passenger rail, any system built must be considered a railroad carrier under the law, so that the workers and the communities that high-speed passenger rail operates through are protected by federal law; and

**WHEREAS**, safety will be the key to any corridor, and the Rail Conference believes that any high-speed passenger rail train that operates in this nation must have a certified and trained locomotive engineer in its cab to ensure its safe operation; and

**WHEREAS**, any corridor must be constructed and maintained by professional, qualified maintenance of way workers to ensure the highest safety standards; and

**WHEREAS**, Amtrak has proven for more than 40 years that its workforce has the knowledge, skills and abilities to operate a world-class national passenger railroad system.

**NOW, THEREFORE, BE IT RESOLVED**, that the International Brotherhood of Teamsters and its affiliates will support the development,

funding and building of a high speed passenger rail system in this country, and ensure the jobs created by such a system will be safeguarded for railroad workers as currently defined by federal law; and

**BE IT FURTHER RESOLVED**, that the International Brotherhood of Teamsters and its affiliates will support the designation of Amtrak as operator and provider of all high-speed passenger rail service in the United States.

GENERAL SECRETARY-TREASURER KEEGEL: Mike 2.

DELEGATE JED DODD, BMWED: General Secretary Keegel, I'm the General Chairman of the Pennsylvania Federation of Brotherhood of Maintenance of Way Employees, and I'm also the Chairman of the Passenger Rail Labor Bargaining Coalition, a coalition of five crafts that have come together under Teamster unity to bargain a new agreement on Amtrak. We represent the thousands of Amtrak workers on Amtrak's northeast corridor that build and maintain the railroad track, buildings and bridges and overhead catenary system.

I would like to move this resolution, and I'd like to reserve my right to speak on it. Thank you.

GENERAL SECRETARY-TREASURER KEEGEL: Very good. Thank you.

Mike 6.

DELEGATE CRAIG MCDOWELL, BLETD 30: I'm BLET, Amtrak, GCA Vice General Chairman, delegate. I'd like to second the motion and reserve the right to speak. Thank you.

GENERAL SECRETARY-TREASURER KEEGEL: Very good. Thank you.

Let's go back to Mike 2 and let the brother speak on the motion.

DELEGATE JED DODD, BMWED: As Brother Simpson and Brother Renato said, the evidence for high-speed rail and it's need is now overwhelming. The environmental considera-

tions alone demand that we invest in high-speed rail because of its impact on the global warming situation. It provides good union jobs. The high-speed rail legislation currently requires that train cars and railroad track be produced by American workers in the United States. Our European and Asian competitors are 15 or 20 years ahead of us, and they understand that this investment is critical if they're going to compete in the global economy.

In addition, the regional economic stimulus that this provides for our inner cities and connecting cities and their commerce can have nothing but economic benefit to the American people. It will be what the interstate highway system was in the 1950s, it will be the driver to economic recovery in this current century.

But there's a danger. With the public need for high-speed rail, there comes the private greed. The private sector vultures and their servants in the government are already circling to loot these valuable public assets. The resolution enforces the idea that the projects remain in the public's hands and that workers are protected by the social justice laws that protect railroad workers and our families.

We stand at a point in history of whether we're going to make a public investment or permit a private looting of the people's money. Our history of private sector passenger service is that the private sector loots it, bankrupts it, and then dumps it back on the government for a bail out. This is why this resolution calls for Amtrak to be the operator and builder of high-speed rail. It will be done under the laws that protect railroad workers and Teamster Union contracts.

But I would like to say a word to our Amtrak friends, and let that record show that I say that with a degree of sarcasm. We have not forgotten the eight years in which you sat across from the bargaining table and demanded that we give up fundamental union rights in exchange for paltry wage increases. If you think that this endorse-

## FOURTH DAY—MORNING SESSION

---

ment means you can contract out this work, or do business with private entities to evade our collective bargaining agreements, you need to think again.

If you want to join the war on workers with these kinds of tactics in the name of the men and women who built this union, struggled and sacrificed, went to jail and died, I will say you are in for one of the greatest ass-whoopings imaginable from the 1.4 million members of this great union.

Thank you, brothers and sisters.

*(Standing ovation)*

GENERAL SECRETARY-TREASURER  
KEEGEL: Thank you.

Mike 4.

DELEGATE JAMES D. KNIGHT, BMWED:  
I'm the General Chairman, Brotherhood of Maintenance of Way Division of the International Brotherhood of Teamsters, and a strong Hoffa/Hall supporter.

*(Applause)*

I'm very proud to stand here today in support of this resolution. We all talk about organizing, we talk about expanding. This is an opportunity for the rail division to expand. And when the rail division expands, the Teamsters expand, and we get that much stronger. So I beseech each and every one of you to support this resolution, and let's get the railroads moving. Thank you.

*(Applause)*

GENERAL SECRETARY-TREASURER  
KEEGEL: Mike 6.

DELEGATE CRAIG MCDOWELL, BLETD 30: Brother Chairman, fellow delegates, I'm the BLET Amtrak Vice General Chairman. I rise in strong support of this high-speed rail resolution. As a working locomotive engineer for over 34 years in Denver, Colorado, and a union officer for more than two decades, I want to tell you that national high-speed rail is a cornerstone for economic recovery and the rebirth of the middle class in America.

For the quarter century that I've been with Amtrak, either we've been given just enough money to fail or we've had a Congress or a White House that wanted to dismantle us. Despite daunting odds, Rail Conference members and our brothers and sisters in the other crafts have made Amtrak a showcase setting ridership records year after year.

This resolution gives the Teamsters an opportunity to make a statement about an issue that is good for BLET members, the Rail Conference members, all Teamsters and the traveling public. A true high-speed rail system can ease the burden of our overtaxed transportation infrastructure and can reduce our carbon footprint on the planet. It also can provide tens of thousands of good-paying union jobs and secure our pension system.

My brothers and sisters, high-speed rail is good for America on so many levels. All the nation needs is the willpower and a push. Please help me provide that push by supporting this resolution.

Thank you, and I call for the question.

*(Applause)*

GENERAL SECRETARY-TREASURER  
KEEGEL: Very good. Thank you.

Any other debate?

We've called for the question. All those in favor of adopting the resolution, signify by saying aye.

Those opposed?

Carried.

*(Applause)*

*...Fred Armisen addressed the Convention via video as follow:*

### FRED ARMISEN

#### Actor, Comedian and Musician

Hi, I'm Fred Armisen. I'd like to congratulate the Teamsters on their 28th International Convention.

GENERAL SECRETARY-TREASURER

KEEGEL: While we're on the topic of rail. Let's bring Rail Conference President Dennis Pierce to the podium to give us an update on is real coalition bargaining. Dennis.

*(Applause)*

**DENNIS PIERCE**  
**President**  
**Rail Conference**

Thank you, General Secretary-Treasurer Keegel. Good morning, Teamsters! Delegates, alternates, retirees, family members, it's an honor for the Teamsters Rail Conference and for me personally as President of the Conference to address this convention today.

I'd like to start by updating you on where the Rail Conference stands today. The Rail Conference was formed in 2004 when the International Brotherhood of Locomotive Engineers merged with the Teamsters, an overwhelming vote to merge with the Teamsters. Within a year the Brotherhood of Maintenance of Way Employees voted to also merge with the Teamsters, forming the second division within the Rail Conference. Here's the good news. Today the Rail Conference proudly represents over 70,000 railroad workers all across this great country and we're doing everything we can to make the Rail Conference bigger and stronger.

*(Applause)*

I'd like to take a few minutes now to talk about what the Teamsters Rail Conference and Teamster power has made — has done to make a difference for the members of the BLET and the BMWED.

The railroad industry is the oldest unionized industry in North America, and railroad workers are still unionized along craft lines. In fact, they are still a dozen unions representing employees on the nation's railroads. Some of these unions, including the BLET and the BMWED, are large, but many of them are very small with very little bargaining leverage.

In national negotiations railroads have historically picked off the weaker or smaller unions and cut deals with them planning to whipsaw the other unions into accepting those contracts in pattern bargaining.

Well, thanks to Teamster power, we stopped that method of bargaining in our last negotiating round. With the Teamsters Rail Conference as the cornerstone, the Rail Labor Bargaining Coalition, known as the RLBC, was formed.

This coalition represented the BLET, the BMWED, and five other rail unions and this coalition was the group that got the first contract settlement in our 2007 bargaining round. In that settlement the RLBC produced an agreement that had the highest general wage increases in decades, and we held the line on employee health costs. We did that because of the unyielding support and assistance of the International Union from General President Hoffa all the way down.

*(Applause)*

In the current bargaining round, which is now in its 18th month, the RLBC has reunited to bargain again as a united coalition. When we end the company's ability to divide and conquer, we give ourselves a much better chance to produce a fair agreement for our members.

But there's another side to coalition bargaining that doesn't get a lot of attention. The bonds of brotherhood that we have built within our coalition have fostered solidarity unlike any I have ever seen amongst our coalition unions in the time that I've been a union officer. And we've learned in just the recent days that our solidarity is about to be tested. This part isn't really good news.

The very thing that we've worked to avoid has happened again. In recent days the railroads have convinced a weak union to accept a concessionary contract, even though the railroad industry in this country is making record profits. This is corporate America again going after the

worker demanding concessions even though their pockets are full.

The lone union that has done this represents a minority of the rail workers in this country, and they've now joined in with the railroads to try to assist the railroads in imposing this concessionary contract on RLBC unions, as well as all the other unions in the rail industry.

This concessionary contract includes wages increases well below the standards set by the RLBC in our last contract, and includes something even more dangerous. For the first time in the railroad industry, a weak link in rail labor has accepted a contract that implements what we call "user pay health benefits." This concessionary contract will place a greater financial burden, as much as \$3,000 a year, on those that can afford it least, and that's the member who's unfortunate enough to get sick.

I made a promise to BLET's membership when I became their President, and also to the Rail Conference membership, that our national negotiating team will not accept a concessionary contract from railroads who are making record profits.

*(Applause)*

I will do everything in my power to honor that promise. I am proud to add that all the other unions in our coalition have joined me in that stand. In fact, the coalition unions met yesterday with the National Mediation Board in Washington, D.C., and demanded to be released from mediation and to be allowed to go through the steps of the Railway Labor Act to bring an end to our contract dispute. We were joined at that meeting by the five other rail unions in their own coalition that have also rejected this concessionary agreement.

Now, think about this: There are 12 unions. Eleven unions stand together, representing 75 percent of the workforce in the railroad industry, and they have all told the mediation board loud and clear, "We will not accept this contract."

Again, this concessionary contract is just one more attack on working Americans by wealthy corporate America, and the Teamsters Rail Conference will not stand by and allow this to happen without a goddamn fight.

*(Cheers and applause)*

Here's what it's going to take to win this fight: The 11 unions will form a new coalition. We will work together. We will stand side by side in solidarity, because united we stand, divided we fall. And we must all put every ounce of energy that we have into fighting and defeating this latest attack on our working members. The part that gives me comfort is I know that I can count on the International Union and General President Hoffa to put the full effort of the great Teamsters Union behind our effort.

Working together and unleashing some good old ass-kicking Teamster power, our coalition will prevail. Thank you, brothers and sisters.

*(Standing ovation)*

GENERAL SECRETARY-TREASURER KEEGEL: Well, thank you, Brother Pierce. That's a great example of why solidarity between unions is so important.

I now call upon Reader Steve Myers to present the Coalition Bargaining resolution.

*...Reading Clerk Myers read the following:*

#### **COALITION BARGAINING RESOLUTION**

**WHEREAS**, the cornerstone for successful collective bargaining has historically been unity in purpose and solidarity in action; and

**WHEREAS**, as one of the oldest industries in the United States, the railroad industry, was organized along craft lines and continues to have a dozen unions representing railroad workers; and

**WHEREAS**, railroad carriers for generations have preyed on weak or vulnerable unions to establish "pattern settlements" that fail to accord members of stronger unions their just due; and

## FOURTH DAY—MORNING SESSION

---

**WHEREAS**, coalition bargaining can be an effective tool to defeat management's efforts to divide and conquer their workers; and

**WHEREAS**, Teamster Rail Conference affiliates the Brotherhood of Locomotive Engineers and Trainmen (BLET), and the Brotherhood of Maintenance of Way Employees Division (BMWED) created and led the Rail Labor Bargaining Coalition (RLBC) in the last round of national bargaining to create a pattern settlement that was based on strength, rather than weakness; and

**WHEREAS**, the RLBC is currently leading the struggle to defeat the railroads' attempt to shift the cost of health care from an industry enjoying record profits to the workers who are least able to bear that cost; be it therefore

**NOW, THEREFORE, BE IT RESOLVED**, that the International Brotherhood of Teamsters congratulates the Rail Conference and its BLET and BMWED affiliates for their leadership in Rail Labor bargaining; and

**BE IT FURTHER RESOLVED**, that the International Brotherhood of Teamsters supports the Rail Conference in its efforts to form and lead bargaining coalitions whenever its affiliates believe doing so promotes the best interests of their members.

GENERAL SECRETARY-TREASURER KEEGEL: Mike 2.

DELEGATE MATT WILSON, BLETD 150: Brother and Sir, I'm the Principal Officer of BLET General Committee of Adjustment 150. It's the largest bargaining unit in our division. We have 45 locals in 14 states, from Illinois to Kansas to Washington, and most recently Texas.

To that end, I believe we need to support this resolution. Therefore, I make the motion that we adopt this resolution.

GENERAL SECRETARY-TREASURER KEEGEL: Thank you.

Mike 4.

DELEGATE DAVID TANNER, BMWED

918: General Secretary Keegel, I'm delegate of BMWED Local 918. I am a proud Hoffa/Hall/Simpson delegate. I would like to second this motion and reserve my right to speak.

GENERAL SECRETARY-TREASURER KEEGEL: Thank you.

Mike 6.

DELEGATE LEE PRUITT, BLETD 780: Brother Chairman, and brother and sister delegates, I'm with the BLET General Division, 780, San Bernardino, California, and proud member of the Teamsters. I rise to speak in favor of the resolution.

I am First Vice President and Alternate President of the Brotherhood of Locomotive Engineers and Trainmen and I am also the Vice President of the Rail Conference. I also am part of the BLET's National Bargaining Committee.

I have been a proud member of our great Brotherhood for over 40 years, and of that 40 years I have had 30 years as a Division Officer within the Brotherhood of Locomotive Engineers and/or the Brotherhood of Locomotive Engineers and Trainmen. I have seen it all during my railroad career. I've been on picket lines. I've orchestrated picket lines and pickets. And I can tell you that individually we're not near as successful as we can be and will be when we're united.

I have been through railroads that have been powerful, rich, and have in most cases fallen to succumb to one bigger railroad through mergers. They have learned that they needed to be stronger as one, and they have. And we have learned, also, that through the Teamsters and unity that we need to be strong, along with our other railroad unions, in regards to our ability to negotiate with these strong railroads through this rail coalition.

Coming from an industry that was organized 150 years ago along craft lines, with fully dozens of the original 23 unions still around, I have also watched generation after generation of

## FOURTH DAY—MORNING SESSION

---

railroad management use divide-and-conquer tactics to force weak and concessionary contracts on railroad workers, just as the one that we're facing today with the weaker union.

But I have also seen successes. Through the years we've been able to negotiate strong contracts for vacations in the 1940s, industry-wide health care coverage in the 1950s, and the Rail Conference-led Rail Labor Bargaining Coalition established a benchmark in 2007 with the first national agreement in decades that provided real wage increases to our members.

In every case coalition bargaining by the unions halted the carriers' divide-and-conquer attack dead in its tracks. They say that those who do not learn from history are doomed to repeat it.

I'm here to tell you, brothers and sisters, the most effective cure to divide and conquer is true collective bargaining, coalition bargaining. And I urge every one of you, brothers and sisters, to support this worthy resolution. Thank you.

*(Applause)*

GENERAL SECRETARY-TREASURER  
KEEGEL: Thank you.

Mike 4.

DELEGATE DAVID TANNER, BMWED 918: I'm the Vice President of the Western Region of the BMWED. In 1960s, James R. Hoffa understood that splintered bargaining in freight weakened our union's ability to win good contracts. One of Brother Hoffa's greatest achievements was the creation of the National Master Freight Bargaining. He understood that solidarity works.

Sometimes, however, management is better at learning lessons than we are. Railroad management understands that solidarity works for them. The major freight railroads have bargained as a single unit while the 13 rail unions bargained mostly as separate units. Rail management would pick off a weak union, reach a bad settlement, and then try to sell it as a pattern agreement.

In early 2005, shortly after BMWED joined the Teamster Rail Conference, old divisions among rail crafts were mended. Seven of the crafts joined together to announce a creation of a joint bargaining unit, the RLBC. Solidarity worked and it resulted in the best agreement in decades.

Today BMWED and BLET are again in a rail coalition bargaining unit. Despite record profits, the railroads are pushing to shift health care costs to the sickest and most vulnerable. And they have picked off the United Transportation Union, who is the only union not in a coalition bargaining. The UTU is now trying to sell that inferior agreement to their members, and now the railroads are strongly pushing it as a pattern agreement on all of the other crafts. Every other railroad union has rejected that settlement, and the BMWED, BLET, and the rest of the bargaining coalition have said hell, no.

We are now seeking release from the National Mediation Board and could wind up in front of a presidential emergency board, and eventually Congress. We need the support of our 1.4 million Teamster brothers and sisters to see that any effort to force that lousy deal down our throats doesn't happen.

An injury to one is an injury to all.

*(Applause)*

Brothers and sisters, I ask you to send a strong message and support this resolution as it has been presented. Thank you.

*(Applause)*

GENERAL SECRETARY-TREASURER  
KEEGEL: Thank you.

Is there any other debate?

I have a motion and a second to adopt the resolution.

All those in favor, signify by saying aye.

Those opposed?

Thank you. It is adopted.

*(Applause)*

Please run the video greeting from actor Josh Charles.

...Josh Charles addressed the delegation via video as follows:

**JOSH CHARLES**  
**Actor**

Hi. I'm Josh Charles and I'd like to congratulate the Teamsters Union on their 28th International Convention. I'm a big fan of you guys, especially when Joe Fey, who is one of my drivers here on "The Good Wife" doesn't rat me out when I'm ten minutes late and I come down. He doesn't tell the ADs on me and I appreciate that. That's the kind of camaraderie that I've grown to know and love since I was 15 years old and made my first movie.

Always loved the Teamsters, always got your back, and send you a much, much congratulations on your big 28.

*(Applause)*

GENERAL PRESIDENT HOFFA: Mike 2.

VICE PRESIDENT TEDESCHI: Mr. Chairman? Mr. Chairman, I rise at a point of personal privilege. Do I have —

GENERAL PRESIDENT HOFFA: You do, you're recognized.

VICE PRESIDENT TEDESCHI: Thank you, Mr. Chairman. I am George Tedeschi, I'm President of the Graphic Communications Conference of the Teamsters Union.

*(Applause)*

Our members represent the printing industry, and I am proud to say that all the convention material, as well as the Hoffa/Hall slate campaign material, all had a Union Label.

*(Applause)*

Today when I saw a campaign piece of literature from one of the other candidates running for IBT President, it had no such Union Label.

*(Chorus of boos)*

Political printing is a very important part of our industry. Good politicians know to print union and display the printing label. This is the same as shipping FedEx and not UPS to us.

*(Applause)*

Something we would never do. So I ask you to remember this when you consider your choice for candidates for the office of President of this great International Union. Thank you.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you.

Our next guest has been a friend and ally to the Teamsters for many years, and I'm honored to share the stage with him. Benjamin Jealous is the President of the National Association of Advancement of Colored People, the NAACP. He has a deep commitment to social justice, public service and human rights advocacy. Like many of us here, he has dedicated his life to achieving social and economic and racial dignity for all Americans, and I'm proud to call him my personal friend.

Brothers and sisters, please give a big Teamster welcome to our dear friend Benjamin Jealous, President of the NAACP.

*(Applause)*

**BENJAMIN JEALOUS**  
**President, NAACP**

Thank you. Thank you, President Hoffa. Good afternoon, brothers and sisters. It is good to be here with you. On behalf of the 1200 active branches of the NAACP, our Board of Directors, our Chairman Rosslyn Brock, I'm here to say that the NAACP, as it always has, stands with labor.

*(Applause)*

A personal note. I come here fresh from burying my father-in-law. The son of a Steelworker, his father had a third-grade education. My father-in-law had a Ph.D. How one generation jumps from a third-grade education to Ph.D. cannot be explained without a union job.

*(Applause)*

My father-in-law's greatest lessons were taught to him by his father, despite his third-

#### FOURTH DAY—MORNING SESSION

---

grade education, organized with his brothers and sisters in labor into Donora, Pennsylvania, and broke down not just the barriers of discrimination against working people, but against black people in a town where we were only 10 percent of that town. And he did it using the skills that he learned in his union.

I reference that because I come here today very much in the tradition of Martin Luther King and A. Philip Randolph, Clarence Mitchell, Bayard Rustin, so many others who understood that when the labor movement is attacked, the civil rights movement bleeds.

*(Applause)*

But brothers and sisters, let us not be confused. At this moment it is not just one set of rights that is being attacked in our country, it is several. And we all must take notice and, indeed, draw inspiration from the scale of the battle in front of us. For the opponents of civil rights, the opponents of labor rights, the opponents of immigrants' rights, the opponents of women's rights at the end of the day are the same group forces in this country. And they feel emboldened to go on the attack against all of those all at once right now.

And that means that if we have ever allowed ourselves to believe that for a moment we can step out of the bonds of solidarity, that for a moment we could pretend that our interests were separate, that in this moment we must rededicate ourselves to the solidarity between civil rights and labor.

*(Applause)*

We all know that an attack on the right to organize is an attack on working people. We all know that it is an attack on people of color. But let us also be clear that the attack on voting rights is not just an attack on blacks or on brown people, it is an attack on all working people.

Let us be clear that when they try to take out pillars of the progressive movement, like Planned Parenthood or AARP, that they are attacking the strength of our movement.

Let us be clear that when they try to roll back clean air and clean water standards, it is an attack against our children, for it is working people's kids of all colors who bear the brunt of lead poisoning and mercury poisoning in this country.

Now is the time for us to finish the work of Dr. King. Now is the time for us to finish the work of all those leaders in the '60s who stood up trying to articulate what we now know, which is that our fates are linked and our destiny is one.

I have to tell you, brothers and sisters, that I am deeply frustrated that the far right-wing in this country somehow has become synonymous with patriotism. These are folks that seem to have gotten only one-third of the pledge right. And I was raised to believe that the entire pledge was sacred. You know, our Pledge of Allegiance is: "One nation under God, with liberty and justice for all." They kind of stop at liberty. Synonymous with property rights, okay, that's part of the deal. But the rest of the pledge is "and justice" — civil rights — "for all" — Democratic rights.

Our movements, what they represent is the full pledge. We fight to ensure that regular folks have property rights too — can get a home, can hold on to their home, can make a decent living, can pull their family from the third grade to university level if they wish.

But we also fight for the rest of the pledge. We fight for justice for everyone in this country.

*(Applause)*

And we fight for everybody, namely, that 98 percent that seems to have been cut out of this nation's vision of the American Dream.

Let us be clear in these moments that we have our nation's great heritage on our side. Let us not allow anybody to make us think for a moment that the American Dream does not belong to our children, that the Pledge of Allegiance does not belong to us. It is time for

us to be clear that in these times the only thing that is acceptable is full-pledged patriotism. Let us teach our kids the full pledge. Let us not let them fool our children into thinking that property rights are somehow supreme to civil rights or the democratic rights.

*(Applause)*

President Hoffa made it clear that we are friends. Well, that friendship cannot just exist in Washington. I know there are many among you who are members of the NAACP, and I'm here today to encourage all of you to become active with the NAACP. I'm here to encourage all of you — we are wherever you are — to work closely with the NAACP.

Right now, with the voter ID bill in Wisconsin, for instance, one half of black folks and one half of Latino folks will be impacted by that bill. Right now, we have a choice to make about next year. Either we can choose to get engaged and organize as if the very lives of our movements depend on it, or we can stand idly by like so many French pacifists. I am not a pacifist, and I can't believe the Teamsters are either.

As we look forward to 2012, as we look forward to 2013, let us not just envision a time of playing defense. Let us be very clear that we must also play offense.

*(Applause)*

If we ever for a moment thought that we could stop organizing when somebody was elected or a change happened in Washington and let them take care of it, let us dispel those notions right now.

*(Applause)*

If we've learned anything from the last decade, we should learn that one side that is up for a moment can be quickly down in the next round and can be quickly up in the next round.

So let us look forward with optimism, optimism forged in the strength of unity between the civil rights movement and the labor move-

ment and the immigrants' rights movement and the women's rights movement and the environmental movement, all coming together to say the American Dream belongs to all of us; to say an attack on you is an attack on me.

*(Applause)*

And to be clear, that the solidarity that we see talked about by the likes of Dr. King lives very much in each one of us today.

We all know in this country there are two types of power. There is organized people and there is organized money. The last two years have taught us that when organized people stop organizing, organized money takes over. Let us never make that mistake again. Thank you and God bless.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you, Benjamin, for that great message to our convention. We value our long-standing relationship with the NAACP. We've worked together on many, many projects.

The Teamsters have a long and proud history. For over a century we've fought for the rights of workers regardless of gender, skin color or ethnicity. This is not the first time employers have tried to divide and conquer us. We need only look at what's gone on in the great battles of the last century — for union rights, workers' rights, women's rights, civil rights, and all the things that we've fought for that get us to where we're at today.

The Teamsters have proven time and time again through their solidarity and determination that we will prevail. So let's look at an inspiring video about our history.

*...A video presentation regarding the Teamsters 100-year history was shown to the delegation.*

*(Applause)*

GENERAL PRESIDENT HOFFA: It makes you proud, doesn't it?

