

**PROCEEDINGS**

# **28th Convention**

## **International Brotherhood of Teamsters**



**THIRD DAY**

**Wednesday, June 29, 2011**

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



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**THIRD DAY**  
**WEDNESDAY MORNING SESSION**  
June 29, 2011

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The Convention was called to order at 9:05 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. Good morning. Let's start our meeting.

Well, we had a great evening last night. I'm told that 1629 people voted. Only six people didn't vote.

*(Chorus of boos)*

And we're looking for those people; we're going to find them. But, you know, out of 1629, that's quite a thing.

So, we're going to reconvene today. Please rise for the singing of our national anthem. I'm proud to introduce Teamster Sister from Teamsters Joint Council 42 in Southern California, Jacqueline Carrasco.

Jackie, where are you?

*...Sister Jacqueline Carrasco, Joint Council 42, sang the United States national anthem.*

*(Cheers and applause)*

GENERAL PRESIDENT HOFFA: Thank you, Jacqueline.

Once again, we have Debbie Dowhan from Teamsters Local 979 in Winnipeg, Canada. She's going to sing the Canadian national anthem. Please remain standing.

*...Sister Debbie Dowhan, Local 979, sang the Canadian national anthem.*

*(Cheers and applause)*

GENERAL PRESIDENT HOFFA: Thank you so much.

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

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

*(Cheers and applause)*

GENERAL PRESIDENT HOFFA: Thank you, Millie.

Please remain standing for the invocation. This morning's invocation will be given by Edward Carter, Vice President of Teamsters Local 665 in Daly City, California.

**EDWARD CARTER**  
**Local 665**  
**Daly City, California**

Good morning, my brothers and sisters. I will be reading for you this morning Psalms 133. It says as following: "Behold, how good and how pleasant it is for brethren to dwell together in unity.

"It is like the precious ointment upon the head that ran down upon the beard, even Aaron's beard: That went down to the skirts of his garments;

"As the dew of Hermon, and as the dew that descended upon the mountains of Zion; for there God commanded the blessing, even life forever more."

The keyword in this chapter is unity. With unity, my brothers and sisters, the impossible we do immediately and the difficulties take second place. Let us go to God in prayer.

Dear Heavenly Father, we ask Thy blessings upon this convention. We would ask that You would bless each and every member that is here today.

We pray, dear Heavenly Father, that we will be able to carry something from this gathering that we have learned. We pray that You would continue to bless us with unity, that unity may speak out in each and every one of us.

We ask that You would continue to bless us and bless our families, whether they're here with us or far from us.

Be with us always. In Your son Jesus' name we pray. Amen.

*(Applause)*

**IN MEMORIAM**  
**Funds for Teamsters In Need**

GENERAL PRESIDENT HOFFA: Thank

you. You can all be seated. Before we begin today's agenda, I'd like to take a few minutes to pay tribute to those brothers and sisters killed in the line of duty. When tragedy strikes one of our own, we all feel the loss. And this was the case this past January when corrections officer and Teamsters Local 117 member Jayme Biendl was killed in the line of duty on the job.

Her loss shined a national spotlight on the dangerous conditions that corrections officers face every day on the job. Prior to Jayme's murder, Local 117 had voiced its concerns about budget cuts and staff reductions threatened the safety of their members. It's a tragedy that it took Jayme's death to get the state of Washington to make improvements to protect our corrections officers.

Sadly, Jayme was not the only Teamster member murdered on the job in recent years. On August 3rd, 2010, eight people lost their lives in a senseless workplace shooting at Hartford Distributors in Manchester, Connecticut. Seven of our brothers from Teamsters Local 1035 were among those killed. These were selfless men who provided for their families and made Hartford Distributors a great place to work and their communities were a better place that they had lived there. Each took pride in the work that he did, approaching their job with dignity and resolve and strength. Please join me in remembering our fallen brothers. Let's watch this video.

*...A video presentation "Funds for Teamsters in Need" was shown to the convention.*

*(Applause)*

GENERAL PRESIDENT HOFFA: I would like to ask Secretary-Treasurer Chris Roos from Teamsters Local 1035 to come to the podium. Brother Roos has asked to speak to us about this terrible tragedy. He's joined by Patty Ciriglianos, the widow of the late president of the local, Bryan Ciriglianos.

*(Standing ovation)*

**BROTHER CHRIS ROOS**  
**Secretary-Treasurer, Local 1035**

Thank you, everyone. On August 3rd, seven of our brothers of Local 1035 were lost. Sadly and unexpectedly they left behind many family members that included wives, sons, daughters, grandchildren, parents. And what we found is they're Teamsters brothers and sisters, that family.