The International Brotherhood of Teamsters was officially founded in 1903. When we hit the century mark in 2003, it gave us the opportuni-

ty to look back on all the union had accomplished in the last 100 years. It was an exciting time. And it gives me great pleasure to introduce four Teamster Joint Councils who, since our last convention, also celebrated a milestone.

Joint Council 7 in San Francisco, Joint Council 10 in New Hampshire, Joint Council 13 in St. Louis and Joint Council 25 in Chicago.

*(Applause)*

Each founded 100 years ago, and now celebrate a century of service to their members. Let's hear it for these great locals and joint councils.

*(Applause)*

We're going to hand out the plaques. First of all, to congratulate Joint Council 7 in Oakland, California, 100 years. Rome, come up and take this.

*(Applause)*

Next is Joint Council 10. Come on up here. New Hampshire, New England.

*(Applause)*

Next is Joint Council 13 in Missouri, St. Louis.

*(Applause)*

Next is Joint Council 25, Chicago, Illinois

*(Applause)*

*(Chants of "Coli.")*

And I wish all these Joint Councils another hundred years. Absolutely.

*(Applause)*

Next we have a video from a great friend, the Governor of Illinois, a Democrat who still fights and he's our guy in Illinois. And, boy, what a difference having a Democrat in Illinois is. Let's see the video.

*...Governor Pat Quinn addressed the convention via video as follows:*

**HONORABLE PAT QUINN**  
**Governor**  
**(D) Illinois**

Hello, everybody. I'm Pat Quinn, the

Governor of Illinois, and a former member of Teamsters Local 786, something that I really take to heart.

I want to congratulate everyone in the Teamsters, but especially John Coli and my Joint Council, Joint Council 25, on its 100th Anniversary.

I say to all my Teamster brothers and sisters, welcome to your convention. I know you're going to make a big difference for America, and we look forward to working with you every step of the way.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you, Governor.

Moving on, I want to invite Becky Strzechowski from Teamsters Local 700 and Steve Mack from Local 853 to the podium to present the Appeals Committee Report.

### **REPORT OF THE APPEALS AND GRIEVANCE COMMITTEE**

COMMITTEE CO-CHAIRPERSON MACK: Chairman Hoffa, Secretary-Treasurer Keegel, fellow delegates and alternate delegates, on behalf of the 29 committee members on the Appeals and Grievance Committee from all over the United States and Canada, I want to thank those committee members for such an outstanding job. Also, the International Attorney Rich Gibson and Dandrea Carter for their outstanding work. But mostly, I want to thank my fellow Co-Chairman Becky Strzechowski, a lovely lady from the city of Chicago.

*(Applause)*

Those of you that saw Vice President Coli and Ernie Yates make the parking presentation here yesterday, I enjoyed that kiss much more than John must have enjoyed his.

*(Laughter)*

After five days of deliberation, the committee is making its recommendations to the body — the unanimous recommendations to the body,

and the first appeal will be read by Becky.

COMMITTEE CO-CHAIRPERSON STRZECZOWSKI: The first appeal is an appeal by Brother Kevin Barry and is submitted as follows:

*...Committee Co-Chairperson Strzechowski read the following:*

**REPORT OF THE APPEALS AND  
GRIEVANCES COMMITTEE ON THE  
APPEAL OF KEVIN BARRY**

This case comes before the Convention as an appeal by Kevin Barry, a member of Local 82, from a January 2011 decision of the General Executive Board which upheld a decision of Joint Council 10 dismissing charges Brother Barry filed against former Local 82 Secretary-Treasurer (Principal Officer) John Perry and, at least nominally, against the entire Local 82 Executive Board.

As a preliminary matter it should be noted that Brother Dennis Raymond voluntarily recused himself from consideration of this appeal due to his prior involvement in this case as a member of Joint Council 10. Brother Raymond took no part in this recommendation.

This case has its genesis in charges filed with Joint Council 10 by Brother Barry and Brother Paul Shoulla, both members of Local 82, against the Executive Board of Local 82 in June 2009. The charges alleged that the Local Union Executive Board had failed to represent the interests of members employed by convention exhibition company Nth Degree by not renegotiating a collective bargaining agreement to succeed the agreement that had expired a few months earlier and by preventing the members from discussing contract proposals.

The charging parties met with representatives of the Joint Council and the Local Union and, on August 20, 2009, agreed to a written settlement agreement prior to the Joint Council issuing a decision. That agreement provided in

material part: 1) Local 82 would conduct a proposal meeting and negotiation committee election no later than August 31, 2009; 2) the elected and appointed members of the negotiating committee would prepare proposals by September 15, 2009, and would demand bargaining from the Company; and 3) that the Joint Council would retain jurisdiction until September 30, 2009, over any disputes arising out of the settlement agreement.

Local 82 held a proposal meeting on August 27, 2009. All five members who were regular employees of Nth Degree, including Brothers Barry and Shoulla, attended the meeting. At the meeting, Secretary-Treasurer Perry designated all five attendees to serve on the negotiating committee. None of the five individuals objected to serving on the committee. Additionally, it is undisputed that Perry had the authority to determine the size of the negotiating committee. After the selection of the committee, all of those attending the meeting discussed proposals for a new contract and on September 10, 2009, the negotiating committee submitted written proposals to Perry.

On September 28, 2009, however, the Joint Council received a letter from Brothers Barry and Shoulla asserting that Local 82 had breached the settlement agreement. Local 82 denied the allegations and the Joint Council thereafter scheduled a hearing and notified the parties that the purpose of the hearing would be limited to determining whether the parties had complied with the settlement agreement. On February 2, 2010, Joint Council 10 conducted an evidentiary hearing in the matter. All parties were afforded the ability to testify and present evidence in support of their respective positions. On April 1, 2010, the Joint Council issued a decision and determined that Local 82 did not violate the settlement agreement. Brothers Barry and Shoulla appealed the Joint Council's decision to the General Executive Board which

in turn denied the appeals on or about January 20, 2011.

This committee reviewed the record in this matter, as well as materials recently submitted by Brother Barry. Brother Barry also telephonically appeared before the committee on June 21, 2011. The underlying issue before the Joint Council and the General Executive Board was whether Local 82, namely Brother Perry, violated the settlement agreement. Consequently, Brother Barry's appeal to the Convention is limited to the narrow issue of whether the General Executive Board erred in upholding Joint Council 10's decision dismissing Brother Barry and Brother Shoulla's charge that Local 82 had breached the settlement agreement. Brother Barry, however, has raised numerous assertions and allegations that have been less than specific throughout this case. Indeed, the Joint Council repeatedly admonished the parties to keep the hearing focused on the issue of whether Local 82 had violated the settlement agreement. In his appeal to the Convention, Brother Barry continues to assert violations of the IBT Constitution, the United States Constitution, Local 82 Bylaws, oaths of office and general duties of union officials. He also claims that the manner in which Joint Council 10 conducted the hearing in this matter violated his rights and that all of the Joint Council members should have disqualified themselves.

Distilling the issues and allegations in this appeal, in light of the issues that can legitimately be raised in this appeal, we find that the General Executive Board's decision is well grounded in fact and reasoning. Brother Barry's primary claim appears to be that Brother Perry violated Local 82's Bylaws and the settlement agreement when he did not conduct an "election" for the bargaining committee but instead designated all five members who attended the proposal meeting as being on the committee. We agree with the General Executive Board that

this claim raises form over substance. It is undisputed that Brother Perry had the authority to determine the size of the negotiating committee. They were the only employees to attend the meeting. Five regular employees of Nth Degree attended the proposal meeting. Brother Perry appointed all five of the attendees to serve on the negotiating committee. Furthermore, none of the five individuals objected to being placed on the negotiating committee. In such circumstances no formal balloting is required. Where the number of candidates for a position is equal to or less than the number of available positions an election would be meaningless. Similarly, it is commonly understood that an "election" is considered to have taken place in a situation where a candidate is unopposed. As such, the Joint Council and General Executive Board properly determined that the settlement agreement was not breached by Brother Perry's failure to conduct a meaningless formal balloting. Additionally, the allegation that Brother Perry failed to formally "demand" bargaining with Nth Degree was properly rejected by the Joint Council and General Executive Board. Local 82 had filed unfair labor practice charges against the Company and delayed bargaining in light of those pending charges. As the General Executive Board correctly noted, it would not be appropriate to second guess the strategy of the Local Union in the bargaining process. Finally, we do not find any error in the manner in which Joint Council 10 asserted jurisdiction over the matter and conducted the hearing.

The additional materials submitted by Brother Barry do not alter the material facts or conclusions in this case. Furthermore, it should be noted that after the underlying events in this matter took place, Local 82 has been placed in trusteeship and the Local Union's officers who were the subject of the underlying charge, have been removed from office. Brother Barry admitted to the committee that he was simply

seeking as a remedy a declaration that Brother Perry had violated the Local Union's Bylaws. Consequently, even if Brother Barry's appeal was well founded, which it is not, it would not produce any meaningful remedy or result.

Upon consideration of the record in this matter, the additional materials and the comments of Brother Barry, the committee unanimously recommends that the appeal be denied.

COMMITTEE CO-CHAIRPERSON STRZECZOWSKI: The committee finds that the evidence did not support the charges and unanimously recommends that Brother Barry's appeal be denied.

Mr. Chairman, we ask that the committee's report be adopted.

GENERAL PRESIDENT HOFFA: Okay. That is in the form of a motion. Is there a second to adopt the committee's report?

Mike 2.

DELEGATE RON HERRERA, Local 396: Mr. Chairman, I stand before you from Local 396, a proud Hoffa/Hall delegate.

It was a pleasure sitting on the Appeals Committee with our Co-Chairs Becky Strzechowski and Brother Steve Mack. I'd like to move a motion on the recommendation.

GENERAL PRESIDENT HOFFA: Okay. We have a motion and a second. Any other discussion on this?

All those in favor of adopting the recommendation, signify by saying aye.

Anybody opposed?

It is adopted.

Go to your next one, please.

COMMITTEE CO-CHAIRPERSON MACK: The second appeal is appeal of Sister McCollough, a member of Local 399, appealing the decision of the General Executive Board, which upheld Joint Council 42's decision dismissing the charges.

*...Committee Co-Chairperson Mack read the following:*

**REPORT OF THE APPEALS  
AND GRIEVANCES COMMITTEE  
ON THE APPEAL OF  
BRITA MCCOLLOUGH**

This case comes before the Convention as an appeal by Brita McCollough, a member of Local Union 399, who appeals from a March 2007 decision of the General Executive Board concerning charges she filed against Mel Cavett, a Local 399 Business Agent and Carole Stepp, Local 399's bookkeeper/office manager/secretary.

As a preliminary matter it should be noted that Brothers Ron Herrera, Don McGill and Jaime Vasquez voluntarily recused themselves from consideration of this appeal due to the fact that they may have had some prior involvement in this case or have potential conflict as members of Joint Council 42. Brothers Herrera, McGill and Vasquez took no part in this recommendation.

This case arises out of charges filed by Sister McCollough against Brother Cavett and Sister Stepp. Those charges allege that Brother Cavett leaked a confidential complaint she made about drivers working in violation of the operative labor agreement on a film shoot in New Mexico called "Seraphim Falls." Specifically, Sister McCollough alleges that she telephoned Brother Cavett at the Local 399 office to complain that trucks from Local 399's jurisdiction were being used on the Seraphim Falls project without Local 399 drivers, and therefore in violation of the applicable labor agreement. Some of the equipment was owned by Sister Stepp and her husband Lee Stepp jointly. Brother Cavett agreed to keep Sister McCollough's name confidential. She claims that Brother Cavett nevertheless leaked her complaint to Sister Stepp who in turn informed others that Sister McCollough had "turned in" the job, and that as a result Sister McCollough suffered injury.

Joint Council 42 appointed a panel to consid-

er the charges. On July 20, 2006, the panel conducted an evidentiary hearing. All parties were afforded the opportunity to present testimony and evidence in support of their respective positions. The panel recommended dismissal of the charges. The panel concluded that Sister McCollough did not carry her burden of proving her allegations and that Sister McCollough's case was based largely on indirect or hearsay evidence. For example, Sister McCollough presented her sister as her main witness who testified that Peter Chittell, a Local 399 driver, had told her that he had been told by Lee Stepp, husband of Sister Stepp that he (Lee Stepp) had received a call from his wife, Sister Stepp, and that she told him that Sister McCollough had complained about the "Seraphim Falls" job. Mr. Chittell, however, did not testify at the hearing. Sister McCollough indicated at that time that Brother Chittell did not want to "get involved."

By contrast, direct evidence was adduced rebutting Sister McCollough's accusations. For example, Brother Cavett testified and directly denied that he leaked Sister McCollough's name to anyone. Brother Cavett did, however, ask Randy Peterson to investigate the matter of improper use of equipment. Indeed, he had advised Sister McCollough that he would do so. Brother Peterson, in turn, investigated the matter and evidence was adduced demonstrating that all of the equipment was operated in accordance with the contractual rules. Additionally, Sister McCollough did not adduce any evidence suggesting that she had suffered any retaliation or loss of employment as a result of the alleged "leak" of her identity as a complainant.

Joint Council 42 adopted the panel's recommendation and dismissed Sister McCollough's charges. On appeal, the General Executive Board reviewed the record in the case and affirmed the Joint Council's dismissal of the charges. It is from this decision that Sister McCollough now appeals to the convention.

Sister McCollough personally appeared before this Committee on June 22, 2011. Sister Stepp also appeared before this Committee by telephone. Both parties were afforded the opportunity to present their positions. Sister McCollough also submitted various supplemental documents, including a letter from Brother Chittell dated March 7, 2011, stating in part that he "personally heard Lee Stepp say that he received a call from his wife Carol Stepp and that she had told him Brita McCollough called in the show to Teamsters Local 399." Sister McCollough stated that at the time of the Joint Council hearing in this matter, Brother Chittell did not wish to become involved in the dispute but now that he was at a point in his life when he could retire and was not as vulnerable to potential retaliation, he was willing to come forward.

The Committee has carefully reviewed the record in this matter as well as the additional materials supplied by Sister McCollough. The Committee concludes that the charges filed by Sister McCollough were properly dismissed and that the General Executive Board's decision is well founded. The recent letter from Brother Chittell does not change this result. First, Brother Chittell's letter is not "new" evidence. Rather, he was identified as a potential witness at the original Joint Council panel hearing and could have testified at that time. He did not do so. It would not be appropriate to allow a potential witness to change his testimony or, as in this case, prior refusal to testify, years after a case is heard based upon some lessening of an unspecified fear of potential retaliation. Second, even if considered, Brother Chittell's potential testimony still amounts to an indirect statement, namely that someone (Lee Stepp) allegedly told him about what someone else (Carol Stepp) allegedly said. Such a belated and vague second hand account would not override the direct first hand testimony adduced at the hearing that

expressly and affirmatively denied any “leaking” of Sister McCollough’s identity by those alleged to have done so. Finally, Sister McCollough, when asked about any harm she allegedly suffered, did not offer any specific loss of employment or retaliation of any kind to the committee. Rather, she vaguely stated that she was simply seeking to clear her name.

Upon consideration of the entire record in the matter, the additional materials submitted by Sister McCollough and the comments made by both Sister McCollough and Sister Stepp to the Committee, the Committee unanimously recommends that the appeal be denied.

COMMITTEE CO-CHAIRPERSON MACK: The charges were dismissed by Joint Council 42, the General Executive Board upheld those charges. The committee found that the evidence did not support the charges and unanimously recommends that Sister McCollough’s appeal be denied.

Mr. Chairman, we ask the committee report be adopted.

GENERAL PRESIDENT HOFFA: Is there a second?

Mike 2.

DELEGATE STEVE POCZTOWSKI, Local 705: Mr. Chairman, I’m a proud Hoffa/Hall delegate.

*(Applause)*

I would like to commend Becky and Steve Mack on a great job they did on the Appeals Committee and having the honor to serve on all that.

I’d like to make a motion to accept unanimous decision from that committee for this motion.

GENERAL PRESIDENT HOFFA: Okay. We have a motion and a second.

DELEGATE ALAIN DE GRANDPRE, Local 931: I am a 43-year Teamsters member, President of Joint Council 91, and Secretary-Treasurer of Local 931 in Montreal, the city that won 24 Stanley Cups.

*(Applause)*

And I’m also a proud delegate of the Hoffa/Hall slate.

*(Applause)*

I rise to second the motion to deny the appeal and reaffirm the GEB decision.

On top of that, the sister sent her appeal to the panel by FedEx.

*(Chorus of boos)*

GENERAL PRESIDENT HOFFA: Okay. We’ve had a good debate. All those for affirming the recommendation of the committee, signify by saying aye.

Anybody opposed?

It is affirmed.

Next appeal.

COMMITTEE CO-CHAIRPERSON STRZECZOWSKI: The third and final appeal is by Brothers Dale Essling and Ron Zarnt and is submitted as follows:

*...Committee Co-Chairperson Strzechowski read the following:*

**REPORT OF THE APPEALS AND  
GRIEVANCES COMMITTEE ON  
THE APPEAL OF DALE ESSLING  
AND RON ZARNDT**

This case comes before the Convention as an appeal by Dale Essling and Ron Zarndt, members of Local Union No. 673, who appeal from a May 2010 decision of the General Executive Board concerning charges they filed against Bret Bartosik, Timothy Custer, Patrick Hamilton, Santiago Perez, Robert Reid, David Theodore and Rick Whitcomb, all members of Local Union 673.

As a preliminary matter it should be noted that Brothers William Coli, Terry Hancock, Don McGill, Steve Poczowski, and Brian Rainville voluntarily recused themselves from consideration of this appeal due to the fact that they may have had some prior involvement in this case or have potential conflict as members of Joint

Council 25. Brothers William Coli, Terry Hancock, Don McGill, Steve Poczowski, and Brian Rainville, therefore, took no part in this recommendation.

This case arises out of a strike conducted by Local 673 in 2004 against Catom Trucking. Brothers Essling and Zarndt challenged the Local Union officials who called the strike and challenged the legitimacy of the strike. Brothers Essling and Zarndt and other members of Local 673 were eventually fined and disciplined for violating Article XIX, Section 7 of the International Constitution for crossing Local 673's picket line. The charges against Essling and Zarndt (and the others) were initiated by David Theodore, a charged party in this case. The charges were heard at the Local Union level by Patrick Hamilton, Rick Whitcomb and Robert Reid, all of whom are charged parties in this case.

Ultimately, in a decision issued in January 2009, the General Executive Board vacated the discipline against Brothers Essling and Zarndt and the others. The General Executive Board noted, however, that the facts in the case were unique. Among the General Executive Board's basis for vacating the penalties was its concern that the Local Union did not make sufficient effort to advise the employees of the existence of the unfair labor practice conduct by the employer that formed the basis for the strike.

Buoyed by the General Executive Board's decision vacating the discipline imposed against them for crossing a picketline, Brothers Essling and Zarndt brought the charges at issue in this case against the Local Union officials who called the 2004 strike, as well as the panel members who found them guilty of crossing the picketline.

The Joint Council dismissed the charges. On appeal, the General Executive Board upheld the dismissal. The General Executive Board noted that the underlying strike was motivated by a

desire of the Local Union to obtain a satisfactory collective bargaining agreement for the employees of Catom Trucking. In so doing, the General Executive Board determined that the Local Union officials were motivated by good faith and, in fact, were ultimately successful. The General Executive Board also noted that in its prior decision it had determined that Brothers Essling and Zarndt (and the others) should not have been charged with crossing a picketline under the unique circumstances of the case. In short, the General Executive Board's prior decision vacating the discipline against Brothers Essling and Zarndt (and the others) vindicated their rights. The General Executive Board concluded that its prior decision should have ended the matter and upheld the dismissal of the charges filed by Essling and Zarndt.

The General Executive Board also determined that the charges against the members who initially heard the original case at the Local Union and imposed the discipline against Brothers Essling and Zarndt and the others who crossed the picketline should likewise be dismissed. There was no evidence that those members who served on the panel conspired with the Local Union officials. Although their decision was ultimately reversed by the General Executive Board, such a reversal simply does not equate to a finding that the panel members engaged in any malfeasance. Indeed, members who are willing to serve on hearing and trial panels should not have to worry that their good faith decisions could subject them to discipline if their decisions are ultimately reversed on appeal.

Brothers Essling and Zarndt contend that the General Executive Board erred by upholding dismissal of their claims and further contend that the General Executive Board's prior decision exonerating them conclusively proves the legitimacy of their charges against those officials that called the strike and imposed disci-

pline upon them. Brother Essling personally addressed this Committee by telephone on June 23, 2011 and reaffirmed his arguments.

The Committee has carefully reviewed the record in this matter as well as the additional statements submitted by Brother Essling. The Committee concludes that the reasoning of the General Executive Board upholding dismissal is well grounded in fact and reason. In short, the General Executive Board's first decision in this case in which it vacated the discipline and fines should have ended the matter. Indeed, that decision demonstrates that our internal system of appeals works. There is no need, justification or basis for Brothers Essling and Zarndt to file retaliatory charges years after the fact against those who they perceived wronged them. Again, their rights have previously been vindicated.

Consequently, upon consideration of the entire record in the matter, as well as the supplemental comments made by Brother Essling, the Committee unanimously recommends that the appeal be denied.

COMMITTEE CO-CHAIRPERSON STRZECZOWSKI: The committee finds that the evidence did not support the charges and unanimously recommends that Brothers Essling and Zarnt's appeal be denied.

Mr. Chairman, we ask that the committee's report be adopted.

GENERAL PRESIDENT HOFFA: Is there a second?

Mike 2.

DELEGATE ERNIE SOEHL, Local 701: Mr. Chairman, I'm the Principal Officer, Local 701 in the great state of New Jersey. It was an honor and a privilege to serve on the Grievance and Appeal Committee with Steve and Becky. All the members of the committee worked very diligently together, and I proudly stand here to make a motion that we affirm the recommendation of the Appeals Committee.

GENERAL PRESIDENT HOFFA: Okay. Anybody else?

Mike 2.

DELEGATE MIKE STAPLETON, Local 385: Mr. Chairman, I'm from Teamsters Local 385, Orlando, Florida. It was an honor and privilege to serve on this committee. I encourage the entire delegation to read your document Appeals and Grievance Committee. It's the yellow one with — looky there — a union label at the bottom of it.

*(Applause)*

And I second the motion to adopt this recommendation.

GENERAL PRESIDENT HOFFA: All right. It's been moved and seconded. I don't see any other lights on. All those in favor of adopting the committee's recommendation, signify by saying aye.

Anybody opposed?

The committee's recommendation is adopted.

Thank you. Thank you for a great job. Let's hear it for Becky and Steve. Thank you so much.

*(Applause)*

Solidarity and fair representation are the cornerstones of our great union. The work of our IBT caucuses — the National Black Caucus, the Hispanic Caucus, the Women's Caucus — are keys to our ability to pull together as one and to achieve our common goals by recognizing and supporting and strengthening our diverse membership.

The following video shows the important work that these caucuses perform on behalf of all Teamsters.

Please roll the video.

*...A video regarding the IBT caucuses was shown to the delegation.*

*(Applause)*

GENERAL PRESIDENT HOFFA: That was truly inspiring.

I now call on Antonio Christian and Betty

Rose Fischer to deliver the report of the Diversity Committee. Please come forward.

### **REPORT OF THE DIVERSITY COMMITTEE**

COMMITTEE CO-CHAIRPERSON CHRISTIAN: Good morning to General President Hoffa, General Secretary Keegel, delegates, alternates, guests. Before I get started I would like to introduce my Co-Chair, Sister Betty Rose Fischer, Local Union 638's Principal Officer for 36 years. She also serves as my Deputy Director for our Human Rights Commission. She will introduce and thank our committee.

*(Applause)*

COMMITTEE CO-CHAIRPERSON FISCHER: Good morning, everyone. I want to make a thank you to General President Hoffa for my appointment as the Co-Chair to this very important committee. Thank you.

The Diversity Committee — I will go through our committee members: From the GCC is Janice Bort; from Local 665, Edward Carter; Local 710, Matthew Flynn; Local 745, Debra Haddock; Local 20, Diane Helf; Local 728, Renee Call; Local 1150, Harvey Jackson; Local 1196, Nathaniel Jackson; from the IBT Legal Counsel, James McCall; Local 879, John McCann, Jr.; Local 231, Rachel McKibbon; Local 952, Ernesto Medrano; Local 879, Rick Parent; Local 202, Anthony Rosa; from the BMWED, Roger Sanchez; from the BLETD, Margo Storsteen; Local 237, Ruben Torres; from Local 247, Linda Townsend.

Those that were assisting our committee and gave us a lot of help is IBT VP Al Mixon; IBT Trustee Ferlene Buie; IBT VP George Miranda; President of Local 396 is Ron Herrera; and from the IBT staff is Myron Sharp and Patricia Parker.

I want to thank our committee, those assisting us in this committee. It was a great help to us

and we appreciate that.

I also want to take the time to thank General President Hoffa and General Secretary Tom Keegel for stopping by the committee and speaking with us, also. Thank you.

*(Applause)*

COMMITTEE CO-CHAIRPERSON CHRISTIAN: Thank you, Betty.

This report is quite long. We won't be able to read the whole report, so you can at your leisure, you may go through it.