Today I asked to address the Convention simply to say thank you. Thank you all for your countless and continuing expressions of sympathy. Thank you for your generous financial gifts to all the families that are still in need.

Alongside the darkness and even bitterness that we're going through, I'm reminded about your outpouring support, and I will always know what being in the union stands for.

In the time of need, we put aside our differences, we put aside our politics and we just take care of each other. I'm proud to be that Teamster member, and so is Patti. Thank you.

*(Standing ovation)*

PATTI CIRIGLIANO: Thank you. I ask that you bear with me because this is just a little tough, but my husband, Bryan, always believed in doing the right thing. That's why I'm here today. It was the right thing to do.

On behalf of myself, our daughters, and especially right now his mother, our extended families, I'd just like to say thank you for all your prayers, your thoughts, your support. And believe me, we don't forget you either. Thank you.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: Thank you, Brother Roos, and thank you, Patty, for making the time to be with us today.

I would also like to recognize Patti and Bryan's daughter Lindsay who's here today. Where is she at?

Let's hear it for her. She's here in the audience. Let's hear it.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: Thank you. Our thoughts remain with Teamster families that have endured these tragedies, and it's easy to feel helpless when disaster strikes whether manmade or by the Act of God. But when Teamsters sticks together, we can make a difference.

I now invite Vice President Gordon Sweeton to the podium to give us his update on what is going on in his hometown, Joplin, Missouri.

*(Applause)*

VICE PRESIDENT SWEETON: Thank you very much. Thank you, Jim.

All week long we've heard speakers speak to us and tell us what we can do to improve things and make it safer for our families. Unfortunately, I have the task to talk on something that, to my knowledge, none of us can change or even alter.

On Sunday, May 22nd, 2011, at 5:41 p.m., an F5 tornado destroyed a large portion of Joplin, Missouri, my hometown. The tornado was three-quarters of a mile wide and stayed on the ground for 13 miles. The tornado went directly through the center of Joplin leaving a death toll of 159 people in its path. One of those lost was a Teamster sister, Heather Leigh Terry, a member of Local 823.

As I speak to you, there's individuals in the audience asking you for donations not only to assist the people in Joplin on the cleanup and rebuilding process, but for families of members who were killed on the job this year. It's a terrible thing that we'd ever have to think that we'd have to pass the hat for one of our brothers and sisters who's been murdered, but, unfortunately, that some of our families are dealing with that this year. I want to thank all of you in advance for all the contributions and donations that you're going to give for all these members here today.

The pictures that you're looking at on the

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screen don't even come close to showing the devastation and ruins of Joplin. Even today it still looks like a war zone. Over 10,000 homes and businesses were totally destroyed by this tornado and hundreds of others that were damaged. The storm left Joplin without electrical power, no water supply and no phone service. We were able to receive an occasional voice message on our voice mails on our telephones. I personally received a lot of calls from many of you here in this room, and I want to thank you for that.

General President Hoffa was one of the first messages that I received on my phone, wanting to make sure that my family and I were okay and what the Teamsters Union could do in Joplin.

*(Applause)*

His assistance didn't stop at that. Thank you, Jim.

He didn't just leave a voice message, he kept calling, following up. Finally, after about two days we were able to talk on the phone. Again he told me how concerned he was of our well-being and wanted to know what the Teamsters could come to Joplin and do.

Jim, I certainly appreciate the sincerity and everything that you've done.

*(Applause)*

I've received a lot of phone calls from many of you here in this building today. I want to personally thank you now, because I would never have been able to make all those phone calls personally. So thank you for all the calls and all the concerns. You'll never know how much those phone calls have meant to me and will always mean to me.

Many locals here today have sent money and truckloads of donations to those who lost everything in Joplin. Some of you have personally come to Joplin, not only to help with the clean-up, but to help our members and other families repair their homes so they can return to have a place to live.

I could never thank all of you enough for the thoughts, prayers, donations, and all the help that you have given us.

The Teamsters are the most helping people and the most caring people in the world when it comes to helping others. And anybody that says any different, I'll certainly take you on.

I've been a Teamster member since I was 18 years old and I'll be a Teamster member as long as I live. We're all tough Teamster members. We have to be in order to fight the companies and big corporations and our government to make sure that working-class people can stand up tall and be proud of what we do and what we say and how we live.

I always remember one thing: Life is so precious, it can be taken in a matter of seconds. So no matter how tough you are, don't ever be afraid or ashamed to give your kids — excuse me.