*...Committee Co-Chairperson Christian presented the following:*

### **REPORT AND RECOMMENDATIONS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS' DIVERSITY COMMITTEE**

#### **HISTORY OF THE COMMITTEE AND ITS INITIATIVES**

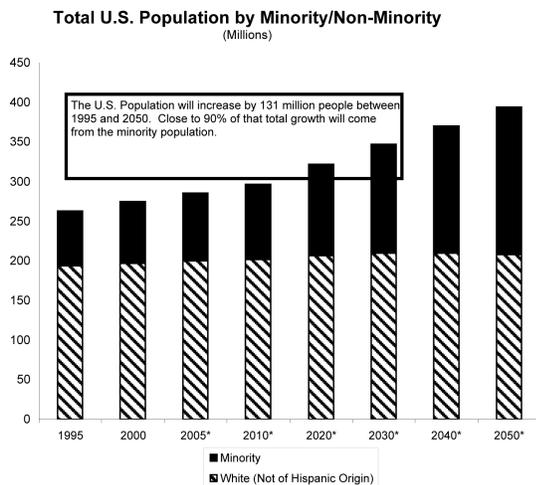
##### **Creation of the Diversity Committee**

The Diversity Committee was first established by General President James P. Hoffa and General Secretary-Treasurer C. Thomas Keegel in 2001 to submit a report with recommendations to the 26th International Union Convention as to how the International Union could enhance and benefit from the involvement and contributions of its members from various cultural, racial, and ethnic backgrounds. The creation of the Committee was a recognition of the fact that the unity and strength of our great Teamster movement can best be secured by encouraging the participation of women, individuals of different sexual orientations, and members of different races and cultures in the policymaking and leadership roles at all levels of the International Union and its affiliates.

##### **The Committee at the 26th International Convention**

The Diversity Committee in 2001 acknowl-

edged that virtually all available statistics predicted significant changes in the demographics of the American workforce. For example, the United States Census Bureau projected that, between 1995 and 2050, the United States population will increase by 131 million people. Almost 90% of that growth will come from African-Americans, Latinos, Asians, and other minorities. During its discussions, the Committee found noteworthy the following graph from the U.S. Census Bureau report, entitled **“Dynamic Diversity: Projected Changes in U.S. and Ethnic Composition 1995 to 2050”** that allows one to readily understand the extent of the projected demographic changes:



The Committee also noted that, consistent with the projected changes in the population demographics, the employment projections from the Bureau of Labor Statistics indicated that, between 1998 and 2008, for every White Non-Latino leaving the civilian workforce, 1.4 would enter; for every African-American leaving 1.4 would enter; for every Asian and Non-Latino leaving, 2.3 would enter; for every Latino (of any race) leaving, 4.5 would enter; for every male leaving, 1.5 would enter; and for every female leaving the civilian workforce, 1.9 would enter. These figures from the Bureau of

Labor Statistics are reflected in the following table:

Race or Gender	Entrants (Millions)	Leavers (Millions)	Ratio of Enters/Leavers
White Non-Latino	24.6	17.2	1.4
African-American	6.9	4.8	1.4
Asian, Other, & Non-Latino	3.7	1.6	2.3
Latino (Any Race)	6.8	1.5	4.5
Male	21.0	13.8	1.5
Female	21.1	11.3	1.9

Source: Bureau of Labor Statistics, Employment Projections

In view of the evidence of the rapidly changing population demographics and the employment demographic projections, the Diversity Committee made the following recommendations that were unanimously adopted by the delegates to the 26th International Union Convention to ensure that the International Union continues to lead the labor movement in providing the best representation, superior wages and benefits to its diverse membership, and to be able to successfully organize diverse workforces in the 21st century:

1. The International Union and its leadership should make diversity education and training a top priority and develop educational materials to be used in diversity training workshops at national, regional, local, and trade division meetings.
2. The International Union should encourage and support the Local Unions, Joint Councils and other affiliates in embracing diversity as a top priority and conduct education and training to encourage the full participation of all members, regardless of race, gender or cultural background.
3. The International Union should create a National Diversity Committee, as a standing committee, to establish specific goals

and objectives for achieving the full participation of the Union's diverse membership.

4. The policies and practices of the Union at all levels should be reviewed and modified, if necessary, to ensure that the Union is sensitive to and encourages its diverse membership to express their ideas, influence decision-making, and to achieve leadership roles.

### **The Diversity Committee at the 27th International Convention**

In 2006, the Diversity Committee was again convened and given the mission of further developing an inclusion and diversity strategy that would strengthen and increase the membership in the International Union by valuing the participation of individuals from various groups in the ever changing workforce demographics of the 21st century. Through their discussions, the members of the Committee acknowledged that to build an effective labor organization for the future, the International Union must adopt clear and specific education and training programs and policies and be committed to the development of an organization which values and encourages the participation of members from all racial, cultural, and ethnic groups, men and women of all ages, physical abilities, sexual orientations, and gender identities. The Committee concluded that the inclusion and participation of the Teamsters' diverse membership must be recognized as a means to make our organizing campaigns more effective and improve the quality of representation of our members.

The 2006 Diversity Committee defined Teamster diversity as encompassing all the many differences that establish our members as unique and valuable individuals, including but not limited to culture, ethnicity, race, nationality, gender, age, physical abilities, religion, sex-

ual orientation, and gender identity. In the Committee's view, the concept of diversity may highlight differences in our members as individuals, but the true value of a diverse membership is that such differences create a whole that is more than the sum of its components. A strong and diverse Teamsters Union in the 21st century must promote an environment and culture which encourages all members, regardless of their differences, to participate in the activities, decision-making, and leadership of their Union.

The Committee emphasized that increasing the participation and contribution of the International's diverse membership should be embraced as a growth strategy for the Union. The International had by 2006 committed to organizing new members as its top priority through its substantial investment in its Organizing Department. It was the conclusion of the Diversity Committee that the success of our organizing campaigns and other membership initiatives was dependent upon how the Union responds to the changing demographics of the American and Canadian workforces. The U.S. Census Bureau projected that, between 2000 and 2050, the White percentage of the total population will decline by 19%, while the minority population percentage of the total population will increase by 19%, resulting in a United States population that is about 50% White and 50% minority.

Similarly, the Committee took note of the fact that the projected percent change in the U.S. workforce from 2004 to 2014 reveals that minorities far outpace Whites. Data from the Bureau of Labor Statistics indicate that, between 2004 and 2014, Whites will constitute a 7% change in the labor force, whereas African-Americans will be 17%, Latinos 34%, and Asian and other minorities 32%.

Research provided to the Committee indicated that recognizing and managing the value of diversity is directly related to growth of a labor

organization. The Economic Policy Institute analyzed National Labor Relations Board representation election results data from 1998 and found that in private sector bargaining units where the percentage of minorities and women is greater than or equal to 75%, unions won 64% of the elections; where the bargaining unit contained greater than or equal to 60% minorities and women, unions won 53% of the elections; and where there were no minorities in the bargaining unit, unions won only 37% of the elections.

These representation election results demonstrate that minorities and women recognize that unions substantially improve their standard of living. This is verified by Bureau of Labor Statistics data indicating that, in 2005, the median weekly full-time earnings for unionized workers was \$801, compared to \$622 for nonunion workers. For all men in unions, the median weekly earnings was \$857, compared to \$692 per week for nonunion men; for union women -- \$731, compared to \$559 for nonunion women; for union African-Americans -- \$656, compared to \$500 for nonunion African-Americans; for union Latinos -- \$673, compared to \$449 nonunion Latinos; and for union Asians -- \$809, compared to \$744 for nonunion Asians.

To further the goal of enhancing the participation and contribution of our diverse membership as part of the Union's emphasis on organizing and providing more effective representation, the Diversity Committee at the 27th International Union Convention in 2006 presented an amendment to the International Constitution to the Constitution Committee that emphasized the importance of diversity training and education at all levels of the Union. The following amendment was adopted by the Constitution Committee and presented and approved by the delegates at the 27th International Convention:

Article I, Section 3: This International Union is proud of its history of unifying a diverse group of working men and women from different cultures and ethnic backgrounds in order to advance their economic, social, and political interests. We are committed to the development of an organization which values and encourages the participation of women, individuals of various sexual orientations, and members of racial, cultural, and ethnic groups in policymaking and leadership roles at all levels of the International Union and its affiliated bodies. In furtherance of its commitment to the participation of its diverse membership, the International Union will develop educational programs that emphasize the importance of diversity for the use at national, regional, and local levels of the organization. Through education and training, the International and its affiliates will promote policies and practices which encourage a cross-section of the membership to express their ideas, participate in decision-making, and to gain leadership roles.

To implement the above-referenced amendment to the International Constitution, the Diversity Committee promulgated recommendations for a **“Strategic Teamsters Diversity Plan.”** The following recommendations to support the Plan were included in the Committee's Report and approved by the delegates to the 27th International Convention:

1. The International Union commits, in its Constitution, to education and training as a top priority at all levels of the Union to create a Teamster environment and culture that recognizes and values the ideas, perspectives, and participation of men and women of all ages, members of different racial, cultural, and ethnic groups, physical abilities, sexual orientations, and gender identities.
2. The International Union prepare a profes-

sional survey instrument and other data collection instruments, consistent with legal and privacy concerns in the United States and Canada, to be used by the affiliates to collect demographic data on their current and future members. The demographic profile of each affiliate is an essential element to developing an educational and training program that addresses the needs of the diverse membership.

3. The demographic profile of the affiliates of the International Union should be used for the development of a comprehensive education and training program on valuing diversity as a strength for growth and effectiveness, including the creation of a mentoring program to increase the diverse membership's participation in the activities of the Union and leadership at the International, State Conference, Joint Council, and Local Union levels. The International's and affiliates' officers and members should attend diversity education and training workshops conducted by the International Union.
4. The International should create a list of "best practices" used by the Local Unions to increase attendance at membership meetings and participation in Local Union activities. Such practices include the development of youth and other community oriented programs designed to enhance the Union's relationship with members from different backgrounds.
5. The International and each affiliate should designate a person who is responsible for implementing the diversity initiatives within the International, State Conference, Joint Council, or Local Union.
6. The National Diversity Committee will be a standing committee and shall consist of the Human Rights Commissioners and the Diversity Committee serving at the 27th

International Union Convention. The National Diversity Committee will be responsible for establishing the goals and times lines for accomplishing the diversity initiatives, monitoring the progress on the diversity initiatives and issuing quarterly reports to the affiliates on such progress, and, if necessary, periodically modifying the diversity initiatives and educational and training programs to increase their effectiveness.

### **Diversity Initiatives Implemented Since 2006 Convention**

Despite its commitment to developing a **"Strategic Teamsters Diversity Plan,"** as mandated by the adoption of Article I, Section 3 of the International Constitution and the adoption of the Diversity Committee Report and Recommendations by the delegates to the 26th and 27th International Convention, the International Union has made very little progress in diversity initiatives and achieving goals to ensure that the Union at all levels creates an atmosphere that encourages the participation and contribution in the policymaking and leadership roles. Diversity education and training has not been conducted at regularly scheduled International, Regional, Joint Council, and Local Union meetings.

Contrary to the recommendation of the 2006 Diversity Committee, the International has also failed to conduct a professional survey to collect specific demographic data on its membership in the United States and Canada. The Committee and the delegates to the 26th and 27th International Conventions recognized that identifying Teamster demographics was critical to developing educational and training programs to address the needs of the diverse members from various racial, ethnic, and cultural groups, men and women of all ages, physical abilities, sexual orientations, and gender identities.

Although the delegates to the 27th Convention voted to have the Teamsters National Diversity Committee serve as a standing committee with specifically identified functions, there was no follow-through on this adopted recommendation. The delegates voted that the Committee was responsible for establishing the goals and time lines for accomplishing the diversity initiatives, monitoring the progress on the initiatives and issuing quarterly reports to the affiliates on such progress. These actions were not performed by the Committee.

Finally, the 27th Convention directed that the International and each affiliate designate a person to be responsible for implementing the diversity initiatives within the International, State Conferences, Joint Councils, and Local Unions. This basic directive unfortunately has not been put into effect.

In furtherance of the International's commitment to diversity education and training, the Human Rights Commission has since the 2006 Convention conducted the following training sessions:

- April 2007 Brotherhood of Maintenance Way Employee Division (BMWED) Labor Alliance, Gallup N.M.
- October 2007 Teamsters Joint Council 25, Chicago, Illinois
- February 2008 Teamsters Joint Council 28, Seattle, Washington
- July 2008 BMWED Labor Alliance, Gallup, New Mexico
- August 2008 Teamsters National Black Caucus, St. Louis, Missouri
- 2008 Ohio Conference
- 2009 Pennsylvania Conference
- 2009 Teamsters National Black Caucus Conference, New Orleans, LA
- September 2009 BLET Regional Meeting
- February 2010 Teamsters Local 743, Chicago, Illinois
- June 2010 Joint Council 7 Conference, Lake Tahoe, NV

- July 2010 Teamsters National Hispanic Caucus, Chicago, Illinois
- 2010 Teamsters Women's Conference
- October 2010 BLET National Convention
- January 2011 HRC Meetings, MLK Jr. Celebration, Dallas, TX

### **Findings of the 28th Convention Diversity Committee**

#### **Rapid Changes in Population and Employment Demographics**

The 28th International Convention Diversity Committee began its work with a thorough discussion of the dimensions of diversity as related to the Teamster membership in the United States and Canada. Again, the Committee concluded that the effectiveness and growth of our great Teamster organizations in the 21st century was dependent upon responding to the rapidly changing population and employment demographics. Fortunately, the Committee was able to utilize the recently released 2010 Census data on population demographics and the U.S. Department of Labor's Bureau of Labor Statistics data on employment and Union membership released in 2009 and 2011. This material reveals that the minority growth in our population and labor force has increased more rapidly than projected in the 2000 Census. The 2010 Census and Bureau of Labor Statistics data clearly indicates dramatic growth in minorities, while the size of the White population and workforce remains stagnant; a substantial increase in women in the workforce; and the aging of the White workforce, while the average age of minorities in the workforce is more than 10 years younger.

The 2010 Census reveals that minorities represent 36.3% of the total U.S. population of 308.7 million. Driving the increase in the minority population is the fact that the Latino population grew from 35.3 million in 2000 to

50.5 million in 2010, an increase of 43% and representing over half of the 27.3 million increase in the total population of the United States. The following are the percentage changes in the White and minority population from 2000 to 2010:

- **Minorities 36.3% of total population of 308.7 million**
  - White, non-Latino grew 5.7% to 223.6 million
- **Latino: largest minority group**
  - Increase from 35.3 million in 2000 to 50.5 million in 2010 (+43%)

Others:

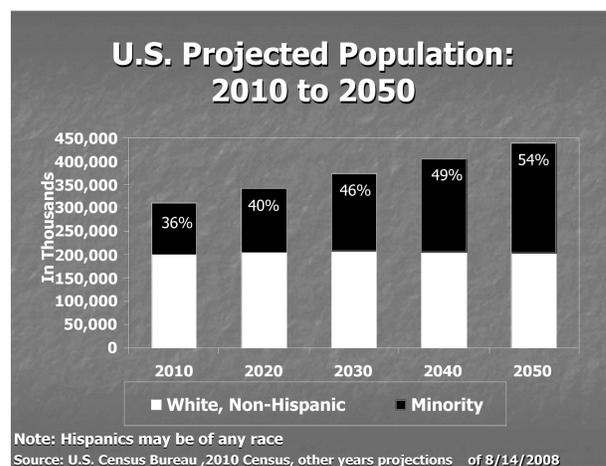
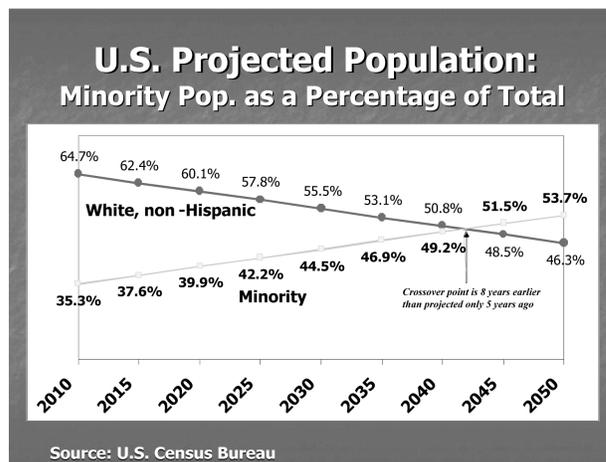
- **African-American (38.9 million)**  
+12.3%
- **Asian (14.7 million)** +43.3%
- **Native American/Alaskan Native (2.9 million)** +18.4%
- **Some Other Race (19.1 million)**  
+24.4%
- **Two or More Races (9.0 million)**  
+32.0%

**Note:** “Minority” refers to people who reported their ethnicity and race as something other than non-Latino White alone in the decennial census

**Source:** U.S. Census Bureau, 2010 Census Redistricting Data 2011

From 2010 to 2050, the U.S. Census Bureau projects that the population will increase by 128.8 million to over 439 million. (Population Projection of August 8, 2008. These projections are released every two years.) It estimates that almost 100% of this total projected growth to come from the minority population. By 2050, the minority population will be 54% of the total population, with non-Latino Whites comprising 44%, down from 66% in 2008. The working age population (18 to 64) will be 50% minority by 2039; almost 1/3 of which will be Latino as that population triples in size by 2050. These dramatic changes in the population demographics are made clear by the following two graphs

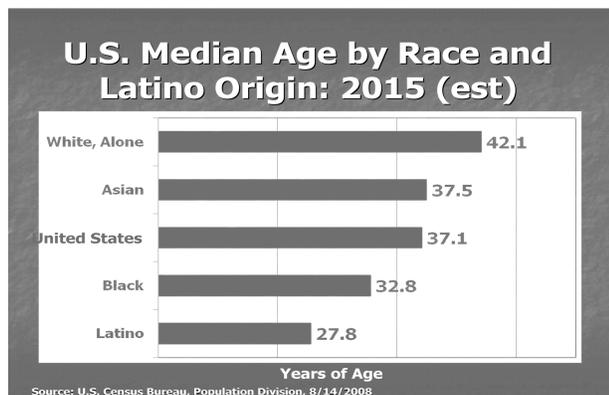
that show rapid growth in the minority population, while the White population remains stagnant:



It is significant to note that the above graphs indicate that the accelerated growth of the minority population is far greater than had been projected just five (5) years ago when the crossover point or point at which the minority and White population would both equal 50% of the U.S. population. The crossover point is now projected to occur eight (8) years earlier in 2042, rather than in 2050.

Coupled with the substantial increase in the size of the minority population is the fact that the median age of the largest minority groups is more than 10 years younger than the median age of Whites. As previously stated, 50% of the working age population (18 to 64) will be

minority by 2039. The estimated median age of the U.S. population by 2015 is represented in the following graph:



The Census Bureau and the Bureau of Labor Statistics project that, during the period 2008 to 2018, the population will grow from 304 million to 335 million and the labor force will grow from 154 million in 2008 to 167 million by 2018. During this same period, minorities in the labor force will far outpace Whites. Whites will grow by 5.5% of the total in the labor force, African-Americans by 14.1%, Latinos by 31%, and Asian and other by 30.0%. (BLS Employment Projections 2008-2018, published November 2009)

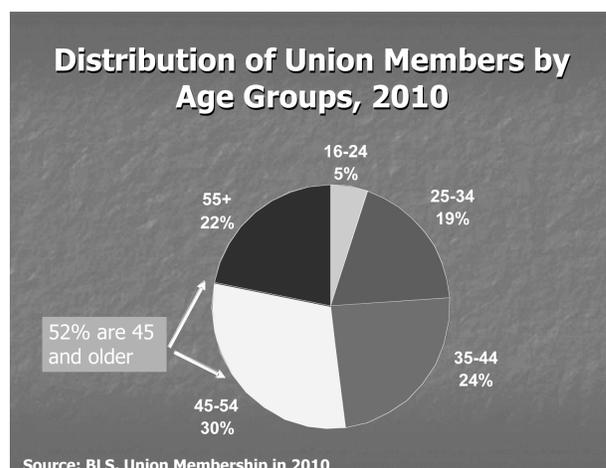
**Impact of Demographic Changes on Union Membership and Potential Union Growth**

In 2010, the union membership rate – the percent of wage and salary workers who were members of a union – was 11.9%, down from 12.3% a year earlier. (Bureau of Labor Statistics, Union Membership in 2010) The number of wage and salary workers belonging to unions declined by 612,000 to 14.7 million. In 1983, the first year in which comparable union data are available, the union membership rate was 20.1%, and there were 17.7 million union workers.

The 2010 BLS data reveals that the union membership rate for public sector workers (36.2%) was substantially higher than the rate

for private sector workers (6.9%). Workers in education, training, and library occupations had the highest unionization rate at 37.1%. According to BLS data, 13.4% of employed African-Americans are union members; while 11.7% of employed Whites are union members; 10.9% of employed Asians and 10.0% of employed Latinos are union members. Today, 6.7 million working women are union members. In 2010, 46% of all union members are women, up from 19% in 1962. Among states, New York has the highest union membership rate (24.2%) and North Carolina has the lowest rate (3.2%).

By age, the BLS data indicates that, in 2010, 52% of all union members are 45 years and older. The following graph shows the age distribution of union members:

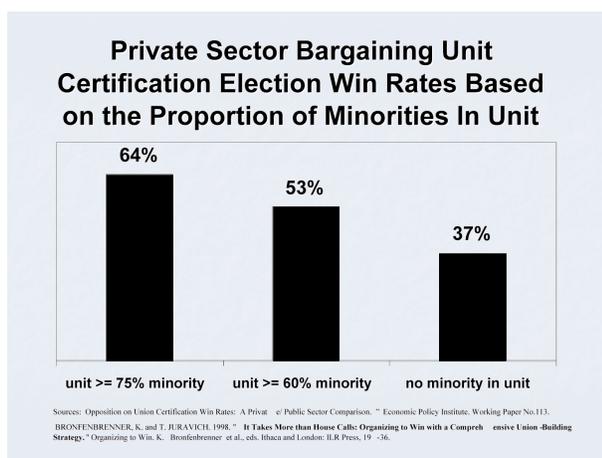


Following its review of the U.S. Census Bureau data for 2010 and the BLS employment and Union membership projections, the Diversity Committee recognized that the labor force was getting older and more diverse. By 2039, 50% of the working age (18 to 64) would be minority and more female.

**A Strategic Plan For Inclusion and Diversity Is A Teamster Growth Strategy**

Developing a strategic plan for the inclusion and contribution to our Union at all levels from members of racial, cultural, and ethnic groups,

men and women of all ages, physical abilities, sexual orientations, and gender identities is a growth strategy for the Teamsters Union. National Labor Relations Board representation election data indicates that organizing campaigns involving bargaining units with more minorities and women have a substantially higher union win rate. According to the analysis of the Economic Policy Institute, private sector bargaining units where the minorities and women constitute greater than or equal to 75%, unions won 64% of the elections; where the bargaining unit contained greater than or equal to 60% minorities and women, unions won 53% of the elections; and where there were no minorities in the bargaining unit, unions won only 37% of the elections. These facts are reflected in the following graph:



Minorities and women, who are often faced with discrimination in the workplace, understand that having union representation helps to level the playing field among all workers. In addition, they recognize that the earning power of unionized workers far exceeds that of their non-union counterparts. Data from the Bureau of Labor Statistics on Union Members in 2010 indicates that, among full-time wage and salary workers of any race, union members had median weekly earnings of \$917, while those who were not represented by unions had median

weekly earnings of \$717. When these figures are broken down by race and Latino ethnicity, unionized Whites make median weekly earnings of \$943, while non-union Whites make \$736; unionized African-American median weekly earnings is \$772, while non-union African-Americans make \$589; unionized Latinos median weekly earnings is \$771; while non-union Latinos make \$512; and unionized Asians make \$909, while non-union Asians weekly median earnings is \$842.

### RECOMMENDATIONS FOR A STRATEGIC INCLUSION AND DIVERSITY PLAN

The acceleration in the growth of minorities in our population and labor force demographics demands that the International Union act quickly to ensure that the ideas, perspectives, and involvement in policymaking and leadership roles by all members are encouraged, regardless of their race, age, ethnicity, culture, physical disability, sexual orientation, or gender identity. A “Teamsters National Strategic Inclusion and Diversity Plan” is required in the 21st century not only to make our great International Union more effective in representing the economic, political, and social interest of its diverse 1.4 million members, but also as a strategy for growth in the future. This fact was recognized by the delegates of the 27th International Convention when they amended the International Constitution in Article I, Section 3 to state the Union’s commitment to the development of a Union that values and encourages the participation of all its diverse members in the policy making and leadership roles at all levels of the International and its affiliates.

In furtherance of the commitment made in Article I, Section 3 of our Constitution, the Diversity Committee now requests the delegates at the 28th International Convention to exercise their power under Article III, Section 1 of the Constitution as the supreme governing authori-

ty of the International Union and approve the following recommendations for the development of a **“Teamsters National Strategic Inclusion and Diversity Plan”**:

1. The International Union, by no later than July 1, 2012, have an independent professional firm conduct a survey of the members in its affiliated bodies to determine the race, sex, age, particularly those members 35 and under, and Latino demographics in the Union’s affiliates by industry.
2. The International Union, by no later than January 1, 2013, shall have its Education and Training Department develop a comprehensive education and training program to be implemented by the International, Joint Councils, Local Unions, Trade Divisions, Trade Conferences, State Conferences, and other affiliates for training in creating an environment within the Union that is sensitive to and values the diverse ideas, experiences and perspectives of the members and encourages their involvement in and contribution to the Union’s activities and participation in policymaking and leadership roles.
3. Following the development of the comprehensive education and training program on inclusion and diversity, the International shall require that an education and training session on diversity be conducted at regularly scheduled meetings conducted by the International, Joint Councils, Local Unions, Trade Divisions, Trade Conferences, State Conferences, and other affiliates. The Teamsters Leadership Academy shall provide inclusion and leadership training.
4. The Director of the International’s Human Rights Commission should be appointed as the individual with the responsibility of developing the **“Teamsters National Strategic Inclusion and Diversity Plan.”** The Director shall submit a written report on the Plan’s progress that is presented orally to the General Executive Board at its quarterly meetings. The Director’s quarterly written reports should be distributed to all affiliates.
5. The International Union, by no later than July 1, 2012, should encourage and direct that all affiliates, pursuant to the commitment to diversity education and training in Article I, Section 3 of the Constitution, designate a person who is responsible for the implementation of the inclusion and diversity initiatives. Such designated persons will be the contact person utilized by the Director of the Human Rights Commission to disseminate information regarding the **“Teamsters National Strategic Inclusion and Diversity Plan.”**
6. Upon receipt of the results of the demographic survey that the professional survey firm conducts on behalf of the International by July 1, 2012, the Director of the Human Rights Commission shall annually establish and publicize short-term, mid-term, and long-term goals for ensuring the implementation of the **“Teamsters National Strategic Inclusion and Diversity Plan”**.
7. To ensure that there is inclusion and diversity on all negotiating committees and grievance panels, the International Union shall exercise its authority under Article XII of the Constitution to appoint representatives on such committees and panels to reflect our diverse membership. In addition, the appointment of General Organizers and International Representatives under Article V, Section 1 of the Constitution shall reflect the diverse demographics of the International Union. The employment of clerical, technical,

and professional employees by the International Union, pursuant to Article IX, Section 8 of the Constitution, shall also reflect the demographics of the Union.

8. The National Diversity Committee will be a standing committee, like the Finance Committee created by Article XI of the Constitution, and shall consist of the Director of the Human Rights Commission, the Human Rights Commissioners, the Diversity Committee serving at the International Union Convention, and a representative from the International's Education and Training Department. The National Diversity Committee will be responsible for establishing the goals and time lines for accomplishing the inclusion and diversity initiatives, monitoring the progress on the initiatives and issuing quarterly reports to the affiliates on such progress, and, if necessary, periodically modifying the diversity initiatives and educational and training programs to increase their effectiveness. The National Diversity Committee shall meet at least four (4) times each year to accomplish its duties.

COMMITTEE CO-CHAIRPERSON CHRISTIAN: Mr. Chairman, I move the adoption of this committee report.

GENERAL PRESIDENT HOFFA: Okay. Mike 6, mike 6.

DELEGATE RUBEN TORRES, Local 237: Mr. Chairman, I'm Secretary-Treasurer of Teamsters Local 237 out of New York City. Mr. Chairman, I rise and make a motion to adopt the recommendation of the Diversity Committee, and I would like to reserve the right to speak on the adoption.

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE EDWARD CARTER, Local 665: Mr. Chairman, I'm Vice President of the

Teamsters Local 665 from Daly City, California. Move and second for this document.

GENERAL PRESIDENT HOFFA: Okay. Let's go back to mike 6. The brother wanted to reserve.

DELEGATE RUBEN TORRES, Local 237: Mr. Chairman. Thank you for this opportunity. Mr. Chairman, diversity in this union is one of the most important things that's happening right now.

I'm a third-generation Teamster. When my grandfather came to this country, he did not know the language, was not able to communicate. But let me tell you something, Mr. Chairman, the Teamsters were right behind him. They didn't care where he came from, they didn't care about his language barrier. That is total inclusion and that is what the Teamsters are all about, Mr. Chairman.

*(Applause)*

The Teamsters have a vision: "Solidarity, Action, Strength." And with that vision has always been a tradition of inclusion, regardless of age, race, gender, gender identity, ethnicity.

Mr. Chairman, we need to approve and adopt these recommendations to ensure the legacy that the Teamsters organization has always committed to. Thank you.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you.

What I'd like to do right now, if you bear my indulgence, we're getting this a little bit — we have the report and we have the resolution. I think this is great debate but what I would like to do is to have Antonio read the resolution so we also have that in front of us. And then we'll put them all together when we vote. How does that sound?

*(Applause)*

Is Myers going to read it? All right.

Let Antonio read it. Antonio, you read it and then we'll move on and have a full discussion.

We've got the report and the resolution all together so we take one vote and we'll have some more debate.

COMMITTEE CO-CHAIRPERSON CHRISTIAN: Oh, here it is. It's page 33.

*...Committee Co-chairperson Christian read the following:*

**INTERNATIONAL BROTHERHOOD OF  
TEAMSTERS' COMMITMENT TO  
ENCOURAGE AND PROMOTE  
DIVERSITY OF ITS MEMBERSHIP  
AT ALL LEVELS WITHIN THE  
ORGANIZATION**

**WHEREAS**, the International Brotherhood of Teamsters is proud of its history of unifying its diverse group of 1.4 million working men and women from different cultures and ethnic backgrounds to advance their economic, social and political interests; and

**WHEREAS**, the International Union recognizes that demographics are continually changing as diverse groups are rapidly growing; and

**WHEREAS**, the International Union believes every retiree and current and future member are valuable parts of the organization and has something to contribute, regardless of race, religion, ethnic background, physical ability, creed, gender, age, or sexual orientation; and

**WHEREAS**, the International Union is committed to continuing the development of an organization which values and encourages participation of every man and woman, each with individual and diverse backgrounds, in the policymaking and leadership roles at all levels of the International Union and its affiliated bodies; and

**WHEREAS**, the International Union recognizes that, through the contribution and involvement of more women, young people and individuals with diverse backgrounds, the union will strengthen its collective bargaining, organizing, political and legislative activities; and

**WHEREAS**, the International Union has established and continues to support a mentoring program that develops participation in the policymaking and leadership roles of the union; and

**WHEREAS**, the International Union believes that when members from diverse backgrounds work together, the union can achieve more; and

**NOW THEREFORE BE IT RESOLVED THAT**, the International Union will continue to institute policies, practices and programs which establish and promote diversity at all levels of the International Union, Joint Councils, Local Unions, Trade Divisions, Conferences, and other affiliated bodies; and

**BE IT FURTHER RESOLVED THAT**, the International Union will seek to institute policies, practices and programs at all levels of the union which encourage members from all backgrounds to become actively involved and participate in union matters.

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE HARVEY JACKSON, Local 1150: Good morning, Chairman Hoffa. I'm President of Teamsters Local 1150. I am the National Vice Chairman for the Teamsters National Black Caucus. I rise in support of this resolution.

I believe this resolution is important to this union, but also important to America. I want to draw, if you will, your attention to a condition that exists in the world today. Not only is there war on workers, but there is a war on Americans in general.

You have the Banking and Wall Street Committee doing everything in their power to attack and destroy labor. You have these right-wing politicians and others who think the way they think, doing everything in their power to destroy the middle class.

And I don't think I have to remind anybody here that some folks came across the seas on a

great day called 9/11, and when they murdered Americans, they killed every American regardless of his race, his color, his sex, his background. They just hated Americans. That is why it is imperative that the International Brotherhood of Teamsters join together united as one. The only way that we can defend ourselves against our enemies is as one. Inclusion and opportunity is important.

So I end by saying to you, there are many, many great symbols in this country of inclusion and opportunity — the Statute of Liberty, the Pentagon. But there is another great symbol, and that is the symbol that sits before you, that symbol of solidarity. And on that great day when that symbol of solidarity rises to its highest point and presides over a day of justice, we can bring an end to the long night of Republican rule and others that hate us. So I ask my brothers and sisters to show a vote of confidence today and vote to accept this amendment. Thank you.

*(Applause)*

GENERAL PRESIDENT HOFFA: Very good. Thank you. Well said. Let's have a second also. I took that as a motion.

Mike 6.

DELEGATE RUBEN TORRES, Local 237: Mr. Chairman, I'm Teamsters Local 237 Secretary-Treasurer. I second the motion.

GENERAL PRESIDENT HOFFA: All right. We have a motion and a second on both the report and the resolution.

All those in favor signify by saying aye.

Anybody opposed?

Excellent. We're moving on. Great job.

*(Applause)*

You know, Teamsters are committed to democracy and integrity, and we've proven it by enacting, implementing and enforcing the democracy package of amendments adopted by this body at the 2001 Convention. And we have met our obligation under the 1989 consent decree to establish and maintain an independent

review board. We have rooted out corruption and have fought to ensure our union is run solely for the benefit of our members. And it's time to restore our true self-governance to our great union.

Can Steve Meyer please come forward to read the Independent Oversight Resolution.

*...Reading Clerk Meyer read the following:*

### INDEPENDENT OVERSIGHT

**WHEREAS**, the International Union entered into a Consent Decree with the United States on March 14, 1989 to resolve a civil lawsuit titled *United States v. Teamsters*, and

**WHEREAS**, in entering into the Consent Decree, the International Union acknowledged allegations of past problems of organized crime corruption in various elements of the IBT and dedicated the IBT to the elimination of any such outside influence, and

**WHEREAS**, the International Union committed to adopt democratic procedures through which the IBT would be administered with integrity and for the sole benefit of its members and without unlawful outside influence, and

**WHEREAS**, the delegates to the 2001 International Convention unanimously adopted a "democracy package" of amendments that incorporated rank and file one person, one vote procedures for electing the officers of the International Union, and

**WHEREAS**, the IBT has persistently striven to maintain a corruption-free union through vigilant enforcement of the Constitution, applicable laws and the provisions of the Consent Decree, and

**WHEREAS**, the International Union has met its obligations under the Consent Decree to establish and maintain the Independent Review Board, the vehicle created by the Consent Decree to investigate corruption and to evaluate the actions taken by the IBT to adjudicate allegations of improper behavior, and

**WHEREAS**, the International Union has worked in conjunction with the government and the Independent Review Board to accomplish the objectives set forth in the Consent Decree and the preceding clauses, and

**WHEREAS**, pursuant to the Consent Decree and the reforms implemented since 1989, the rank-and-file members have elected the delegates to every International Convention since 1991, and

**WHEREAS**, the democratically elected delegates have nominated candidates for International Union office at each of these conventions to date, affording the members the opportunity to vote for officers in fair democratic elections, and

**WHEREAS**, no other labor organization in the United States has provided its rank and file membership with similar opportunities to elect their officers through contested, democratically conducted elections over this time frame, or historically, and

**WHEREAS**, the democratically elected leaders of the Union have repeatedly pledged their support for rank and file elections of International Union officers as a permanent component of the Constitutional mandates that protect the members and union from improper outside influences, and

**WHEREAS**, between 1991 and 1999, the IRB recommended 181 charges against IBT officers and members relating to organized crime, and only 8 such referrals have been made between 2000 through 2010, none of which involved officers or employees of any union entity, and

**WHEREAS**, the International Union maintains its commitment to maintaining a democratic and corruption-free labor organization operating for the “sole benefit of its members” as evidenced by the democratic procedures embodied in the Constitution, and the duly elected delegates here assembled no longer con-

sider the costs incurred by the International Union to support the IRB to be for the “sole benefit of its members,” and

**WHEREAS**, the International Union and its affiliates have experienced financial pressure to curtail expenditures during the Great Recession, and the International Union can adopt more cost-efficient procedures for achieving the goal of the Consent Decree to maintain a union that is free from corrupt influences and to deal with improper conduct by officers and members, thereby reducing the costs currently devoted to the IRB and making more funds available to provide membership services and assistance.

**NOW, THEREFORE, BE IT RESOLVED** that this Convention go on record as confirming our commitment, and that of the members who elected us as their representatives, to the objectives of maintaining a democratic and corruption-free labor organization, and

**BE IT FURTHER RESOLVED** that this Convention support the democratic reform amendments adopted in 2001, which we consider a permanent and vital component of the governance of the Teamsters Union, and

**BE IT FURTHER RESOLVED** that this Convention express its desire, reflective of all Teamster members, that the Consent Decree be ended, thus restoring true self-governance and elevating the International Union to the status of all other free and independent trade unions, and

**BE IT FURTHER RESOLVED** that officers at all levels of the Union commit themselves to swiftly and forcefully investigating and redressing instances of corruption in order to ensure that the union is administered with integrity and for the sole benefit of its members and without unlawful outside influence, and

**BE IT FURTHER RESOLVED** that each and every delegate to this Convention take notice, and upon their return to their locals pledge to remind all members, that the democratic procedures so dearly paid for since 1989

#### FOURTH DAY—MORNING SESSION

---

obligate all Teamsters to exercise their right to actively and fully participate in the union, especially to vote in the election of International Union officers, to ensure that we preserve a union run exclusively by, and in the interests of, its membership.

GENERAL PRESIDENT HOFFA: Thank you. Mike 2.

VICE PRESIDENT COLI: Mr. Chairman, my name is John Coli, President of Joint Council 25.

*(Applause)*

I'd like to make a motion to adopt the resolution and reserve the right to speak.

GENERAL PRESIDENT HOFFA: Do we have a second?

Mike 6.

VICE PRESIDENT KANE: Mr. Chairman, my name is Dan Kane, Local 111, New York City, Joint Council 16. I'd like to second the motion to pass this resolution, and I'd like to reserve the right to speak on it.

GENERAL PRESIDENT HOFFA: Okay. Back to mike 2.

VICE PRESIDENT COLI: Mr. Chairman, President of Joint Council 25, once again. 22 years is long enough.

*(Applause)*

The untold millions of dollars that have been wasted in that time are enough.

*(Applause)*

With that much time and that much money, if they can't get the job done, they never will.

*(Applause)*

A prior General Executive Board negotiated, unfortunately, our way into this consent decree. The only way we'll get out of it is to negotiate. However, we have people who have used this as a political football to file lawsuits and to do other things which only detract from that process, which only hurt the negotiation process.

I know that the General President is the right

man to help us out of this consent decree. This resolution should be adopted. Thank you very much.

*(Applause)*

GENERAL PRESIDENT HOFFA: Okay. Thank you. Back to Dan Kane at six.

VICE PRESIDENT KANE: Mr. Chairman, for 22 years we've watched our union progress. I think it's fair and honest to say that this is the most democratically run union in America. There is no doubt about that.

*(Applause)*

The expense has been awesome. We've done what has to be done. We've taken the actions that should have been taken. This union is running well, it's clean, and it's time now to be independently run by its members. Thank you.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you.

Mike 2.

VICE PRESIDENT ALOISE: Mr. Chairman, Rome Aloise, Teamsters Local 853. I've been a Teamster official for 36 years, and over half of that time we've been living under the government's supervision. I can tell you now by flying back and forth across this country, this is like washing soap with soap. We are the cleanest union, the most progressive union and the union that's got the most deference to their members of any International Union in this country. We no longer need this yolk around our neck. It's time to take it off and let us be free. I'd say that again, let us be free. This resolution should be passed and passed unanimously.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you.

Mike 2.

DELEGATE AARON BELK, Local 984: Thank you, General President. I'm from Local 984, Memphis, Tennessee. I received a lot of boos in here the other day. It has nothing to do

with corruption, it has to do with democracy. And these guys here disagreeing with me in the past has nothing to do with corruption. I see no corrupt people here today. We've gone through that. We've finished that. Let's move on, get the government out of our union. We don't need to be paying \$80 for a hammer, like they do in some instances, and charging us \$500 an hour for legal fees.

We've cleaned up our part of the union. This is the cleanest union in the United States, and I will stand here and say that. I've been on the front lines fighting corruption in the past. I say it's time for the government to get out of our union, and I ask everybody here today to rise with me and support this motion. Thank you.

*(Applause)*

GENERAL PRESIDENT HOFFA: Very good. Mike 2.

DELEGATE PATRICK KELLY, Local 952: I want to thank the Gegare slate for stepping up and supporting this resolution. That's a good demonstration of unity. Our members have a lot of issues. There are a lot of people that want to be organized. We're going to spend 15 or 20 million on an election. I would ask the Gegare slate to withdraw, let's unify and go forward.

*(Standing ovation)*

I want to say this: We're probably the strongest and toughest union in the world. It's an honor and a privilege to be here. This is my seventh convention. It's probably going to be my last. But I'll tell you, we as a union need to go forward. I've known Gegare and a bunch of the other brothers since the '70s. There's a lot of good union people over there. We need to pull together. We need to put the money we're going to waste on this election into organizing and move forward. I support this resolution.

*(Applause)*

GENERAL PRESIDENT HOFFA: We've had a good debate. I don't see any other lights on. All those in favor of the consent decree res-

olution, signify by saying aye.

Anybody oppose it?

Okay, just a few. It is adopted. Thank you for the discussion and a great debate.

Now we have a very special video that we're going to show right now. Please all pay attention.

*...A video presentation honoring Tom Keegel was shown to the delegation.*

*(Standing ovation)*

*(Chants of "Keegel.")*

### **C. THOMAS KEEGEL**

#### **General Secretary-Treasurer**

#### **International Brotherhood of Teamsters**

I knew it was going to be emotional, but nothing like this. My God.

*(Applause)*

Thank you. Thank you so very much.

I want to thank my family. My wife, Pat, is here, my daughter, Heather, and my son-in-law, Scott. Thank you for being here, and I thank my family for producing that video, the help.

*(Applause)*

You know, in my wildest dreams — and I'm sitting up here thinking about when I first went to work as a young man — I couldn't even begin to think that this union that I love with all my heart, I'd be standing here today. And it's absolutely been a fantastic trip and it's been a joy and a love of my life. Thank God that I had the family that I had that worked with me and helped me, and let me do what I could do for this great union. I thank them with all my heart and love them with all my heart.

*(Applause)*

You know, you've seen it in the video, but I'm so proud that I am a third-generation Teamster, because I had the Teamster principles in my home. My grandfather and my father and my uncle, who you saw who was a union steward, they really taught me what it is about this great union that makes it so special.

## FOURTH DAY—MORNING SESSION

---

I graduated from high school, I got that done at 17. My dad said, “Are you going to work or are you going to school?” And I said, “Well, I’m not going to school, so I guess I’m going to work.”

*(Laughter)*

I got hired at Sterling Cartage Trucking, he worked there and my uncle worked there. And it was the greatest time of my life. I’ve been such a lucky man to get up every single day and love what I’m doing and do what I love. It’s just been phenomenal.

*(Applause)*

I had to get my stripes, so I worked on the dock a couple years and then I drove for 17 years. In between I became a steward and I took over for my uncle. And I was elected as Recording Secretary and Business Agent to Local 544 and took office in January of ‘78. Seems like yesterday.

Five years later I became Principal Officer of Local 544. January 1st of 1984, I was appointed to Joint Council 32, and in 1998 I became the Joint Council’s Principal Officer.

Some highlights, in 1998 I merged my Local 544 into Local 120 to create one of the most dynamic local unions in the Central Region of our great International Union.

*(Applause)*

And as you know, I became your General Secretary-Treasurer in 1999 as part of a new leadership team that was given the responsibility by the members to rebuild this great union.

My heritage was founded in the labor movement, but I especially remember how I became inspired by not only my family, who’s always been there for me, but in 1959 when I started working in the industry, I worked with people that were at the end of their career, members who 25 years earlier fought in the famous Teamsters strike in Minneapolis, Minnesota, which put our union on the map across this country and started the ball rolling.

*(Standing ovation)*

What started as a small strike in the city of Minneapolis, who under the Citizens Alliance claimed to be the best non-union city in the world, that strike grew to 10,000 brothers and sisters who had nothing to lose and everything to gain. They were fighting for justice and respect. They were fighting for a decent wage and for a place, a piece of that American Dream.

And they fought against the police, they fought against the National Guard and the hundreds and hundreds of strike breakers. They fought until they won, until they won the war to start us on our way as this great International Union.

*(Applause)*

These men love their union. They taught me Teamsters never give in, Teamsters never give up and Teamsters never run from a fight. And we’ve proven that over and over again.

*(Applause)*

That strike was a turning point in the history of this country and led directly to the passage of the National Labor Relations Act in 1935. That law for the first time gave workers in the private sector the right to form a union, to bargain collectively and to participate in economic action. That law helped the explosive growth of the union movement in this country as it spread across this country, and the Teamsters Union grew.

The men and women of the labor movement not only started to create the foundation of the middle class, but answered the clarion call to fight tyranny and oppression in Europe, African and Asia during World War II, and have been there ever since for their country.

Teamsters with other union brothers and sisters gave their lives to preserve the social fabric of American democracy. And after the Great World War, working people returned to the United States with the dream of building homes, raising families, and providing a better standard

for the next generation. And they worked hard at it.

Even the 1950s, big business and the right wing tried to suppress our union movement. They passed the Taft-Hartley amendments to the National Labor Relations Act, which greatly restricted the union's ability to apply economic pressure to employers by prohibiting sit-down strikes, intermittent strikes, secondary boycotts and other effective tactics. And one of the best at that was a guy by the name of Farrell Dobs, who was member of our local and at that Teamsters strike in 1934. He organized in Nebraska, Iowa, North Dakota, South Dakota, using every single tactic that you could think of with sit-down and economic power. That's why the anti-union forces, who never go away, passed those amendments.

They also allowed the states to pass laws that outlawed union security clauses and labor agreements, thereby giving rise to the right-to-work states mostly in the South and in the West.

These right-to-work states served as a drag on living standards, and do that today. And they did that since the time they were put in, and they were put in for a reason. But we fought on. Unions fought on. Understanding that workers' rights are civil rights, are human rights, labor took a leading role in supporting the growth of the civil rights movement in our country.

Teamsters were in every civil rights march and demonstration during this period. And you know what? Jim's father led many of those marches to make sure that civil rights were honored in this country.

*(Standing ovation)*

We were involved because it was the right thing to do. We do what's right. We do what's best for the people and workers of this country. That's why I'm so proud to be a Teamster.

Like I said, I learned about being a Teamster from men and women who were willing to give their very lives for this cause. They wanted to

make America a better place; a country where there was a strong middle class; a country without tyranny; a country with justice and liberty for all. That is what our mission remains today. That is what everybody in this room is fighting for. It is the most American of fights to stand up for workers and protect the middle class of this great country.

And you know, the U.S. Constitution spells it out right from the start: "We the people, in order to form a more perfect union." The Constitution was designed to protect our freedom by imposing laws on those who wield power. Without it we, the people, would be under the constant threat of tyranny. And that is why we are here this week, to form a more perfect union.

That is what I have given over 50 years of my life for, a more perfect union. And yet, after fighting for over 50 years, I am seeing what might be the biggest fight of all.

In statehouse after statehouse, our enemies are trying to destroy what it took workers a hundred years to build. Corporations are spending millions to attack us. They are trying to change laws that protect workers, laws like the National Labor Relations Act, laws that protect the middle class. They want us to go back in time, back when there were no laws to protect workers and there were no rules. The bosses could do whatever they wanted to do. And they are succeeding.

I look around and I see the middle class being destroyed. I see good jobs leaving our shores. I see wages in decline. I see pensions disappearing. But it's what I don't see that bothers me the most.

I don't see politicians standing up for working men and women. I don't see loyalty to American workers by our country's employers. I don't see the media telling both sides of the story.

There is a war being waged on the American worker and it is being waged under the cover of

darkness. Billionaires are financing this war. We know about the Koch brothers and their hundreds of millions of dollars to destroy the labor movement; turning the public against unions and blaming us for the bad economy; blaming workers for the financial crisis they created. And it's our job to shine a light on the injustice. It's our job to inspire people to fight back against those lies and our very survival depends on it.

That's why I'm so proud that we are standing up saying enough is enough. Our members have come out by the thousands to rallies, to statehouses, to the streets. We are speaking with one voice. We are saying, "You will not take away my rights. You will not take away my rights."

*(Standing ovation)*

And the public is listening. They are joining in, occupying statehouses over the right to collectively bargain. They know if teachers and firefighters are under attack, they'll be next. When we come out in numbers, we can change hearts and minds. The power of unity. Do you hear me? The power of unity and strength. That's the power of solidarity.

These issues are the same as a hundred years ago. It's justice. It's fairness. Yes, these are dark days for the American worker, but it's always darkest before the dawn. I have faith that you will prevail, because I have faith in my brothers and sisters who make up this great union.

We will win this fight; we are standing as one to stop this war on workers. We are mobilizing to make this country a more perfect union. I have never been prouder to be a Teamster because being a Teamster is all about brotherhood, it's about sisterhood. The International Brotherhood of Teamsters is a family. You are my family, and we will fight until we win.

*(Standing ovation)*

You know, Martin Luther King's last speech in Memphis, Tennessee, the night before he was assassinated while supporting a strike of union

sanitation workers, he told the story of the Good Samaritan from the New Testament, how a man had been attacked by thieves and lay bleeding and injured by the side of the road. A priest and Levite passed by the injured man without stopping.

Dr. King posed this to his audience that evening in April of 1968, that perhaps they didn't stop to help because they were afraid the robbers were nearby, or perhaps the priest and Levite thought the man on the ground was faking so that he could seize them and rob them.

So the priest and Levite asked themselves one question: "If I stop to help this man, what will happen to me?" The Good Samaritan then rode by and he reversed the question: "If I do not stop to help this man, what will happen to him?"

And Dr. King looked out at the audience in the church and said, "That's the question before you tonight. Not if I stop to help the sanitation workers, what will happen to my job; not if I stop to help the sanitation workers, what will happen to all of the hours that I usually spend in my office every day and every week as a pastor."

The question is not if I stop to help this man in need, what will happen to me? The question is if I do not stop to help the sanitation workers, what will happen to them? That's the question. That's what sets us apart from others. We help those in need. We do the right thing. That's why Teamsters fought in the great wars.

*(Standing ovation)*

That's why we fought for women's rights and equal pay. That's why we fought for civil rights. We stand side by side with our brothers and sisters who are public employees. We have to continue our fight to make America better, to make it what it ought to be, a more perfect union.

We're up to this challenge. We have faced these challenges before. For this union to beat back these attacks, it has to be the leader enacting laws that protect the pensions of our members and working people.

## FOURTH DAY—MORNING SESSION

---

I call upon the President and Congress to pass a bill that lifts the misguided funding standards of the Pension Protection Act of 2006, and, more importantly, provides a lifeline for our Central States Pension Fund. Yes.

*(Applause)*

I ask them to move the country towards a real national health care system that makes health care a reality and a right for all Americans, not a privilege for the wealthy. I call upon the federal government to revise the well-intended health care law of 2010, by putting into place significant financial penalties for employers who refuse to provide group medical insurance for their employees.

*(Applause)*

And to eliminate financial incentives for employers who want to end group health for the employees. We need to do that.

And, brothers and sisters, we need to let our health and welfare funds on the playing field — they need to be there in 2014, to compete head to head with the giant insurance companies and the new government-sponsored health care system so that we can provide the good quality Teamster benefits that was always provided for our members; and to provide for meaningful rights for working people to achieve the right to unions.

I want to know — and we as Teamsters demand to know — who will stand with working people and the Teamsters Union on labor law reform? And those that refuse to stand up for working people for the right to union representation, for the right to collectively bargain, for the right to retire with dignity — and if they refuse to stand with us, then we must kick their ass out of office and select leaders with guts who will stand for working people.

*(Cheers and applause)*

And I know overcoming these challenges requires effective, smart, and stable leadership at the local, regional and national level of our

great union. You are all leaders of this great union. You must take on the challenges that face us. You have a duty and a responsibility as leaders to lead our members into this era, fighting for economic and social justice. I know that you will do that.

So this is the only way that democracy can prevail. We can do anything when we set our mind to it, because we're Teamsters. Fighting is our job. It's what we do, even to the point of civil disobedience.

I've been arrested a few times. It don't hurt. We can do that.

*(Applause)*

Brothers and sisters, I've been fighting for over 50 years, and I guess I never thought I'd say these words, but it is time for me to say goodbye. But you don't have to worry about where I'll be and how I'm doing. I'll be everywhere. Wherever there's a union member fighting to get respect on the job, I'll be there. Wherever there's women striking for a fair day's pay, I'll be there. Wherever there are working people trying to organize, I'll be there. Just look in my eyes and you will see me, you'll see the Teamsters. And wherever our enemies are telling us lies about our great union, you know what I'm going to tell them, they can kiss my ass forever. God bless the Teamsters. Thank you.

*(Standing ovation)*

Thank you. Brothers and sisters, I would be remiss if I didn't say this. I have been totally blessed with the greatest staff in the world at every level that I've served in this great union. I couldn't begin to name them all because I don't want to miss anybody. From Local 544, Local 120, Joint Council 32, and this great International Union. My staff has always been there for one thing and one thing only, to take care of our members. And I truly, truly appreciate and love everything that they did. They've absolutely been fantastic.

And my family has always been there for me. I've got to say to you, thank you. I'm going to spend some time with the grandkids and my kids. I'm looking forward to it. I'm going to miss you terribly and I love you all. Thank you very much.

*(Applause)*

GENERAL PRESIDENT HOFFA: Somehow I would like to say what we all feel. It is so overwhelming. Tom has been such a great leader for our great union for so many years. I guess what I want to say is, Tom is not going to be a stranger. You're going to see Tom again. And Tom is not going far. And Tom will be at our meetings. And God be with us, Tom will be at this podium again to talk to you again. We all want to hear from his message. He's our man. He's done so much.

*(Applause)*

And now I'd like to have another special welcome from our young singer, Christopher Duffley, who will sing a song that I think is really important right now.

*...Singer Christopher Duffley entertained the delegation by singing "Lean on Me."*

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: What an emotional morning. Do we have a motion to make Christopher an honorary Teamster?

*...The motion was made by several unidentified delegates.*

GENERAL PRESIDENT HOFFA: I don't know if we need a formal motion or not. All those in favor of making him an honorary Teamster, say aye.

Me too.

We stand in recess. We'll see you at two o'clock.

*(The Convention recessed at 12:06 p.m., to reconvene at 2:00 p.m.)*



---

**FOURTH DAY**  
**THURSDAY AFTERNOON SESSION**  
June 30, 2011

---

The Convention was called to order at 2:00 o'clock p.m., General President Hoffa presiding.

**THE ANNOUNCER:** Please welcome the General President of the International Brotherhood of Teamsters, James P. Hoffa.

**GENERAL PRESIDENT HOFFA:** Okay, let's take our seats. I hope you had a great lunch. A lot of walking back and forth.

Before we begin, I want to make an announcement. We inadvertently excluded one of our brothers who passed away since the last convention. It was Brother Bob Corbett, Principal Officer of Teamsters Local 814 in New York City. Many of us knew Bob, he was a great guy. May he rest in peace.

Our next guest is somebody that I consider a friend. He's somebody that I've known since 1992, and he's somebody that is an actor, he's a director, he's a producer. He's a man that has

done a lot and believes in the labor movement. He's a brother, belongs to unions.

Most importantly, he's the man that made the "Hoffa" movie a long time ago. I don't think there's anybody here that didn't see the "Hoffa" movie.

*(Applause)*

It's amazing. You know, the movie was made in 1992, and as I travel and I meet many young members — and they say, "I saw the movie. I saw the movie." And people are inspired by it. And, you know, it was an act of love, and I thought that Danny DeVito did a great job, because he produced it and he also acted in it with Jack Nicholson. He did a great job. I've seen him several times. He always says, "How you doing? What's going on? What can I do to help the Teamsters?"

He's a friend and of he's here today. Let's talk to our Brother, Danny DeVito.

*(Standing ovation)*

**DANNY DeVITO**

**Actor, Producer, Director, Activist**

Hey! Wow! Wow!

*(Chants of “Danny.”)*

Thank you. Oh, man, this is beautiful. You men and women, brothers and sisters, you look fantastic.

*(Applause)*

I’m talking about it. Boy, I feel the love, and I feel the strength of the union. I want to thank Jim for that wonderful introduction, very — oh, everything’s moving here.

*(Laughter)*

Wait a minute, am I getting shorter?

*(Laughter)*

Please, God, don’t —

*(Laughter)*

Not at this age of my life, please don’t do it to me.

Wait, let me check and see if anything else got smaller.

*(Laughter)*

All right. It’s an honor to be here at your 28th International Convention.

I was born in Asbury Park, New Jersey.

*(Applause)*

I love the shore. I love Jersey, growing up there. I had my working papers when I was 14 years old. My first job was on the boardwalk in Asbury Park. What I did was, I put the toddlers — I was 14 years old, I got the job. I’d go down and I’d put the toddlers on the little rides. You know those little cars and trucks and boats that went around on a fixed track? Remember those? And you put the little kid on the thing, and you go and you put them on, cute little kids, and you go, “Ring the bell, ring the bell. Honk the horn, honk the horn. Steer the wheel. Go ahead, honey, steer the wheel.”

Okay, so now everybody in this room has got to give credit where credit is due. I’ll bet you a

dollar to a doughnut that some of those boys and girls grew up to become loyal members of the International Brotherhood of Teamsters. That was because of me.

*(Applause)*

By the way, I heard of a guy from New Jersey who drove out to Vegas in a used \$5,000 Ford Taurus and went home in a brand new \$250,000 Greyhound bus.

*(Laughter)*

So be very careful. I’m sure you’ve already had the experience.

I’m a proud union member of the Screen Actors Guild.

*(Applause)*

I’m telling you, I worked very hard to get into the Screen Actors Guild years ago and, boy, it is the best. I’m also a proud member of the Directors Guild of America.

*(Applause)*

I mean it. It gives me such, you know, peace to know that I’m not alone out there. I’m truly your brother in the labor movement. I’ve worked with Teamsters my entire career. I just flew in this morning from Philadelphia —

*(Applause)*

— where I’ve been shooting exteriors for my TV show, “It’s Always Sunny in Philadelphia.”

*(Applause)*

And we’ve been working with Local 817, and that’s Tom O’Donnell. Yes.

*(Applause)*

That’s in New York.

Then Bill Hamilton, Local 107 in Philadelphia.

*(Applause)*

We’ve just completed our seventh season, and we also shoot in Los Angeles. That’s right, in LA. That’s it. We get the job done with Teamsters without fail, thanks to Local 399 and their President Leo Reed. Where’s Leo?

*(Applause)*

All right. Right there, Leo.

#### FOURTH DAY—AFTERNOON SESSION

---

Okay. Leo, now I'm going to tell you this in front of all our brothers and sisters. I'm happy to announce that Mr. John Landgraf, who is at FX, the network, FX the cable station, has just picked up "Sunny" for other two seasons. You're going to have a lot more work out there.

*(Applause)*

The little show that has captured the country and captured the hearts and minds of all of our young folks, could not have done it without the help of the International Brotherhood of Teamsters. One of my dearest friends is here tonight. I'm so excited — it's afternoon, isn't it? Well, I've been a plane all night. You know what I'm saying?

One of my dearest friends, Margie Simkin, is sitting right down here. Stand up, Margie. She's a brilliant casting director.

*(Applause)*

She went for years without health care benefits because casting directors were one of the last groups in the film industry to have union representation. And I know what that meant to her, to join the Teamsters in 2005, and finally have someone in her corner.

*(Applause)*

Union workers are the lifeblood of our country, the lifeblood of our country. I am proud to say that I supported her organization from the very beginning. And Marjie is now a Steward.

*(Applause)*

And through their negotiations with the AMPTP, they were able to secure health benefits.

*(Applause)*

What do we want? That's the true power and benefit of the union representation.

You know, if you could take one stick, you can bend it, you can even break it. But you have a bundle of thousands of sticks together, this union of individual sticks will remain unbroken no matter how much crooked force is applied. Together —

*(Standing ovation)*

That's right. That's right. Yes, we, brothers and sisters — we all know for a fact that there are people in this great country of ours who don't understand that without a healthy, prosperous middle class, America does not work.

*(Applause)*

It really makes me as mad as hell to see politicians waging class warfare on people who are trying to provide for their families and put food on the table for their children. Politicians in the pocket of big business have probably never worked an honest day in their lives.

*(Applause)*

I mean, come on. The jamoke of a governor in Wisconsin, that bum wants to deprive us of our collective bargaining rights. What? He can't. He won't succeed if the bundle is tight.

What the hell should we do? You bring back slavery? Should we take the vote back from the women? Should we have children working in sweatshops? Give raises to the CEOs and not invest in new sources of energy? Then keep raising the price of gasoline.

Give the fat Wall Street CEOs money to hoard and keep from investing in health care and education? No.

*(Applause)*

Should we go back to living in cold-water flats while they're in their mansions trying to figure out more ways to derail the middle class and stifle unions that created the middle class?

*(Shouts of "No.")*

Hardworking laborers that need their fair share. These bozos want to turn back the clock to when the fat cats paid workers pennies and took dollars for themselves. No way.

*(Applause)*

The union movement changed that. The workers got a fair share. The middle class was strong. But now the CEOs that run the corporations that apparently run the government, according to the Supreme Court, are taking home

tens of millions of dollars and squeezing the middle class down to “I-can’t-pay-my-mortgage” class, “I-can’t-educate-and-feed-my-kids” class.

CEO, what’s that stand for? Can eventually outsource?

*(Laughter and applause)*

I mean, come on. I’m sorry for being so harsh, but I’ve gotta say it. I’ve gotta say it. We’ve gotta say it.

*(Chants of “Say it.”)*

What these low-life, greedy mongers seem to forget is that without you, without the people who actually make the stuff and move the stuff, they’d be out of a job.

*(Standing ovation)*

Yeah, that’s right. It’s true.

*(Chants of “Union.”)*

I’ve got an idea. How about outsourcing the CEOs and bringing the jobs back to the USA?

*(Cheers and applause)*

Brothers and sisters, we are living for a brief moment on this ball of dirt in the middle of outer space.

*(Laughter)*

And it’s the Teamsters and it’s Vegas, and I’m here and you’re here. And I could tell you this: What’s happening here in Las Vegas is not going to stay in Las Vegas.

*(Cheers and applause)*

It’s going to be taken out on the roads and the highways and the loading docks and everywhere in the great country of the United States of America. We’re going to be united, because that’s what’s happening here in Vegas.

*(Standing ovation)*

They’ve tangled with the wrong people. They should know better than to tangle with the Teamsters.

We will fight the crooked politicians in Washington who are stuffing their wallets with the corporate lucre. Whether in Wisconsin, Ohio

or Indiana, labor turned out to fight the class warfare. Labor cannot be made to pay for the knuckleheaded mistakes of politicians.

It’s been inspiring to watch the union workers all across the country come together in solidarity to fight back these attacks. It was wonderful to see in my hometown of Los Angeles thousands of people in the streets marching to protest this war on workers —

*(Applause)*

— right — folks who recognize the attack on collective bargaining, folks who know they need brothers and sisters to hold together and fight for the right to raise their family, educate their children, help the elderly, live the quality of life that every man, woman and child deserves in the United States of America.

*(Applause)*

I am with you, brothers and sisters. I am with you. I’m here to say you do not stand alone. Together we are going to stop the war on workers. Are you with me?

THE DELEGATION: “Yes.”

BROTHER DEVITO: Stop the war on workers. Stop the war on workers. Stop the war on workers. Thank you very, very much.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: Rhea Pearlman. Rhea Pearlman.

*(Applause)*

Thank you, Danny. Was that great? I’m telling you. What else are we going to do? That was great.

### REPORT OF THE CONSTITUTION COMMITTEE

GENERAL PRESIDENT HOFFA: You have the report of the Constitution Committee in your packet. The committee met to consider amendments proposed by members and local unions and have recommended six amendments for the consideration of the convention. As I will explain, we will go through the six amendments

## FOURTH DAY—AFTERNOON SESSION

---

for clarification and to answer any questions we have and then we will vote on them.

We're all going to consider the recommended amendments first. Then, delegates who wish to raise proposed amendments that were submitted to the Constitution Committee but were not reported to the floor — in other words, rejected by the committee — will have a full opportunity to raise them on the floor.

The first proposed amendment is Article III, Section 5(d). It's on page 14 of your book. The amendment clarifies that delegates from joint councils and state conferences to the International Convention have to be elected to their local unions and on the Joint Council or State Conference Executive Board.

Will Donna-Lynn please come forward to read the amendment.

*...Reading Clerk Dalton read the following:*

### **Article III, Section 5(d)**

(d). Joint Councils and State Conferences are entitled to one (1) delegate each, to be selected by the Executive Board of the Joint Council or State Conference from officers on the Executive Board who have been elected as Local Union officers by secret ballot. Such delegates shall not be permitted to nominate or vote for officers at the Convention.

GENERAL PRESIDENT HOFFA: I want you to know that the committee believes these to be clarifications. They don't really change a lot. You'll see over the period of time there's been some confusion and these are meant to clarify.

I'd like to have a motion to accept this amendment.

Mike 2.

VICE PRESIDENT MIDDLETON: Mr. Chairman, I would like to make the motion to accept the recommendation.

GENERAL PRESIDENT HOFFA: Is there a second?

VICE PRESIDENT JOHNSON: Tyson Johnson, proud delegate on the Hoffa/Hall slate. I second the motion.

GENERAL PRESIDENT HOFFA: Okay. Any further discussion? I don't see any.

All those in favor of the amendment signify by saying aye.

Those opposed.

None being heard, it is adopted.

Let's go on to the next amendment, which is to amend Article XII, Section 1(h). It's on page 83 of your book. We will also consider proposed amendments to Article XIX, Section 2(g), on page 95 and Article XIX, Section 13(c), on page 93. These proposals recognize differences in terminology used by the Brotherhood of Locomotive Engineers and their divisions, the BLET, and the Brotherhood of Maintenance of Way Employes Division, BMWED, and incorporate provisions of the merger agreements with both of those divisions.

Donna-Lynn, would you please read the amendment.

*...Reading Clerk Dalton presented the following:*

### **Article XIX, Section 1(h)**

(h). For purpose of this Article, the term “Local Union” shall include Local Divisions, General Committees of Adjustment, and State Legislative Boards affiliated with the Brotherhood of Locomotive Engineers Division, or Local Lodges and System Federation/Divisions affiliated with the Brotherhood of Maintenance of Way Employes Division.

### **Article XIX, Section 2(g)**

(g). For purpose of considering appeals from decisions from Local Divisions, General Committees of Adjustment, or State Legislative Boards, the term “Joint Council” shall include the National Divisions of the Brotherhood of Locomotive Engineers Division, the Teamsters

Canada Rail Conference or the Brotherhood of Maintenance of Way Employees Division. Nothing set forth herein shall prevent the National Division of the Brotherhood of Locomotive Engineers Division from conducting the initial trial hearing on matters within its jurisdiction as set forth in the Division's Bylaws.

**Article XIX, Section 13(c)**

(c) The trial and appeals procedure provided herein is also available to and must be followed by any active or inactive member who is aggrieved by any decision, ruling, opinion, or action of the Local Union, membership, officers, or Executive Board, excluding collective bargaining matters, administrative matters decided by the appropriate hearing body of the Brotherhood of Locomotive Engineers Division, the Brotherhood of Maintenance of Way Employees Division or the Teamsters Canada Rail Conference, and decisions issued under a dispute resolution procedure established in a collective bargaining agreement.

GENERAL PRESIDENT HOFFA: Okay, do we have a motion on this?

Mike 2.

VICE PRESIDENT JOHNSON: Mr. Chairman, Tyson Johnson, Local 745. I make a motion to approve.

GENERAL PRESIDENT HOFFA: Thank you. Do we have a second?

DELEGATE GARY MARQUART, BMWED, 2412: Mr. Chairman, Gary Marquart, 2412, we second.

GENERAL PRESIDENT HOFFA: We have a motion and a second. Any other discussion? All those in favor, signify by saying aye.

Anybody opposed?

The amendments are approved.

GENERAL PRESIDENT HOFFA: We adopted the three that were in the book, although she only read one; but we'll get through that.

Mike 1.

Go ahead, sister.

DELEGATE LAURA SIMS, Local 631: I am a proud Hoffa/Hall delegate from Local 631 in Las Vegas. I am also a convention Teamster that set this convention for us here, and we are all very proud and glad you are here.

*(Applause)*

If I could have just a second to say, before I address this amendment, if you see the puzzle piece on my lapel, I am the grandmother of an autistic boy, and Christopher is a true hero and God bless him. That was my greatest blessing here at this convention.

*(Standing ovation)*

Don't make me cry.

I proposed an amendment to Article XIX, Section 1(e), and I make a motion — and I hope I'm doing this properly. But the reason I make this motion is because of what has happened in our local. And, unfortunately, we do get bad people among us. And the way they went off on us sometimes is they tell lies and they do bad things and they scare the members about their monies and about other things. And I believe that we are the strongest union, and I believe we truly are a family, but we have to hold people accountable, and sometimes you got to take out the trash. We saw the people that came to the microphone on the opposing sides, and I have more knowledge of some of them than most of you do, and it is not pleasant.

Now, I'll read this — and I just bring this because for all of us, you should run for office on your ideas and what you're going to do for your members and your local union, not telling lies and not doing bad things, because we take an oath.

*(Applause)*

I know politics is ugly, and I believe politics is the dirtiest word in the English language. For some people they'll sell their very souls behind it. But we have to hold them accountable, so I'll read —

## FOURTH DAY—AFTERNOON SESSION

---

GENERAL PRESIDENT HOFFA: Laura, could I just stop you for a moment. We went through and looked at your proposal. What I wanted to do is to get through our six, and then what I want to do — just so it will be a little bit easier for us to go through the articles. You want to amend Article XIX, and we'll come back to it. What I wanted to do was get through the ones that were done and approved by the Constitution Committee. Then, as I said, we'll have a full opportunity for everybody, including you, to come back. And I will specifically say any amendments to Article II; and your amendment is to Article XIX, we'll have that.

It will make my job — and I think all of ours — a little more coherent for us to get the six out of the way that were the amendments, then we will come back and go through that, and we will give you — I know we all want to hear what you have to say. If you could do that, I'd appreciate it.

DELEGATE SIMS: I bow to your leadership and wisdom, and I thank you. I really don't know how to do this.

GENERAL PRESIDENT HOFFA: Laura, when we come to Article XIX, I will call on you. I will specifically call on you when we get to Article XIX.

We have another proposed amendment to deal with, and this deals with merger agreements with the BLETD and the BMWED. Please turn to page 102 of your Constitution. The proposal is to amend Article XXII, Section 5(d), to clarify the way election protests are held in elections conducted in subordinate bodies of the BLETD and the BMWED.

Donna-Lynn, please read that amendment.

*...Reading Clerk Dalton read the following:*

### **Article XXII, Section 5(d)**

(d). The provisions set forth in this Section concerning the processing of pre- and post-election protests that do not involve eligibility to run

for office shall not be applicable to members of subordinate bodies affiliated with the Brotherhood of Locomotive Engineers Division, the Brotherhood of Maintenance of Way Employees Division or the Teamsters Canada Rail Conference. Election protests filed by members of those affiliates shall be processed in accordance with the Bylaws of the respective organizations.

GENERAL PRESIDENT HOFFA: Do I have a motion to adopt that proposed amendment?

Mike 2.

DELEGATE DENNIS PIERCE, BLETD 150: I'm President of the BLET, President of the Teamsters Rail Conference, proud delegate, Hoffa/Hall delegate for BLET General Committee of Adjustment 150.

Make a motion to adopt the amendment to the Constitution.

GENERAL PRESIDENT HOFFA: Mike 6.

DELEGATE LEE PRUITT, BLETD 780: Mr. Chairman, I'm also a proud supporter of the Hoffa slate, second the motion.

GENERAL PRESIDENT HOFFA: All right. We've got a motion and a second. Is there any discussion?

All those in favor of the amendment, signify by saying aye.

Anybody opposed?

It is passed.

The final recommendation of the committee is to amend Article XXII, Section 9, on page 103. It is intended to clarify a long-term policy regarding filling vacancies on local union Executive Boards. It makes clear that when there is a vote to fill a vacancy, all the remaining officers have the right to vote. This is a clarification we run into all the time.

Donna-Lynn, will you please read that to the delegates.

*...Reading Clerk Dalton read the following:*

### **Article XXII, Section 9**

Section 9. The Local Union Executive Board

#### FOURTH DAY—AFTERNOON SESSION

---

and the Executive Board and/or the Policy Committee of all other subordinate bodies shall determine when a vacancy exists due to the temporary unavailability of an elected officer; provided however, that if an officer is unavailable for twelve (12) months or more, the office shall be considered to be vacant. When an office has been determined to be vacant, all of the remaining Executive Board officers shall have the right to vote to fill the vacancy by appointment for the entire remainder of the unexpired term. Once appointed, the new officer shall serve the remainder of the unexpired term, subject to removal only in accordance with Article XIX. Vacancies in the position of elected Business Agents or elected Assistant Business Agents shall be filled by appointment by the person or persons designated in the Local Union Bylaws.

In the event the Local Union Executive Board is evenly divided in its recommendation for the appointment to fill a vacancy in an elected office, the vacancy shall be filled by a vote of the Local Union membership under the same provisions and requirements for the election of Local Union officers as set forth in this Constitution. No officer may run for another office in his Local Union, the term of which covers part of his current term, unless he resigns from his current office, effective upon the certification of the results of the election. He shall announce his intention to resign not later than fifteen (15) days prior to the nomination meeting and will not be eligible for appointment to the vacancy created by his resignation.

GENERAL PRESIDENT HOFFA: Mike 2.

VICE PRESIDENT JOHNSON: Mr. Chairman, you have a motion of approval.

GENERAL PRESIDENT HOFFA: Do we have a second?

VICE PRESIDENT MIDDLETON: Mr. Chairman, I second that motion to approve.

GENERAL PRESIDENT HOFFA: Any discussion?

None being seen, all those in favor of the amendment signify by saying aye.

Anybody opposed?

None being heard.

Okay. That takes care of the six amendments that were proposed by the committee. And as I said, we're now going to take the time to make sure we go through each and every article.

Now, what we've done is with our counsel we've kind of filtered through the proposals that came in, and that those who want to propose an amendment that had been submitted and turned down can now submit it now or can just bring it to the floor.

I'm going to start out with Article II of the Constitution.

Is there any amendment on Article II? These are specifically the ones that were submitted and discussed and turned down.

Article II.

Okay. We don't see any amendments there.

Let's go on to Article V. Are there people who want to raise an amendment on Article V?

None being seen, we will move on.

Article VII. Are there any amendments to Article VII?

Article IX, are there any amendments to Article IX?

Article X, are there any amendments to Article X?

Article XII, are there any amendments to Article XII?

Article XVIII, are there any amendments to Article XVIII?

Article XIX. Laura, this is where — Laura, this is your amendment.

DELEGATE LAURA SIMS, Local 631: Yes.

GENERAL PRESIDENT HOFFA: Would you please take the time — I'll recognize you.

This is an amendment suggested by Laura Sims of Teamsters Local 631. She submitted it, it was rejected, but certainly we want to hear what you have to say.

#### FOURTH DAY—AFTERNOON SESSION

---

DELEGATE SIMS: Yes. My proposal is for Article XIX, Section 1(e). And as I said, there are bad people among us and they use lies, even in the media, many things, and I want to be able to hold them accountable because it is about the members. Without the members, who does anybody represent? And I am a rank-and-file member.

So, Article XIX, Section 1(e), to be as follows:

“If the charges or any portion thereof are sustained, then the trial body shall render judgment within 60 days of the receipt of the transcript or receipt of evidence if no recording.”

And I would like to interject, if I can.

GENERAL PRESIDENT HOFFA: Please do.

DELEGATE SIMS: Some great wisdom and labor leaders on the floor explained to me that that’s not enough time when there’s a lot of evidence, and those people sling a lot of crap. Okay?

*(Laughter)*

So, I bow to the wisdom — six months, whatever you call it, I’m open on the time for six months. So, from the date — from the transcript or receipt of evidence if no recording the evidence — and impose disciplinary actions as provided for in this Constitution. If the charges are not sustained, the same shall be dismissed within — we’ll call it six months — days of transcript or evidence. And in order to be sustained, the charges must be supported by a preponderance of reliable evidence.

This is where I inserted.

False charges or evidence brought forth on a fellow member will result in discipline to the charging parties responsible for the false charges or evidence, up to, and to include, being barred from membership.

*(Applause)*

We don’t need these kind of people.

And a majority of the members of the panel

must vote to find the charged party guilty. The decision of the hearing panel shall be in writing and shall set forth the reason for the panel’s findings. This requirement shall apply to any hearing required under Article XIX.

Respectfully submitted — and very grateful and honored to be here — Laura L. Sims.

*(Applause)*

GENERAL PRESIDENT HOFFA: Very nice. Is there a second to the amendment?

Mike 1.

DELEGATE TOMMY BLITSCH, Local 631: Delegation, I’m a member of Teamsters Local 631. I’m standing behind Laura Sims on this proposal.

The proposal is not only to protect the members, but to protect local union officers, joint council officers and IBT officers from our Constitution being used and false charges in Executive Board hearings being filed against them.

Our Constitution is sacred among Teamsters. It should never be used as a tool to retaliate against a member or an officer of this local, joint council or International Union.

I second Laura Sims’ motion and I urge that all the delegates here in this room today strongly consider her motion; it’s to protect everyone. Thank you very much.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you.

Mike 2.

VICE PRESIDENT JOHNSON: Mr. Chairman, as you well know, I served on the Constitution Committee. This issue was discussed at length. To make an amendment as the Sister proposes would only continue or create additional union strife.

To set a false — or a deadline date could do serious harm to a case. As we discussed, no case is the same. Some are many, many more complex issues than others, extensive records,

## FOURTH DAY—AFTERNOON SESSION

---

extensive research. If you set a deadline, you will miss something and justice will not be served.

I speak against the amendment to her motion, sir, and support the Constitution amendment as it came to the floor from the committee. Thank you.

GENERAL PRESIDENT HOFFA: All right.

Is there any other discussion on this?

Yes, it's — mike 4.

DELEGATE ERIK JENSEN, Local 320: I'm a proud Sandy Pope delegate. I speak against the amendment. I just had some false charges filed against me by a fellow member, but the local union dismissed those charges and that brother is still a brother.

I think what he said was untrue, but he's still a brother. I don't think he should be kicked out of the union for those charges.

*(Applause)*

GENERAL PRESIDENT HOFFA: Any other discussion?

Okay, I don't see anything else. There has been a motion and a second for this Article XIX amendment.

All those in favor, signify by saying aye.

All those against, signify by saying nay.

It is defeated.

Thank you, Laura.

Okay. The next article — is there anything else in Article XIX?

Article XXII?

Article XXII?

Article XXII?

There appears to be no amendments to Article XXII.

This completes the report of the Constitution Committee. Thank you.

*(Applause)*

Last year Teamsters at seven Southern California local unions overwhelmingly ratified agreements with Ralphs, Food 4 Less, Vons and Albertsons. The solidarity of our membership in

Southern California and our history of good grocery contracts helped us get another great contract.

Let's have local Teamster leader from Local 495, Bob Lennox, and Local 572 member Frank Martinez, come forward and tell us about winning good grocery contracts in Southern California.

*(Applause)*

### **BROTHER BOB LENNOX** **Secretary-Treasurer, Local 495**

Thank you, Brother Hoffa.

Good afternoon, delegates, alternates and guests. I'm a 35-year official Teamsters 495. I'm the Joint Council 42 Vice President and the Director of the Industrial Trades Division in the West.

I'd like to explain a little bit about the Southern California food negotiations that occurred. We started negotiations last year in one of the most difficult economic environments that has been seen in this country since the 1930s. Seven local unions faced off against six of the biggest grocery conglomerates in the United States: Vons, Ralphs, Albertsons, Gelson's, Stater Brothers.

These were very, very tough negotiations. And from the very first day of bargaining, the employer's position was the health care had to be gutted. They could not even talk about any other improvements in the contract unless the health care went first.

Wages, none. Pension, none. We spent several months simply on health care. After extreme frustration, our Joint Council President Randy Cammack, who led these negotiations on behalf of the seven local unions, stood up, told the employers they could go to hell. And he told them he was going to call a meeting with our members and take a strike vote across Southern California and put these companies on notice if they were going to try to gut their benefits and

tell us there's no wage increases, no pension improvements, we were going to take them down and take them to the street.

So we had those meetings and our members stood up. This whole convention is about unity and solidarity. Well, guess what? That's exactly what we had. That's what the members delivered. The members were our strength. They've always been our strength. And our local unions and their unity combined give us the power to deliver the kinds of labor contracts that make our members proud to be Teamsters.

I have to tell you, the members stood up, the local union stood up. So negotiations continued. We had a couple other secret weapons here. Not only were we representing 10,000 Teamster members in Southern California, but we had Randy Cammack as our primary spokesman. We had another powerhouse sitting there. We had Rick Middleton, Vice President.

*(Applause)*

That was a heck of a one-two punch. And we had a little something extra, too. We had General President Hoffa and we had the President of the UFCW, Joseph Hansen, in agreement that they fully supported the Teamsters Union in getting a fair contract for our members. With their unification and their solidarity behind these workers, we delivered and we delivered big.

We took care of our members. We took the employers to the 12th hour and we told them unequivocally if they didn't knock down their proposal on health care and deliver a package that we could recommend, including wage increases and pension improvement each year of that contract, we were going out at midnight.

Every Principal Officer in that room told them the same thing. Randy slammed it home and Rick kicked them in the ass for good measure.

*(Laughter)*

They went in the next room and they blanked. They were panicking. They didn't know what

was going to happen. It wasn't just 10,000 Teamsters, there's another 62,000 UFCW members standing shoulder-to-shoulder right there with us. That is solidarity.

*(Applause)*

That is unity. That's the definition of Teamster power.

By God, we delivered for these members in a way they hadn't seen, and nor did they expect, because, like I said, the economy was tough, a lot of people out of work, a lot of members fearful for their jobs and what was going to happen to them. But because of that unity and strength and membership support, and our General President and Randy Cammack and Rick Middleton, we got the job done.

So now I want to introduce you to a member of Local 572, Frank Martinez. He works for Ralphs and he's going to speak a little bit about the settlement.

*(Applause)*

**BROTHER FRANK MARTINEZ**  
**Local 572, Carson, CA**

Hello, brothers and sisters. My name is Frank Martinez and I'm a member of Local 572 in Carson, California. I work in the grocery industry.

I've been in this industry for 20 years now. And those 20 years, the last ten I've been a Shop Steward. In those 20 years this union has never let me down, my co-workers, or my family down.

In October of last year, the Teamsters came through for us yet again with the five-year contract for Southern California grocery workers. This contract was one of the best I've ever seen. It was so outstanding that 5,000 Teamsters at five different locals voted overwhelmingly by 96 percent to ratify it, and I was one of them.

*(Applause)*

Thanks to our new five-year contract, we were able to maintain our existing health bene-

fits, and we will be receiving significant increases in wages and pensions.

When I read what this contract gave us, I was amazed. What's even more outstanding is knowing the difference the Teamsters have made in my life.

Before becoming a Teamster, I worked in a nonunion shop where there was no respect and no job security, much less health benefits, of course. When I look at that contract, I look at my Teamster brothers and sisters and I feel so proud to be standing here today.

With that being said, I'd like — on behalf of all the Southern California grocery Teamsters, I'd like to thank General President Jim Hoffa, Joint Council 42 President Randy Cammack, and Secretary-Treasurer of Local 572, Rick Middleton. Thank you. And remember, Teamsters, si, se puede. Yes, we can.

*(Cheers and applause)*

BROTHER LENNOX: Thank you, Brother Frank.

All right. That was a success story about the power of unity and our solidarity.

My next story I want to introduce is a continuation of the war on workers. You know, we talk about the war, and for many people it hasn't hit them directly yet, but it's hit home here in Los Angeles.

Local 495 has represented the BMW parts distribution center for 40 years. During that 40-year time, there has never been one strike. The negotiations over those 40 years were always conducted by officials from Local 495, our Steward, Rank-and-File Committee, and local management. They never even hired a lawyer to come in and negotiate for them.

These workers year after year after year had been awarded what they call the Gold Medal Award for reaching the highest levels of company production requirements and quality, because they pack in this warehouse over 200,000 different parts for BMW cars. These

parts are shipped to dealers throughout Southern California. So when a customer drives into the dealership, needs a repair, they get the part from the warehouse. It's delivered right out, just-in-time delivery.

They've got a team. The average length of seniority of these BMW workers is 20 years. This young man here I'm going to introduce to you in a minute has been there ten years. Our most senior man still working there — the other ones have retired — is 32 years.

So on June 3rd — well, prior to June 3rd, the company called for a meeting. Our contract expires August 31. They said they wanted to meet with us and have some preliminary discussions. We thought they wanted to talk about rising health care costs and those types of issues.

Well, when we got to the meeting, who was there? Their company management, but there was a new face there. They had a lawyer from the Jackson Lewis law firm. I'm sure every one of you out here that's ever been in negotiations has heard of them, notorious union busters.

What they told us was there was not going to be any normal negotiation. They simply called the meeting to give us notice that on the expiration date of that contract, August 31, they were terminating all of the workers. All 65 workers were going to be terminated and they were going to be available between now and August 31 to negotiate on severance and effects bargaining only. That's it.

They didn't want to talk about anything else. They're just fired after 40 years. And where this warehouse is located in Ontario, California, that is Ground Zero in the Inland Empire for the worst economic conditions in the United States, the highest level of foreclosures, the highest level of unemployment. These people will be condemned to no future. They'll not only lose their job and their wage, they'll lose their health care. Their families will lose their health care. People are going to lose their homes.

It's going to be one thing after another, one horror story after another. To add insult to injury, this company got a secret \$3.6 billion loan — \$3.6 billion loan from the federal government in 2008 and 2009 as part of the bailout period to help them get through the recession. That was U.S. taxpayer money; that money was given to BMW.

What's the return for the American worker here? You're going to kick these people in the teeth and throw them into the street like dogs and then put them on the unemployment line. So after getting their 3.6 billion in bailout money, they're going to have the taxpayer pay them unemployment benefits, and the rest of us are going to be paying for those foreclosed homes. What's going to happen to these families and their marriages and their children? This is a disgrace.

So we've reached out to the IBT, because this is a big company, No. 1 luxury car maker in the world. And we've got the full engagement from General President Hoffa. We got the Strategic Campaign Department fully engaged. End-goals commitment to this campaign has been 100 percent. Andy Banks and his people have been there for us.

We've launched a very aggressive media and very aggressive dealership campaign. That's what I want to talk to you about.

Before I ask you what I'm going to ask you to do, I want to you hear from Albert Batista, ten-year employee and Shop Steward at BMW.

*(Applause)*

**BROTHER ALBERT BATISTA**  
**Local 495 Shop Steward**  
**Covina, CA**

My name is Al Batista from Local 495, Covina, California, Joint Council 42. I'm a Shop Steward for BMW distribution center in Ontario, California. The war on workers hit my front door on June 10th when BMW announced

to my brothers and sisters that they will no longer be employed as of August 31st.

On that day, over 40 years of loyalty and great quality workforce in which we helped build their customer service meant nothing due to their corporate greed. The look on my members' faces was devastating.

One particular brother came to my mind first. Our Brother Miguel has five kids in which two of them have medical conditions. Miguel, Jr., who is 15, has autism. Now recently his 16-year-old daughter has been diagnosed with a heart condition. These medical conditions require ongoing doctor visits in which Miguel, as a sole provider of his family, is able to maintain from our collective bargaining agreement.

Brothers and sisters, when our families are attacked, this is why we're Teamsters, because we know we can always join together and fight back. This is a Teamster warehouse. These are Teamster families who I refuse to stop fighting for.

Please join our campaign and pledge yourself to support the fight to protect these families. Thank you.

*(Applause)*

BROTHER LENNOX: Thank you, Brother Albert.

So, I want to wrap this up.

General President Hoffa sent a blistering letter to BMW management, both in Munich and in New Jersey, calling for them to cease this outrageous and egregious conduct against our members at BMW and these American workers.

And in addition to that, we've started on a very aggressive handbill campaign at our dealers. Beneath each one of your seats, you'll find a yellow flier. We're asking every single delegate, alternate and Teamster guest here to please fill this out.

What we're asking you to do is commit to donating a weekend and adopting a dealership. This will all be coordinated by the IBT. What

we'll do, you'll fill these out, give them to the Sergeants-at-Arms on the way out, they'll be sorted and mailed to each Joint Council President, who will distribute them to the appropriate local union Secretary-Treasurers and we'll set up a coordinated campaign.

Now, here's the key. Yesterday General President Hoffa received a response to that letter from the CEO of BMW, and he's indicated that he wants to move up the bargaining dates. So we think they've blinked.

What we need to do is hammer this thing home. We need to bring this home for these 65 families. Are we going to let these 65 families hit the gutter?

*(Shouts of "No.")*

What?

*(Shouts of "No.")*

I still can't hear you.

*(Shouts of "No.")*

Hell, no. So here's what we're going to do. We want a commitment so that next weekend, before our first bargaining session with their union busters, that we hit a hundred dealerships across this country; and you can't wait till you see those fliers. We're going to kick these people right in their ass.

*(Applause)*

If they don't get enough of that, we're going to take that sauerkraut away from them and give them a classic Teamsters shit sandwich.

Thank you, brothers. Thank you very much.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: Bob, I know that we're going to win that fight at BMW. And thank you. Your report is a great testament of what we've got to do to fight back against these corporate giants.

Can you imagine BMW making record amounts of money and treating people that way? It's unbelievable.

Okay. Through strong partnerships, we are organizing new members and negotiating new

strong contracts and winning legislative victories. Our next guest is a special person, Joe Hansen, President of the UFCW.

He embodies the greatest strengths of a labor leader. Joe Hansen and his union have stood with the Teamsters in Southern California. We've stood together, we've fought together and we've won together; and we'll continue to do that.

Grocery Teamsters know him well and know our relationship. As President of Change to Win, our federation, Joe has shown that he's not just a leader for the UFCW, but a leader for the entire labor movement. I've seen his leadership firsthand. He is a statesman. People rely on him to make decisions, and he's a man that everybody trusts. He's a great man. He's a great labor leader.

Let's give him a big Teamster welcome. I give you my friend, our friend, UFCW President Joe Hansen.

*(Standing ovation)*

**JOE HANSEN**  
**President, UFCW**

Thank you. Thank you very much, Jim, and thank you for that very kind introduction.

Before I start, I want to congratulate an old friend, Tom Keegel — we go back a number of years — but congratulate him mainly for all he has done for the Teamsters and for working people throughout this country.

Tom, much health and happiness. Thank you for all you've done, not just for your union, but for all of us.

You know, I had the privilege of listening to Danny DeVito. You know, I got thinking about it while I was waiting to come out here. You know, we need actors like that to run for politics, not the ones that we've had before. He was just absolutely outstanding.

*(Applause)*

It's a privilege and it's an honor for me to be

here as part of this great Teamster Convention. And I bring you greetings on behalf of the 1.3 million United Food & Commercial Workers members, and also the best wishes for a successful convention.

The Teamsters are a great and powerful union. The UFCW is so proud to be your partner in so many things that we do together.

When I look around this hall, I see Teamster power on display. But it isn't just in Las Vegas, Teamster power is all across our country and in Canada and is working side by side with the UFCW to keep our food industry moving forward.

At the most basic level the Teamsters' and the UFCW's futures are linked by this common industry and common mission to raise standards in the supermarket industry. And time and time again, whether it's in Canada, New England, the mid-Atlantic, the West, the Midwest and in Southern California, the Teamsters and the UFCW have stuck together for strong contracts.

Earlier this year the Teamsters and the UFCW confronted the Dutch Company Royal Ahold at its shareholder meeting in the Netherlands. Its European shareholders were outraged to hear about the company's outsourcing threats to Teamster drivers in Maryland and its treatment of nonunion supermarket workers in Virginia.

It was a powerful statement to have our campaigns join forces and create pressures to an overseas multinational corporation, showing our allied unions in Europe and industry analysts that the U.S. food unions are strong together.

Our UFCW/Teamsters solidarity has made the difference at the bargaining table with the major supermarket employers — Kroger, Safeway, SUPERVALU and several others. And whether it has been in the major Southern California negotiations or in smaller bargaining crises, having Teamsters support is always a

positive for UFCW members. And on behalf of the UFCW members, I thank you.

I am really proud of the contracts that our two unions have bargained in the supermarket industry and proud to know that today in Southern California we have your support in some very tough bargaining.

But coordinating our bargaining and supporting each other in negotiations is only part of what we do together. Our two unions have a forward looking vision to change the labor movement and to rebuild America's middle class.

Both the Teamsters and the UFCW know that our solidarity alone will not be enough to raise standards in our industries. We need a larger labor movement. We need that strength in our core industries. We need more workers on our side at the bargaining table. And through our Change to Win partnership, that is exactly what we are doing.

When we created Change to Win, it was out of a shared vision that we needed to radically alter the way we approached union growth and activism. Now, together, we are both organizing better and smarter.

The UFCW has worked hard to change our organizing strategies at the local and the international level. The Teamsters have done the same, and you have an outstanding record in organizing gains.

Through the Strategic Organizing Center at Change to Win, the Teamsters are leading the way with the campaign to win a union for the fork drivers. It is an important campaign because it has the potential not only to lift the standards in the trucking industry, but to lift the standards for workers all over. It has taken the Teamsters into public advocacy on health and environmental issues that were not being addressed before.

The ports campaign is important because winning the voice for workers in our core industries is the way that we can lift wage rates and improve standards across our industries.

*(Applause)*

Thank you. Teamster organizing is part of the broader organizing vision of the Change to Win unions. We are working together to build a diverse, multi-front worker fight-back that will help change the conversation about workers, about the income cap and about the state of the middle class. And we are the unions that are leading the fight to reclaim the American Dream.

Teamsters, UFCW and our Change to Win partners, we're standing up. We're standing up for good jobs, for fair taxes on corporations and the super rich and for fair contracts and union rights.

The work we are doing together is vital for all workers. We have to organize new workers, aggressively organize new workers, because our opposition is intent on seeing the labor movement disappear. This is the most difficult time for workers in perhaps the last 50 years. The income gap has never been as wide as it is today.

And what is most galling, the ultra rich aren't just content to be ultra rich, they are waging a war on working people. Billionaires like the Koch brothers and front groups like the U.S. Chamber of Commerce will stop at nothing to see us divided, under attack and on the run. Their campaign is well financed and well coordinated. Fox News is their mouthpiece. The Tea Party is their pawn. It is a campaign to destroy collective bargaining. It is a campaign to wipe out the middle class. What they are doing is simply unAmerican.

The people who derailed our economy and threw so many people off the train should be paying for what they did, not getting paid bigger bonuses for it. CEOs receiving \$15 million bonuses while denying working people the right to negotiate their wages and benefits is a disaster for both of our countries. Danny DeVito had it right. We should outsource the CEO's and bring back the jobs.

*(Applause)*

In their full-scale attack on union rights for workers in states across the country, the corporate-owned politicians thought they would catch the labor movement on the ropes. They thought they could just erase workers' rights to have a union and there would be no way that we could fight back. Well, they were wrong. We did fight back, and we did it the right way.

They tried to divide us in Wisconsin, taking a shot at the public sector unions. They found out that union power was stronger than ever. Teamster members, UFCW members and every other private sector union turned out in force to stand up to Governor Walker's attack on public workers in Wisconsin.

They spread lies about unions through their news outlets and their paid talking heads. Sisters and brothers, our members are proof that a union voice is the best way to build a good life in this country.

*(Applause)*

UFCW, Teamsters and our union brothers and sisters in Ohio are knocking on doors and bringing S.B. 5 to the voters. And I am confident that Ohioans will overturn that draconian bill.

*(Applause)*

That's right.

They tried to make it impossible for elected officials to stand on the side of workers. But 14 courageous senators from Wisconsin would not be bullied. They stand as an example to other leaders with integrity in Congress and in our State Houses not to be bullied into abandoning America's working class, and we will stand with them and we will fight the others.

*(Applause)*

Brothers and sisters, this is our moment. It's time to reclaim our place in America. It's time to build up, not to tear down. Our country is a much better place when workers earn enough money to buy a house, to send their kids to col-

lege, and the best way to do that is with jobs like those that we can have with the union.

*(Applause)*

I know that together we are on the way for this transformation. We will continue to speak out, we will continue to stand together. It is time that working Americans use our strength in numbers to reclaim the American Dream.

The UFCW and the Teamsters should lead that charge. We will show workers that the labor movement is the best hope to reclaim that American Dream, and we will not be divided, not now, not in the future.

I want to thank you again for all your support. Thank you for the invitation to this convention, and a thank you most importantly for your commitment and your courage.

Have a great convention.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: Thanks, Joe. What a great message. You know, the members, especially in Southern California, how we've battled so hard to get those things done, with regard to the battles we've had with regard to the Southern California food industry. It's been amazing.

Okay. Our next guest speaker is Shelley Berkley. You know, Shelley Berkley is a congresswoman, and she addressed us a couple — I think our last convention. She's from Nevada, and she represents the people here in Las Vegas. She is a tireless fighter for workers' rights.

Well, guess what? We've got an opportunity now. The former senator, John Ensign, got involved in a sex scandal and, thank God, he's gone. So guess what? We've got an opportunity to take back that seat here. Our candidate is Shelley Berkley, the same Shelley Berkley that has fought on behalf of working families ever since she came to Washington and ever since she got elected.

But now she's battling again statewide to be the United States Senator from Nevada. You

know what? With our help, we can take back a Senate seat that no one thought would be up. We need more Democratic senators like Shelley Berkley. Let's get her elected, and let's give her a big Teamster welcome.

Where's Shelley?

*(Applause)*

**HONORABLE SHELLEY BERKLEY**  
**U.S. House of Representatives**  
**(D) Nevada**

Hi, everybody. Good afternoon, my union brothers and sisters.

*(Applause)*

Welcome to my hometown and my congressional district of Las Vegas, Nevada.

*(Applause)*

Now, I hope when you are not attending your meetings and your plenary sessions you will be in our casinos enjoying our wholesome family entertainment.

*(Laughter)*

We're counting on the Teamsters to improve the economy of Las Vegas this week. I have no doubt you will not disappoint me.

*(Applause)*

I want to thank Mr. Hoffa for that absolutely magnificent introduction. I would like to take him around with me across the country. He does a remarkable job as our nation's leading labor leader, fighting for the rights of working men and women, not only in the Teamsters Union, not only his membership, but members of the labor union movement across this great country.

Thank you, Mr. Hoffa.

*(Applause)*

Now, you know all politics is local. I've got some great locals right here in the state of Nevada. So I want to make a shout-out to Locals 14 — show me where you are — 533, 631, 995. I knew you were there. My Locomotive Engineers and the members of the Brotherhood of Maintenance of Way.

*(Applause)*

Now, you know I'm the Congresswoman from Las Vegas. In Washington, I'm known as the Congresswoman who represents liquor, gambling and loose women.

*(Applause)*

That always gets an applause

*(Laughter)*

Well, I do, but I also represent hundreds of thousands of hard-working families, and the people I represent are hurting. I've got the highest unemployment rate in the nation and the highest mortgage foreclosure rate. People that have never missed a day of work, never missed a mortgage payment, they lost their job, they're losing their homes through no fault of their own, and they're wondering what are they going to do? And they're looking to their government for help. They look at me and they say, "Congresswoman, what are you going to do? What are you going to do to help me get through this?"

They're not asking a lot. Not one of us is asking a lot of our country to have a good-paying job to support your family; to have job security and good benefits; knowing your kids are going to get a good education in our public schools; knowing that if you need access to health care for yourselves or your children, you're going to be able to see a doctor. And you need to know — and it's not asking a lot — that when you retire, your pensions, your Social Security and your Medicare are going to be there. You paid into it, you owe it to yourselves, this country owes it to us.

*(Applause)*

And this is why, my friends, that I'm running for the United States Senate. I want to make sure that everyone coming up after me has the same opportunities that I had in this great country when I was coming up. Someone has to stand up to the special interests in this country and somebody has to stand up for the working

men and women, the middle class that made this country the great country that it is today.

*(Applause)*

This election is about jobs, this election is about working men and women. This election is about making sure that we, working men and women in this country, have a voice. This election is about making sure that corporations don't have all the power, that people and families matter, not just profits of multinational corporations. This election is about holding corporations responsible for getting huge tax breaks while they're shipping our jobs overseas. Day by day Americans are falling further and further behind.

This election is about you and me. It's about our families and our country. It's about the labor movement. The stakes in 2012 could not be higher. There's a big difference between me and my opponent. This election could very well determine who — which party has control of the United States Senate. We cannot give this up and give it to the Republicans. We've seen what they've done when their power goes to their heads.

*(Applause)*

So, what are the differences between me and my opponent? My mother once taught me never mention your opponent's name. So I'm going to call him Brand X. My opponent voted for the Ryan budget. Not once — not once, but twice. He said he was proud, proud to be the only person able to vote for the Ryan budget twice. I started thinking about that.

Proud? What is Brand X proud of? He voted to kill Medicare. The Congressional Budget Office, the nonpartisan branch, arm of the Congress, estimates if you end Medicare and do what the Ryan budget says, that it will cost every senior citizen in this country an extra \$6,000 for the health care they already get now.

So, why is that horrible? A third of the seniors that I represent in the state of Nevada have no

other income. They rely totally on their Social Security check. They don't have a pension, they don't have a 401(k), they don't have family to help them. From that Social Security check they pay their rent, they pay their power bill, they pay for their food, and they pay for their prescription medication and anything else that they need.

Where are they going to come up with an extra \$6,000 to pay for the health care that they deserve and this country owes them? Shame on Brand X.

*(Applause)*

He wants to starve Medicaid. What is Medicaid? It helps provide health care for the poorest children — poorest children — in this country and it funds nursing homes where our parents and our grandparents are. So, unless we want to close those nursing homes, unless we want poor children to have absolutely no health care in this country, we better make sure we elect people that aren't going to vote for the Ryan budget.

*(Applause)*

Brand X, my opponent, voted to cut vouchers for homeless veterans.

*(Chorus of boos)*

Our veterans come back, some of them don't come back the way they left. 40 percent of the homeless people in Nevada, in Las Vegas, are veterans. We're trying to get these people off the street. They deserve this from their country. Give them the dignity of living in a house, in a shelter, in an apartment. Brand X wants to eliminate those housing vouchers and put homeless veterans back on the street. Shame on him.

*(Applause)*

At a time when Nevada's unemployment rate is the highest in the country, where 80 percent of my building trades don't have a job, we want loan guarantees for renewable energy projects. We put people back to work. Thousands of Nevadans are working now in renewable energy

projects. My opponent voted to end these projects, end the loan guarantees that it needs. He wants to put more Nevadans, thousands more Nevadans, out on the street without a job. Shame on him.

*(Applause)*

He's on the record wanting to privatize Social Security. Now, Wall Street did a hell of a job when it came to our housing market.

They created the worst financial crisis since the Great Depression. So what are we going to do now? Entrust Wall Street with the retirement money of our older citizens? Do we want these people out in the street with absolutely nothing? I want someone in this job that's going to protect Social Security and protect our seniors that need that program so desperately.

*(Applause)*

So while he's voting against Medicare and Medicaid and senior citizens and homeless veterans and working men and women, what is he voting for? Well, let me share with you. Mr. Hoffa, this is what my opponent is voting for: Tax breaks for big oil, billions and billions of dollars every year going to corporations that made \$1.2 trillion last year. Do you think that's fair?

*(Shouts of "No.")*

I don't either. And he's standing up with the multinational corporations as they ship more and more jobs overseas while more and more Americans don't have a job anymore. That's what he's doing. Do you like that, Mr. Hoffa?

GENERAL PRESIDENT HOFFA: No.

CONGRESSWOMAN BERKLEY: I don't either. This is so much fun. Thank you for this.

Let me tell you what I stand for, what I've been fighting for with Teamster help, with union help for the entire time that I've been in elected office, and I'm proud to say I have 100-percent voting record with labor.

*(Applause)*

Thank you. So what am I going to do? What

have I done? As a member of Congress, and hopefully with your help as a member of the United States Senate, I'm going to work to strengthen the middle class by getting working men and women back to work. We need good paying jobs in this country. I believe in labor's right to organize and bargain collectively. It is our right.

*(Applause)*

I believe in Davis-Bacon, and I will fight to make sure we have prevailing wages wherever we do business.

*(Applause)*

I believe in fair trade and I will not vote for any trade agreement — I never had — that hurts American workers or hurts workers anywhere, anywhere in the world.

*(Applause)*

We need to create jobs right here at home. A reporter asked me — Mr. Hoffa, a reporter asked me the other day, he said — actually it was a woman. She said, "Are you in the pocket of big labor?" I thought about that for a minute.

My father was a waiter when I was growing up. We lived in Upstate New York when he was a waiter.

*(Applause)*

It was very difficult in the early '60s making a living and making ends meet. He worked very hard day and night, couldn't afford to take care of his family. So one night he put my sister and I and our dog in the back seat of our car, parents in the front seat — everything we owned was in a U-Haul hooked up to the back bumper. Middle of the summer, no air conditioning in those days. We drove across the country, the old Route 66. We got to Hoover Dam. There were signs for Las Vegas. We decided to stop in Vegas for the night.

The day after we got to town, my father went down to the Culinary Union, they sent him out to the old Sands Hotel. On a waiter's salary my father made enough money to put a roof over

our head, food on the table, clothes on our back and two daughters through college and law school. Not so bad on a waiter's salary.

*(Standing ovation)*

Let me tell you how he was able to do that. Because of the union. Because he was strong with 10-, 20-, 30-, 40,000 brothers and sisters in the movement. He had good benefits and good pay and a vacation plan. Asking two weeks isn't much, but he had it for the first time because of the union. That's what union means to me. I am not in the union pocket. I believe the union is in my heart.

*(Standing ovation)*

I'm not in the union's pocket, but I'm worried about the pockets of the people I represent, because their pockets are empty.

I'm the granddaughter of immigrants to this country that couldn't speak English. They came here with a dream, and that dream was that their children and their children's children would have a better life here in the United States than they had where they came from.

I often think of myself as my grandparents' American Dream. But I am most certain, even in their wildest dreams, they never would have imagined that they'd have a granddaughter serving in the United States House of Representatives and running for the United States Senate. This is a great country —

*(Applause)*

— with a great past and a great future if we make it so.

I can't do what I have to do over the next 17 months to win this election without you. As usual, the Teamsters were my first labor endorsement. I thank you, and I couldn't do it without you.

*(Applause)*

Just as you fight for me, I will continue to work and fight for you and working men and women across this country. It's a strong middle class and a strong labor movement that made

this nation great. It will make us greater in the 21st century. I thank you, my brothers and sisters, God bless each and every one of you.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: The next time we see Shelley, it will be Senator Shelley Berkley. That's what we want.

*(Applause)*

Teamsters work in just about every job imaginable, but by far the largest and most visible group that we have is UPS. In 2007 UPS Teamsters overwhelmingly ratified a five-year contract covering more than 250,000 workers. The contract addressed the needs of both full- and part-time workers. The ratification took place on wages, benefits across the country that were under attack. But the UPS agreement protected workers for a full five years. We'll hear from some of our UPS members now. First, let's welcome Brother Ken Williams from Local 79.

**BROTHER KEN WILLIAMS**

**Local 79, Tampa, FL**

Brothers and sisters, hermanas y hermanos, hello and bonjour. My name is Ken from Local 79, Tampa, Florida. No, not Ken Wood, not Ken Hall. I am Ken Williams. Even though you think you may not know me, you really do. How about now?

*(Applause)*

I'm a 28-year UPSer, a steward, a labor activist, a volunteer organizer and a trustee on my local's executive board. You see, at Local 79, thanks to the leadership of Southern Region Vice President Ken Wood, we are encouraged and empowered to stay fully engaged in all aspects of the labor movement. As a UPS steward, I understand and am grateful for our UPS Teamster contract.

The last few months we have witnessed the most vicious attack on the war on workers that this country and this nation has ever seen. Make no mistake, while the attacks on our brothers and

sisters in the public sector are on the front page, behind the scenes in the private sector corporate America is hard at work to destroy our contracts. Our contract negotiated by our National Teamsters UPS Committee and ratified by the rank and file offers this: The largest pension contribution increase in the history of the industry, health care benefits for our whole family, semi-annual raises, a sound and secure retirement, and the ability to protect the middle class quality of life.

Thank you, Jim Hoffa. Thank you, Ken Hall. Thank you, Ken Wood, and the entire negotiating committee.

*(Applause)*

Now at Local 79 our ferocious business agents continue to fight for us using the best weapon they have, a Teamster contract.

*(Applause)*

Our business agents, Secretary-Treasurer Brian Rothman, Vice President Thor Johnson, are highly successful in upholding and defending the integrity of the UPS contract, and I thank them. But they cannot do it alone. They cannot do it alone. Because, you see, we are the union. You are the union. There is no "I" in Teamster.

*(Applause)*

We need to do our part, each and every one of us. We need to be vigilant and stay united as one. There's not one of us that's as strong as all of us. So are you with me?

*(Shouts of "Yes.")*

Will you do it?

*(Shouts of "Yes.")*

Let's fight, stay united. Thank you.

Gracias and merci beaucoup.

*(Applause)*

**SISTER NANCY ALECCIA**

**Local 396, Los Angeles, CA**

Good afternoon, fellow Teamsters. Wow, I love this union. My name is Nancy Aleccia. I'm a 33-year rank-and-file member of Teamsters Local 396 in Los Angeles, California.

*(Applause)*

And this is my first convention as a delegate, and I am very excited.

I started working at UPS part time in 1978. I took a promotion as a package car driver in 1979. And then I went on to become a feeder driver in 1984. At that time there were very few women in that job classification.

My local, Local 396, has one of the largest contingencies of UPS members in the country. I have seen many changes in the feeder department. I've seen the good times. When our economy is flourishing, we all benefit. And I've seen when our economy went into the downturn, we are faced with challenges, such as layoffs and runs being cut, something I have never seen before in UPS.

Going through that time has made me appreciate more than ever the value of my job and a UPS contract. We have seniority and recall rights, something non-union employees do not have.

Now, with most of our jobs restored, the company is back to testing our contract. Go figure. One of their areas of focus is the Article 43 arena known as sleeper teams. The company was refusing to pay sleeper teams for delay times and grievances had to be filed.

Our Article 43 Chairperson, Ron Herrera, my Principal Officer, has negotiated and resolved the delay time issue. Thank you, Ron.

*(Applause)*

I would also like to thank all of you who serve us on the grievance and panels. We appreciate your hard work in fighting to preserve and uphold our contracts and keeping them strong. Thank you very much.

*(Applause)*

### **BROTHER JOHN JUSZKIEWICZ**

**Local 25, Boston, MA**

My name is John Juskiewicz, I am a 19-year member of Local 25 in Boston, Massachusetts. Eight of those years I was a part-timer at

UPS, the other 11 years as a full-time inside employee.

I work in Chelmsford. It's the largest UPS facility in New England. I am Chief Steward for inside employees. We have 900 Teamsters in that building, not including package and feeder drivers. Because I have worked as both a part-time and a full-time employee, I have seen first-hand how the contract has benefited both part-time and full-time inside employees.

For example, part-timers can bid on preferred jobs so they can move into a better job with their seniority instead of hiring someone off the street or giving it to some suck ass.

*(Laughter and applause)*

The company often messes up our paychecks — wrong pay rate, wrong hours. Because of the contract, we can collect payroll penalties for these errors. Insurance for part-timers is 100-percent company paid and it's a Cadillac insurance plan. Most part-time people in this country don't get any insurance. If they do, they have to pay for it themselves.

Part-timers get pension credit and have a company-paid pension that is negotiated into the contract. Again, most part-timers in this country don't have this.

Another thing that we usually take for granted is that we have an access to a grievance procedure. As a steward, I have found that documentation and persistence are the ways to enforce our contract.

Also, as a chief steward representing 900 Teamsters, it makes my job easier knowing that my Local Union President Sean O'Brien is always there to back me up. Sean chairs the New England panel, and I know UPS would rather deal with me than have Sean O'Brien hold their feet to the fire.

I also want to thank Ken Hall and the entire national negotiating committee for providing us with such a strong contract, but it is our responsibility to enforce it. Thank you.

#### FOURTH DAY—AFTERNOON SESSION

---

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you for that update about UPS. That's what we want, to find out what's going on.

Now, let's get our Package Division Director, International Vice President Ken Hall, up here to give us an update on what's going on with Teamsters working at UPS. Come on up, Ken.

*(Applause)*

VICE PRESIDENT HALL: Thank you. Thank you and good afternoon. You know, a lot of people were skeptical when we were starting negotiations early in 2006. And, frankly, a lot of people questioned our judgment for starting those negotiations so early. But our goal was to get ahead of the new legislation of the Pension Protection Act, because we knew that we were going to have to take action before January 2008 to protect our funds across the country. So the result of that was that we got record increases of five dollars per hour for health, welfare and pension contributions.

*(Applause)*

And to put that in perspective, in 1997 when we went on strike, we got \$1.80. So in our negotiations that concluded in 2007, we got nearly three times that contribution of five dollars per hour.

And we also put ourselves in a much better position than we would have been had we started negotiations during the worst recession since the Great Depression. I got to tell you something, in 2009 our members got a raise that for the first time in the 103-year history of this company, supervisors and management employees didn't get a raise; and I'm not that unhappy about that.

*(Applause)*

And, by the way, I know that a lot of you have been out here for the past week or so. And if you haven't been in your local to get the notice, I'm pleased to tell you that as a result of the numbers we got in from the economics, we are going

to get in August another 12 cents an hour in cost-of-living adjustment added to our wages.

*(Applause)*

So what that's going to mean is that we're going to get 97 cents an hour starting in August for the next year and then 95 cents the next year. I'm sorry, we got within three cents of a dollar.

*(Applause)*

In terms of our wages as we went through those early negotiations, by the end of our contract — wages; health, welfare and pension contributions on a straight-time basis — when you combine those three, by the end of this contract our full-time drivers will be making \$48.50 an hour in wages and benefits.

*(Applause)*

And I might add, they deserve every penny of it.

*(Applause)*

Our locals have also done a great job of making sure we remain strong at UPS by keeping our membership up. In the past five years we've created a new program to sign up members in right-to-work states, and the result of that, we've signed up thousands of new members; and that's how we keep this contract strong.

Let's talk a minute about the CSI contract. When we last met at our convention five years ago, UPS had just acquired a company called Menlo, which later becomes CSI. At the time, we had about 900 Teamster members there. I'm pleased to tell you that as of today we represent 2600 workers at CSI.

*(Applause)*

Five years ago we said we would make CSI a part of the national contract so that they would have the benefit of negotiating with 230,000 Teamsters rather than 900 or 2600. I'm pleased to tell you that we were successful in doing that. And, in order to get them to the wage parity, because they had wages that were all over the map when UPS purchased them, many of our CSI members not only got the wage increases in

#### FOURTH DAY—AFTERNOON SESSION

---

the contract, but to catch up their pay to parity, many of them got more than \$8 for an hour raise during the term of this contract.

*(Applause)*

You know, one of the other things that we started doing about a year and a half ago was having steward calls. These calls are national in scope, and the attendance has been incredible. We usually have more than a thousand stewards on each call. That gives us an opportunity to exchange information and also to keep everyone informed of what the latest developments are at UPS.

The technology, it's just incredible. People have the opportunity to ask questions on the call — obviously we can't answer all those questions, but they can leave their comments and questions, and those comments and questions are transferred to computers and me and my staff in the Package Division review each and every one of those. It's that information that we receive from our stewards that provides us with the direction we're going in enforcing our contract.

Now, not everything is great. In fact, we have got some issues with harassment at UPS. You know what? Our national UPS contract is like other contracts; it's a work in progress. Every time we go to negotiations we're looking for ways to improve it. It's not perfect, and neither is the enforcement of that contract perfect.

I don't have to tell any of you who have been around for very long that we're dealing with a company in UPS that the day after negotiations they start trying to find ways to steal back from us that what they agreed to in negotiations. So, it takes diligence from everyone — from our members, from our stewards, from our business agents, from our officers — to make sure that we enforce that contract.

And, unfortunately, right now, UPS is trying to get around the language regarding a fair day's work for a fair day's pay. But our locals and our

members are fighting back. In April we had a nationwide action day, and members wore stickers to protest the unfair production standards. UPS went crazy. They don't like seeing their name in any other way than just UPS, so when we added unfair production standards, they were calling me for four days once the word got out. They threatened, "We're going to fire somebody if we see those stickers." My answer was, "Have at it. The first person that gets fired, we're going on the street. So you make your decision what you want to do."

*(Applause)*

And I got to tell you, I didn't see anyone getting fired.

We also have conducted parking lot meetings, and we're going to continue to step up those activities.

Believe me, I get it. Wearing a sticker is not going to fix the problem. That is the first shot over the bow; and if they don't correct their actions, we're going to take action that surely gets their attention and everyone else's in this country. Enough is enough of their bullshit overproduction.

*(Applause)*

I had meeting with upper management about a month ago and said, "I've had enough. I've been traveling around the country and I see some of the things that's going on with your crazy operations people. And, by the way, your operations people don't seem to want to listen to what anybody in labor says, including corporate labor in Atlanta. So if you can't get their attention, we'll get their attention. The choice is yours."

*(Applause)*

And the answer I got was, "You were yelling at us in December about over 9.5, so we was trying to make sure we didn't have over 9.5ers and maybe our people got a little overzealous."

Well, that's a hell of an understatement.

*(Laughter)*

So, you know what? If they have the technology and the know-how to ship a package from one side of the world to another overnight, then they've got the technology, and somebody in that company is going to have to have the intestinal fortitude to tell the big guns in operations, "You better knock it off."

Now, I want to also talk about — you know, as we look into the future, we know that we're dealing with a company that's very innovative and that they're also confronted with increased competition, and it's mostly from non-union competition, and particularly from FedEx.

And so, UPS's competitors have come up with new products, new services in order to not only retain the customers, but to go out and try to attract or steal the customers from UPS.

Now, you say to me, "So, why are you defending UPS? Why do you care if there's competition?" This is not rocket science, folks. If packages come into UPS, that means more Teamster jobs, and if they leave, that means less. So, for sure, I'm concerned about what happens to those packages.

So we either have — we have two choices to deal with this issue. One, we can simply go to arbitration and say to UPS, "No, you're not going to have any of these new services," and the business goes elsewhere. Or we can sit down with them and make sure that they comply with the contract and protect the wages and benefits and job security of our members.

We've discussed this at the National Negotiating Committee. Interestingly enough, no one — no one — disagreed at the National Negotiating Committee.

Everyone decided that what we need to do is monitor it, make sure that they're complying with the contract and try to make sure that we're not losing packages as a result of all the business moving out because of their Surepost service.

But make no mistake about one thing. I have

made it clear — and I want to make it clear here — and we need to get the message out everywhere. Regardless of all that, I have told the company, "If we have one package driver in any center in this country that loses a job as a result of Surepost, we are going to take you on." So if that happens, I need to know about it.

*(Applause)*

So let's face the facts. At the end of the day, we want them to increase their business. Every new package results in a new Teamster job. And we want them to make money because we've seen what it's like to bargain with people that's in bankruptcy. So we want to make sure we're protecting our contract, and also make sure that we're getting as much business channeled to our union companies as we possibly can do.

So next I want to talk about our upcoming negotiations. You know, it's not that far off that this contract expires in 2013. When I'm around the country meeting with our members, when I'm at grievance panels, when I'm at different meetings around the country, I always get asked at some point, "What about the next round of negotiations?"

People are concerned because of the war on workers that we see that's going on all over this country. They're concerned. So some of the questions they've been asking me is: "Do you think we're going to take a big cut in our health benefits? Do you think we're going to lose our pensions?"

Well, let me make this clear here today. We're not dealing with Scott Walker or some other Tea Party politician who can try to blame state finances — we're dealing with a company that has a contract to comply with. We're dealing with a company that's making huge profits. They're making those huge profits because of the hard work of Teamsters. Make no mistake about that. This company don't get rich in Atlanta, it's Teamster members that make them rich.

*(Standing ovation)*

So let me be clear. We got our issues in the last contract, and we know there's a new IBT UPS pension plan that, contrary to some of the stories I've heard, is as of today 100-percent funded. But people are concerned about, is the company going to make a run on their pension funds? What you have to do is look in the back of that contract and see that in the last round of negotiations in 2007, we negotiated very, very clear, easy-to-read, easy-to-understand language that said the company not only can't take us out, they're not allowed to even approach one of our pension funds for a period of ten years, which, by the way, would still be in effect at our next round of negotiations. So that's not a concern we have.

*(Applause)*

And let me be clear again. What we need to be doing is sending a message and making sure that our members understand that we're not going to be talking about concessions, we're going to be talking about improvements.

UPS made \$5.8 billion last year. I'm not complaining about that. I hope they make \$10 billion this year. Because you know what I say, the more they make, the more we take when it comes to negotiations.

*(Standing ovation)*

Thank you. Thank you.

GENERAL PRESIDENT HOFFA: Thank you, Ken, for all that hard work at UPS.

Now we're going to hear from International Vice President Bob Bouvier about what's going on in Canada with both regard to UPS and FedEx. Bob?

*(Cheers and applause)*

VICE PRESIDENT BOUVIER: Good afternoon, everybody. Thank you.

It's very encouraging when you listen to Ken talking about UPS. We have UPS in Canada; it's not the largest of the courier companies but it's our second largest contract.

So last year in 2010, we were up for negotiation. We have decided that we're going to change the style of negotiations. We're tired and sick and tired of spending six months with them trying to ratify a contract.

So as you've seen in this convention, we're pretty tight in Canada. So we did advise the employer — I first talked to Ken Hall and I told him, "Listen, you tell UPS that we'll be starting negotiations and they've got five days. They get serious, otherwise we're shutting down negotiations, going for mediation. We'll go for mediation for two hours and, according to our law, we'll send them a 72-hour notice and we'll shut them down. Either they do it or not."

*(Applause)*

I'm proud to report that my Bargaining Committee that was running the negotiations, it took them exactly 14 days and we got a contract with UPS. I'm happy to report that was ratified by 87 percent of the membership. It had increases, great increases, in pension and what we call progression rates and all the other things that we needed in our contract. And health and welfare is a little different in Canada. But it got ratified by 87 percent.

The lesson in this is that the war on workers from companies that's got tons of money, I don't think we should take it. Why don't we go after those guys? Money coming out of the yin-yang, do you think they can afford to take us on? Maybe we should put pressure on them. We've had that and we've tried that and we were successful.

This year we will have our next contract with a company called Purolator, which is owned by the Canadian government, by Canada Post, a little bit like DHL which owns Deutsche Post. Well, I did send them the same notice: You've got five days, straight negotiations. Be serious. If not, they're done, back to mediation. We'll give them a couple hours and then we'll shut them down. I think they'll come across because

they've got no choice, because UPS will take their volume and their business, and we've got members on both sides. So I think this is what we're going to do this time.

*(Applause)*

But the real thing I want to talk about — the real thing I want to talk about is FedEx. You know, it's been my career for the last 35 years to try to hit these employers as much as we can to get as much money for our people and as much security as we can. But we know that when you've got a large competitor around you that's nonunion, he's trying to force the prices down. When he forces the prices down, it hurts the revenue of the company we have a contract with and it jeopardizes our possibility to get more money from all the employers that are organized.

Well, we've been going after FedEx now for about a year and a half. As you can understand, Canada is a big country, wide. So we've been going to every depot to try to find where the soft spots are. After about 18 months of research, we've had them at the board three or four times. We think they're going to buy a room or hotel next to the board because we're going to keep them there busy with their attorneys, make sure it costs them a lot of money.

But we finally found some spots where we think we've got chances of getting certified. It's a different process, I agree with you, in Canada. But we will go after them and we will put all the money available in Canada — we'll call our friend, Ken Hall, once in a while, even if he gets a new job and has to work from Washington to give us a hand in meeting some people. But we have to go after them. We have to get them. It's not a must, it's not an organizing drive, it's an obligation for our members that we have in all these companies in Canada that are doing courier and that are under contracts. We cannot have these guys driving the salaries down of our people and have to fight us twice as hard to get the same money.

So this is the one we're going after. And Teamster Canada and all its members will not give away. We'll get those guys. By the time we get to the next convention, they will be under contract.

Thank you very much and have a great day.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: Thanks, Bob. We're sure glad you're working on this, on UPS and FedEx in Canada. Great job.

I would like to call Ken Hall back to the microphone and give us an update on what we're doing to organize FedEx and our campaign here in the United States.

VICE PRESIDENT HALL: Thank you, Jim. It's great to have such good partners as we do in Teamster Canada. Thank you.

*(Applause)*

You know, FedEx is a company that we've been talking about for a long time. It's a company that we will continue to be talking about for many years.

Fred Smith, the CEO of FedEx, will do whatever he needs to remain nonunion and to keep his employees from having a voice. He skirts the laws. He misclassifies employees. And when all else fails, he threatens and tries to scare not only his employees, but also the federal government.

Fred, he has structured the entire business around remaining nonunion. His corporate structure allows him to take advantage of legal loopholes and corporate loopholes that are not available to other companies that are in the same business. He's also given millions of dollars to politicians in order to make sure that he continues to have access to those same loopholes.

So as most of you know, we face many challenges at FedEx in trying to help the FedEx workforce organize. FedEx is broken down into three separate operations: FedEx Ground and Home Delivery, FedEx Express, and FedEx Freight. Each of these operations has its own

challenges. But the Teamsters have been working with states and allies in the federal government to level the playing field and force FedEx to play by the same rules as other companies within the same industry.

One of the largest challenges we face is at FedEx Express where FedEx has been able to classify its drivers, its sorters, its couriers, its loaders, its unloaders, its truck mechanics, as airline and railroad employees for the purpose of labor law. In 1996, Fred Smith was able to carve out a loophole in the Railway Labor Act that allowed all of his FedEx Express employees to be regulated like airline companies. We've been working ever since to overturn this loophole so that Federal Express employees who have nothing to do with flying an airplane would be protected by the National Labor Relations Board, not the Railway Labor Act.

*(Applause)*

During the past two years we came very close to achieving that goal. The House of Representatives passed their version of the FAA reauthorization bill that included language to level the playing field. Unfortunately, in the Senate that language hasn't passed and with recent elections there is little hope that we're going to get that passed until after 2012. That's why it's so important that we kick those Tea Party politicians the hell out of Congress and get some people that support working people.

*(Applause)*

Many of you have been involved in our recent efforts. Teamster members sent thousands of letters to Congress and made thousands of calls to Capitol Hill to help out your colleagues at FedEx.

FedEx mechanics visited with members of Congress to advocate for the change so that they could move forward with their organizing campaign. We also ran a campaign to raise awareness of the issue with senators, members of Congress, and their staff members. The cam-

paign coincided with the letters, phone calls and visits that many of you made on Capitol Hill.

I want to show you some of those videos that we produced for our Web site, FedExdriversaren'tpilots.com. Links to these videos were sent all over Capitol Hill and people responded to them very well. These videos point out how ridiculous it is to have truck drivers covered by a law that is meant for airline pilots.

Could we show the video?

*...A FedEx video presentation was shown to the delegation.*

*(Applause)*

VICE PRESIDENT HALL: Thank you. At its ground division, FedEx misclassifies many of its employees as independent contractors. The National Labor Relations Board, along with many state attorneys general, believe that these drivers should be considered as employees.

FedEx tells the drivers what to drive, what to wear, when and where to deliver the packages, how to deliver the packages, and forces them to buy tools and equipment to perform their jobs. By calling them independent contractors, the drivers can't organize a union and have no access to employer-based health insurance or retirement plans.

Also, these drivers are not eligible for worker's comp or unemployment insurance. These drivers do not have the legal protections of wage-and-hour laws, civil rights laws, the Family Medical Leave Act and federal labor laws. State governments miss out on a large amount of revenue in payroll taxes and revenue.

But some people are doing their part to make sure FedEx pays its fair share. I want to introduce Steve Bullock. As Attorney General of Montana, Steve Bullock led a bipartisan group of nearly twenty attorneys general from various states in their efforts to crack down on FedEx Ground's misclassification of drivers across the country.

Bullock stated that FedEx Ground's misclassification of drivers is a serious injustice to these workers. In October of 2010, Bullock forced FedEx Ground to pay \$2.3 million, nearly ten times more than what the company had offered in a settlement with their state in 2009.

Thanks to Steve Bullock's determination on FedEx Ground, the company has essentially been forced to change its entire business model all across the country and go to a multi-route model, and he's remained vigilant in protecting Ground drivers in his state. So let's have a warm welcome for Attorney General Steve Bullock.

I might add something else. If the Teamsters have their way in Montana, in 2012 we're going to be calling him "Governor Bullock."

*(Standing ovation)*

**STEVE BULLOCK**  
**Attorney General**  
**Montana**

Thanks so much for the kind introduction, Ken. And thanks, General President Hoffa, both for your time in Montana before my election in 2008 and for having me here today.

I also want to thank State Legislative Political Director Dan Reilly, his boss Christy Bailey, and the leadership of the International. As all of you should know, in every state in the country, Dan Reilly is working hard to make sure the interests of Teamsters and working men and women are represented in our statehouses. So let's give Dan a big round of applause.

*(Applause)*

You know, if I didn't know better, though, I think Dan was probably trying to kill me, because who would invite a Montanan to Las Vegas in the middle of summer?

*(Laughter)*

If that's not enough, he puts me, a lawyer, sandwiched somewhere between Danny DeVito and "Irish" Micky Ward, a boxer. So I got a lot to do today, I guess.

I also know I do want to thank the guys here from Montana who are down here representing the 5,218 workers in the Big Sky Country, down over there with Joint Council 3. Thank you so much, both Teamsters 190 and Teamsters Local 2, because if it were not for you, I wouldn't be here in Las Vegas and I wouldn't be here as Attorney General. So, thanks so much for all you do.

*(Applause)*

Now, before I talk a little bit about misclassification, I want to talk to you a little bit about myself and where I come from. Like many of you, I have young kids at home. My wife, Lisa, and I are raising our 9-, 6- and 4-year-old in the same town in which we were raised in, in the same town that we met, Helena, Montana.

It's kind of funny because my office as attorney general, it's more than just that office, it was the northwest corner of my paper route as a kid growing up.

Even though they are young, though, my kids know about the work the Teamsters do, because before I was elected Attorney General, I had the honor of working as a labor-side, union-side lawyer representing, among others, the fine men and women, again, of Teamsters 190.

*(Applause)*

My kids know — they know the work the Teamsters do. That's because my 9-, 6- and 4-year-old, they haven't grown up hearing the same old bedtime stories that most parents tell your kids. You've been there; you know like me, a parent can only tell so many times how Cinderella finally fits in the shoe before you want to gouge your own ears out.

So Caroline, Alexandria and Cam have heard stories about some of the men and women that I've represented and successfully fought for. I've told my kids about their lives and their struggles. I tell them about why their dad was so proud to help these people out.

They've heard about a Teamster driver named Bob. Bob was terminated for insubordination

and excessive unloading time. Bob stood up for the safety of his customer and his equipment by refusing to drive his Rocky Mountain double filled with diesel and gasoline all the way across the farmer's rutted yard with four inches of snow. Bob stood up for safety and his equipment, so the union stood up for Bob.

My kids also heard about a landfill worker named Dave. Dave was passed over for a promotion because he couldn't read so well, notwithstanding the fact that reading had nothing to do with his job. Halfway through the arbitration Dave, Joe Dwyer, the Secretary-Treasurer, Jim Larson, and I, we went out for lunch. Dave had been humiliated through that morning of the arbitration, but he was still proud to work for the City of Billings.

Dave said, "You know what? They're right. I can't read so well. But working 25 years in this landfill has given me the opportunity to put my two boys through college, and they're going to have a better life than I ever had."

*(Applause)*

And you and I, we all know that it's for people like Dave that we gather here today and it's for people like Dave that we do our work every day, in and out.

My kids also know the story of a municipal bus driver named Bud. Bud was a Teamster until the day he died last year. Bud, the bus driver, wanted nothing more than the two 15-minute breaks that every other City of Billings employee got and that he was guaranteed under his collective bargaining agreement. With the help of his union and an arbitration decision in hand, the City finally had to change that schedule so that Bud and every other bus driver in Billings got the 15-minute breaks that they had bargained for.

*(Applause)*

You know, I got to tell you the battles that were won by Bob and Dave and Bud, they didn't change the world, but they did change those

workers' lives; and that change was brought about from help from their union. As nonunion workers or as independent contractors, they wouldn't have had any of those protections.

Misclassification of workers, it's about more than 15-minute breaks and promotional opportunities. It's about using independent contractor laws to deny workers overtime pay, to rob them of worker's compensation insurance, to avoid paying unemployment insurance, and to deny workers the simple things that they're guaranteed under our laws, like workplace safety, antidiscrimination and the right to organize and collectively bargain.

In every state represented here at this convention, there's big corporations that are classifying workers as something they're not, calling them independent businesses to deny those employees the overtime and the benefits that they deserve.

When I came into office in Montana, there was a company that was classifying their drivers as independent contractors — you might have heard of that company — despite the fact that the drivers had very little say over their work. These drivers were required to spend thousands of dollars out of pocket for their trucks, for their repairs, fuel, uniforms, while being held to strict rules governing the hours they worked, their delivery schedules, and their ability to contract with anybody else. In fact, these drivers were told what uniforms they had to wear. They couldn't even pick out their own socks.

You know, there's an old saying that goes, "If it walks like a duck, talks like a duck, I'll be darned, it's probably a duck."

In this case, if a company treats a worker like an employee, makes them act like an employee, well, you don't need a law degree to figure out it's pretty simple, they're an employee.

*(Applause)*

A year-long investigation by our State Department of Labor found the same thing:

These drivers were employees, not independent contractors. In my eyes, this was a basic issue of fairness. By classifying their drivers as independent contractors, but treating them as employees, they're denying the workers the rights and the protections they're guaranteed, but also shifting the tax obligations onto hard-working Montanans, who I also represent.

My office, along with counterparts in a handful of other states, finally said enough's enough. We took this company and their illegal business practices to task. We said that no worker in Montana should be denied protections by fancy paperwork and by accounting tricks. No company should force their employees to shoulder all the downsides of being independent contractors without offering any of the upside.

Well, as Mr. Hall said, they came to the table and they agreed to settle the matter. They agreed to start changing the business model and pay back taxes and penalties resulting in over \$2 million to Montanans.

*(Applause)*

They agreed to pay those people that we call employees, they call independent contractors, that paid into unemployment insurance, they reimbursed theirs. And they also then, they understood — that we'll take a look at the business model — their new business model, but we're still not saying anything until we see what it's like.

But, you know, enforcing laws like that shouldn't be based on who an attorney general or who a commissioner of labor happens to be. This is a nationwide problem and it deserves and demands a nationwide solution.

*(Applause)*

In the meantime, though, you can bet that Montana will enforce our laws. We're going to protect our workers and make sure that hard-working taxpayers don't have to foot the bill for companies that want to skirt their obligation to their employees.

Now, I'm not naive enough, though, to stand up here, though, and say that everything in Montana is great. Historically, Montana is a pretty middle-of-the-road place. In fact, our last legislature, before last November, we were split 50-50, 50 Democrats, 50 Republicans. Sure, we've had our share of conservatives. We're also the home state of a union copper miner named Mike Mansfield who went on to serve as the President of the Senate, the longest in the history of our country.

But like everywhere nationally, that changed last November. That statehouse that was split 50-50 is now 67 Republicans to 33 Democrats. And if you listen to a tape of the anti-worker, anti-middle-class legislative majorities, you'd think that things like the right to join a union, Pell grants, taking care of the disabled and the Children's Health Insurance Program were radical ideas.

This isn't some grassroots movement. Across the country special interests with deep pockets are waging a war on American workers. They hand-pick their candidates, they finance their campaigns, and then they sit back and watch while their bidding's done. And those goals they have, they extend well beyond worker misclassification. They want states like Montana to join each of our neighboring states and enact so-called right-to-work schemes.

They want to demonize the public employee, the peace officer, the county road worker, so that hopefully no one will speak out as public servants are stripped of their basic benefits.

They want to take away the right of both public and private employees to collectively bargain with their employer. They want to slash funding for public education, and they want to demolish pensions and Medicare. If you listen to the Washington right wing, you'd think that their plan for retirees and senior citizens involves nothing more than a job application at the local Walmart.

*(Applause)*

Even such fundamental things as the 40-hour workweek and child labor laws right now are under attack. And make no mistake, they'll do anything they can and spend as much money as it takes to deny employees the right to bargain for better wages, better benefits and better working conditions.

We have an answer, though. You know, in the early part of the 20th century, miners in Butte, Montana, they regularly worked 12-hour days, seven days a week. The men who worked in the mines during World War I had a higher mortality rate than their countrymen fighting in the trenches. The union had been fraught by internal disagreements and the company thought the union had no power.

Well, in 1935 these miners finally had enough. The union that was once badly fractured now had solidarity. These miners went on strike and demanded better working conditions. Their strike was followed by other unions in other industrial cities, and it spurred luxuries, luxuries we now take for granted, like a weekend and a 40-hour workweek. We need to remember those miners in Butte just as we need to remember every one of us who stood up and fought for the rights of those who don't have a voice.

Just as you work every day to bargain for better wages or filing a grievance, we need to work each and every day to make sure that the people that we elect in the positions of power hold the exact same values that you and I do.

*(Applause)*

And we can do that, because while they'll always have more money, they'll never have the two most important things, two things that we've had for generations: We're right, and we'll work a lot harder than they will. The American labor movement has done so much to bring about social and economic change. It's a history we should all be proud of and it's a his-

tory we should be willing to defend. And it will be labor leading the resistance to the war on workers.

Let me make this clear: America's great because — not in spite — of organized labor.

*(Applause)*

The miners in Butte, they weren't the ones with the radical ideas or the extreme positions. And the firefighters, teachers, police officers, truck drivers, bus drivers, that refused to leave that Wisconsin capitol building this winter, they weren't the extremists either. Solidarity, it isn't just a slogan. Our solidarity is why we will prevail in these incredibly challenging times.

Thanks so much for having me, and let's not forget that our work is just beginning.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you, Steve. It's a great report. It's good to have an attorney general like that from Montana, you know, fighting against misclassification.

Ken, give us an update on FedEx and what we're doing, okay?

VICE PRESIDENT HALL: Okay. I want to talk about FedEx Freight. This is my last segment. FedEx Freight has recently undergone a merger of two separate companies that made up FedEx Freight's operation. Teamster organizers and local unions have maintained contact with FedEx Freight drivers from both of the merged companies for many, many years.

The International, working with Joint Council 42, is committed to organizing these drivers. Now, many of you don't know this, but we have three full-time organizers on the ground, and they're working with a very dedicated committee of FedEx Freight drivers.

*(Applause)*

We've been working quietly for months to prepare for this moment. But now, we're ready to let all of you know. We are officially launching our FedEx Freight organizing campaign in the West, and we're doing that today.

*(Standing ovation)*

You know, this is a massive undertaking. But with planning, patience and perseverance we will win this campaign. Not today, maybe not tomorrow. But with the support of this entire union, make no mistake about it, FedEx Freight will be a union shop.

*(Applause)*

We did it at UPS Freight, Overnite, when they said we couldn't do it, and we will do it at FedEx Freight.

And you know what, we have a responsibility. We have a responsibility not only to those FedEx Freight workers, but to our own members to protect our contracts, whether it be our freight members, our UPS members, our UPS Freight members.

Let's not forget that late in 2009 when YRC was at its most vulnerable time, FedEx Freight went out and offered customers 90 days of deliveries at a 90-percent discount because they thought it would be the knockout punch for YRC.

So it's time we protect our own members. It's incredibly important that we're successful here, first of all for the FedEx Freight workers, but also to bring up the standards and to protect the standards of our other contracts. So let's get that job done.

And you know what else? This is one area where Fred Smith can't buy off some politician, some Republican who hates workers. We can organize straight up under the National Labor Relations Act. And it's time we give him a swift kick in the ass for all the stuff he's done.

*(Applause)*

Make no mistake about it, the Teamsters are in this for the long haul. We will do whatever it takes to make sure that we're successful. I'm pleased to say that Randy Cammack has already risen to that challenge. So I'm going to ask Randy to join me at the podium now.

*(Applause)*

VICE PRESIDENT CAMMACK: Good afternoon, brothers and sisters. The last time that I was called up to the microphone after an Attorney General, the words were, "Will the defendant please rise."

*(Laughter)*

I would take a point of personal privilege, if I may, before I talk about FedEx Freight. I just want to thank the delegates, and I'll leave it at that. God bless you and thank you again.

*(Applause)*

When Ken Hall and I talked about the importance of FedEx Freight and the overall organizing project with FedEx, I was absolutely thrilled to find that we were able to do this and that he trusted the pilot program with Joint Council 42. We couldn't be more enthusiastic. And we have put together a great team, an initial team, of three dedicated organizers. Our Director of Organizing at Joint Council 42, Randy Korgan, is supervising their efforts. Like Ken said, we were trying to keep it under the radar for a while to see, kind of an exploratory thing, to see how much interest there was. But day by day the interest is growing. They've been working to build committees and put together a really, really good program that when we finally get it on the ground with a lot of boots on the ground, that it would be a well done, well organized, well thought out program.

Having a large freight local, I know how important organizing FedEx Freight is. It's important to our members. They're an integral part of the competition that hurts them daily.

I have 5,000 UPS members who have a serious interest in FedEx and FedEx Freight, because it's all the same company. I can tell you, since this started – you know, you tell somebody to keep something secret, and eventually it's not the guy you told but the guy he told.

But Fred Smith has heard about this and is already starting his usual — he runs the Wal-Mart of the trucking business. He's already

started a serious anti-union campaign. He's given all the employees at FedEx Freight CDs to listen to and watch about how terrible the union is. And he's just about doing everything they can.

At FedEx Freight we've got some really solid, core committee members who have been involved in trying to be organized almost since the last convention. These folks never give up. And we have two of them here today that want to talk to you. But I wanted to tell you, you know, when you work for a company like Wal-Mart or FedEx Freight, FedEx. You know, to step up to the plate and start building committees and talking positive about the union, you take on a tremendous risk to you personally and to your family. Committee members are extremely courageous, because they're putting everything on the line.

It's been fortunate over the years that our two lead committee members have escaped being actually put out the door. Today, just two hours ago, one of our committee members received a phone call — while he's here waiting to tell you about the program, he received a phone call from his boss telling him he was terminated.

*(Chorus of boos)*

Now, we're going to do that and — have a little something to say about it. There's a lot of ladies here. But we're going to stick it up their ass, to be honest.

*(Applause)*

I got to tell you, you really need to give these two folks when they come out here a huge round of applause. He just lost his job two hours ago, you know, for standing up for his fellow workers. There's nothing else you can do. That's what all of us do, is to help somebody else. And then the ultimate sacrifice, when you're working in these times, to lose your job doing that, that's really something.

If you would join me in welcoming Rudy Hernandez; and Jose "Joe" Nuno, who lost his job today.

*(Applause)*

**BROTHER JOE NUNO**  
**FedEx P&D Driver**

Thank you. Good afternoon, brothers and sisters. My name is Joe Nuno. I am a FedEx P&D driver of 24 years. This is not my first time standing before some of you. I was in 2006 addressing some issues, that we at FedEx needed to form a union and join the greatest union in the country, the Teamsters.

But this time I stand with more optimism than ever before, because our committee at FedEx is growing with the help of Local 63, Local 952 and Joint Council 42.

*(Applause)*

With your help, we are moving forward with this campaign to become union members.

This past year I traveled to Memphis, Tennessee, with the Teamsters and told Fred Smith exactly what I think of his anti-union ideas, to stop taking our work away and giving it to outside carriers and purchase transportation.

What I want for all of our drivers to do is for them to be able to stand up to the company and tell them what they think without fear of retaliation.

Mr. Hoffa, Mr. Keegel, Mr. Ken Hall, and brothers and sisters, thank you for inviting me here. God bless you, God bless America.

*(Applause)*

**BROTHER RUDY HERNANDEZ**  
**FedEx Freight Driver**

Good afternoon, Teamsters. My name is Rudy Hernandez, local driver with FedEx Freight. This week you have heard many successful stories about organizing — people organizing and getting contracts. Well, I'm here to say, now it's our turn, and boy, are we ready for it.

*(Applause)*

Thank you. We have developed an organizing committee and we are working hard with our organizers, but we cannot do this alone. We need your help. We are all in this together, and by this time next year I want to be sitting where you are —

*(Applause)*

— with a contract, as a brother, as a Teamster. So please stand up with us as we take on this fight, because united we stand, divided we beg. Thank you, and I thank my family.

*(Standing ovation)*

VICE PRESIDENT HALL: Thank you, Joe and Rudy. You can be assured we are all with you in this fight.

*(Applause)*

Now, General President Hoffa, I would propose that rather than read the resolution on FedEx Organizing, in light of the fact that we actually have an election here today tonight, I would propose that people turn to that — and most of you have already read it, it's on page 17 of the resolution book — and I would propose that we move straight for adoption.

*...The following resolution was submitted for the record:*

#### **FEDERAL EXPRESS**

**WHEREAS**, FedEx continues to hide behind legal loopholes and misclassify employees to keep workers from enjoying the same rights as other similarly situated employees in the industry; and

**WHEREAS**, FedEx has gone so far as to threaten the United States Congress in order to keep all of its Express division employees under the Railway Labor Act, regardless of whether they ever touch an airplane; and

**WHEREAS**, the National Labor Relations Board has found that FedEx misclassifies drivers employed by its Ground division as independent contractors when they should be treated as employees; and

**WHEREAS**, misclassification of employees as independent contractors and airline employees limits the ability of FedEx Express and Ground employees from organizing a union; and

**WHEREAS**, misclassifying employees under the wrong labor and employment laws adversely affects bargaining with other employers in the same industry where Teamsters are employed; and

**WHEREAS**, Attorneys General from more than 20 states are currently, or have recently, engaged in investigations of FedEx for misclassifying Ground drivers as independent contractors, which costs the states millions of dollars in lost taxes and revenue; and

**WHEREAS**, these investigations are resulting in multi-million dollar settlements between the states and FedEx; and

**WHEREAS**, FedEx employees in all sectors of the company, including FedEx Freight, have contacted the Teamsters asking for assistance in fighting for better wages and working conditions; and

**WHEREAS**, Teamster Local Unions, Joint Councils and the International Union are prepared and willing to work together to fight with our FedEx brothers and sisters;

**NOW, THEREFORE, BE IT RESOLVED**, that the Teamsters Union will continue to fight for change in the laws governing FedEx Express so that there is a level playing field in the industry; and

**BE IT FURTHER RESOLVED**, that the Teamsters Union will continue to work with Federal and State Governments to ensure that Fedex Ground drivers are properly classified as employees, not independent contractors; and

**BE IT FURTHER RESOLVED**, that the Teamsters Union will assist our FedEx Freight brothers and sisters in organizing and achieving their goal of a union contract.

GENERAL PRESIDENT HOFFA: Is there a second?

## FOURTH DAY—AFTERNOON SESSION

---

Make 2.

DELEGATE KORGAN, Local 63: I make the motion that we adopt this resolution.

GENERAL PRESIDENT HOFFA: Okay, very good.

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I second that motion and ask to speak on the motion.

GENERAL PRESIDENT HOFFA: All right. Go ahead, Pat.

DELEGATE RANDY KORGAN, Local 63: I'd like to speak as well.

I'm sorry, but my voice is a little bit battered from the spirited campaigning over the last few days, because I'm a proud Hoffa delegate. Are you? Come on, are you?

*(Applause)*

Are you a proud Teamster? I'm a proud Teamster today, as we stand here and we adopt this resolution in support of these FedEx workers. FedEx is in front of this fight. Corporate America and their greed has done nothing but attack the American worker in this country today, and FedEx has led that fight. Are you in for that fight? Are you here to support these workers?

*(Shouts of "Yes".)*

FedEx did nothing but threaten its workers, threaten Congress, and they stand here today and threaten one of our fellow workers. Are you going to stand behind that worker?

*(Shouts of "Yes".)*

I can't hear you. Are you going to support this worker?

*(Shouts of "Yes".)*

Organizing is the soul of this union. Organizing is what builds our organization. I know we're tired. I'll be brief and I'm sorry to hold you out. But I think this is very important. This is huge. This is one of the biggest organizing drives this organization has ever taken on.

This organizing drive has vision. It has discipline. It has education. It has training. It has mobilization. We've set up a war room, a 1500-square-foot war room where our organizers and our committee members can come together and evaluate this entire campaign.

It's ambitious, just as it was ambitious with UPS Freight. And, Ken Hall, and this leadership, I want to thank you for what you did for UPS Freight. My workers are proud; they love their contract. And shame on those of you in here that have battered that contract for political gain.

We love that contract. Are you proud of the UPS Freight contract?

*(Cheers and applause)*

Brothers and sisters, will you stand and support this motion?

Will you stand and support these workers at FedEx?

*(Shouts of "Yes".)*

Will you stand and support them today?

*(Shouts of "Yes".)*

I call the question.

GENERAL PRESIDENT HOFFA: All right. Pat, we're trying to move along.

DELEGATE PATRICK KELLY, Local 952: At one time we had 700,000 people under the Master Freight Agreement, 700,000 people. Now you know what we have.

I ask that we all rise in support of this. And I ask the Pope delegates — and I also ask the Gegare delegates — step back from this election so we can use the money for this election to organize. Thank you.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: I'm going to call the question.

All those in favor of the FedEx organizing resolution, signify by saying aye.

Anybody opposed?

It is passed.

*(Applause)*

...”*The Fighter*” video presentation was shown to the delegation.

*(Applause)*

GENERAL PRESIDENT HOFFA: Brothers and sisters, join me in welcoming our next special guest. The story of this blue-collar, working-class hero was featured in last year’s Oscar-winning film, “The Fighter.”

He’s a former Light Welterweight Champion, a proud member of Teamsters Local 25, and the owner of the most devastating left hook to the body in boxing.

Please join me in welcoming our brother, “Irish” Micky Ward.

*(Applause)*

**“IRISH” MICKY WARD**

**Former Light Welterweight Champion  
Teamsters Local 25 Member**

Thank you. Thank you, brothers and sisters. It’s great to be here. Thank you, Jim. Mr. Hoffa, thank you so much for having me here.

This is great that everybody here come together. This is unbelievable.

I want to thank Sean O’Brien from Boston, Local 25. Sean, you’re the man.

*(Applause)*

You know, it’s funny, boxing and the Teamsters are a lot alike. It’s funny, I was thinking about we are a lot alike. You know, boxing, obviously, you’re in there by yourself, but you need a great nucleus of team around you. And the Teamsters are the same, you all stick together.

Boxing, you know, I’m in there fighting, but I’ve got a team with me, behind me. I need them to pull for me. And you guys all pull for each other and that’s huge. That’s what you need. You’ve got to come together, stay together, fight together. That’s what it’s about.

You know, there’s no giving up. I never gave up in the ring. I would never. I’d die before I quit. I know you guys, I see all you guys here,

you guys are the same exact way. You guys are all for one thing and for the right thing. You guys are working for your families.

There’s no quitting you. There’s no quitting the Teamsters. There was never no quitting me and there’s no quitting the Teamsters, believe me.

*(Applause)*

You know, I have a few things I do outside when I retired from boxing. But now when people ask me, you know, what I do, I say I own an outdoor deck hockey rink back home, I have a boxing gym. But my proudest thing is that I’m a Teamster for Local 25. Thank you.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: Thank you, “Irish” Micky. I like that. Your story is an inspiration to all of us, and especially to call you a Teamster Brother.

Before we recess, we have one more thing. We have with us the Aesthetic Realism Theater Company. And thanks to the involvement of our Brother Teamster Tim Lynch from Teamsters Local 1205 in New York, he’s put this program together. I know you all want to hear it.

Timmy, go ahead.

**AESTHETIC REALISM THEATER  
COMPANY**

DELEGATE TIMOTHY LYNCH, Local 1205: Thank you, Mr. President.

Good afternoon, brothers and sisters. That, of course, was the beginning of the Banana Boat song, and we’ll sing all of it in a moment. We’re very glad to give you a very short preview of our big show tonight at 7:30.

I’m Timothy Lynch, and along with being President of Local 1205, I’m an aesthetic realism associate. Aesthetic realism is the philosophy founded by the educator and poet Eli Segal. My colleagues and I love its explanation of economics and labor, and we’ll be commenting on that as we talk about our songs, beginning with

## FOURTH DAY—AFTERNOON SESSION

---

this principle: “All beauty is a making one of opposites. And the making one of opposites is what we are going after in ourselves.”

*...The Aesthetic Realism Theater Company entertained the delegation.*

*(Applause)*

DELEGATE LYNCH: See you tonight at 7:30. You’ll have the best show you’ve ever seen.

GENERAL PRESIDENT HOFFA: Thank you, Tim. Great show. Really enjoyed it.

What I would like to do before we recess is to make an announcement to the Constitution Committee. If you will meet at the left end of the podium right after this, we want to have a short meeting of the Constitution Committee.

Aside from that, we’ve had a great day, a lot of fun. We stand in recess. Don’t forget to vote.

I’ll see you at 9:00 tomorrow.

*(At 5:01 p.m., Thursday, June 30, 2011, the Convention was recessed, to reconvene at 9:00 a.m., Friday, July 1, 2011.)*