*(Standing ovation)*

Thank you. Thanks.

Don't ever be afraid to give your kids or your grandkids or your family a hug and tell them how much you love them each and every time you see them. It might be the last time.

God bless each and every one of you here today. I hope everybody has enjoyed the convention. Continue to enjoy the rest of the week. Have a good time while you're in Las Vegas.

Thanks to each and every one of you. I'll always appreciate it.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: I repeat the call for passing the hat. Please be generous, because I can't imagine anything more important than helping our brothers and sisters who have gone through the tragedies that we've just talked about. You never know when this could happen to any one of us.

But, you know, when you think back about every one of our conventions, that there's always somebody that we pass the hat for. We're

always there for them. I remember in '01 and '06, and unfortunately it happens again. But most importantly, we're always there.

So be generous when we pass that hat, because it's important to us.

*(Applause)*

Thank you. And thank you for your contributions.

Our next order of business is the nomination of Regional International Vice Presidents. I call upon the Election Supervisor, Richard Mark, to please come forward and preside over these nominations.

### **NOMINATIONS OF REGIONAL VICE PRESIDENTS**

ELECTION SUPERVISOR MARK: Delegates, good morning again. The business of the convention now, under Rule 9 of the 2011 Convention Rules, is the floor nomination of candidates for Regional Vice President for the International Brotherhood of Teamsters.

Your rules provide that only elected delegates accredited by the Election Supervisor can participate in the nomination process. I would ask the Sergeants-at-Arms to assist in the unelected delegates to leave the convention floor.

Anyone who is or may be a nominee who is leaving at this time, again, you can be brought in from the door that says "Vendome" near Joint Council 87 to accept your nomination at microphone 2.

Elected delegates, there are 16 positions for Regional Vice President on the General Executive Board of the International Brotherhood of Teamsters. On Sunday night my office held a lottery to determine the order in which the regions would be nominated. We will start with the Eastern Region followed by Central, Teamsters Canada, Western and the Southern Region.

After all nominations of announced candidates in each region, I will call for any other nominations from the floor.

Once again, the Convention Rules allow each candidate one nominator, one seconder. A nomination speech is allowed two minutes, a seconding speech one minute. Speakers will be timed and we will keep the proceedings moving ahead.

Nominators and seconders can refer to the candidate's expected slate affiliation, if any, and the candidate may make an acceptance statement — name, union affiliation and slate affiliation. No policy or campaign speeches as part of the acceptance.

Once again, nominations at mike 1, seconds at mike 3, acceptance at mike 2 in the center aisle.

And nominated candidates must accept in person; but if I have a written acceptance from someone who is not present, I will announce that from the podium.

I believe we are ready with nominations at mike 1.

### **Nominations for Eastern Region Vice President**

DELEGATE MIKE HUGHES, Local 22: Good morning, Mr. Chairman.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: You can proceed. Two minutes.

DELEGATE HUGHES: I'm here to nominate my good friend John Farrish for the office of Eastern Region Vice President. Thank you very much.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Is there a second for Mr. Farrish at microphone 3?

DELEGATE VITO DRAGONE, JR., Local 491: Mr. Chairman, I hereby second the nomination for Brother John Farrish for the position of IBT Vice President of the Eastern Region under the Gegare/Sheard slate. Thank you.

ELECTION SUPERVISOR MARK: There's

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a second. Is there an acceptance from Mr. Farrish?

DELEGATE JOHN FARRISH, Local 29: Mr. Chairman, I'm with Teamsters Local 29, Waynesburg, Virginia. I proudly accept the nomination of Regional Vice President of the IBT. Thank you very much.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone 1, is there a nomination?

DELEGATE JOHN FOGARTY, Local 463: Yes, there is, Mr. Chairman. I'm with Teamsters Local 463, a proud member of Joint Council 53. I'm here to nominate Robert "Bobby" Ryder for East Coast Vice President of the Gegare/Sheard slate. Thank you.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Is there a second for Mr. Ryder?

DELEGATE RICK BAUER, Local 697: I second the nomination of Bobby Ryder for Eastern Region Vice President.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone 2, is there an acceptance from Mr. Ryder?

*(Chorus of boos)*

DELEGATE BOB RYDER, Local 463: I, Bob Ryder, accept the nomination for Vice President on the East Coast for Freddie Gegare. Fight for the members.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: There is an acceptance.

Microphone No. 1, is there a nomination for Eastern Region Vice President?

DELEGATE ANTHONY ARTIFICIO, Local 641: Mr. Chairman. Thank you. I'm a 45-year Teamster, presently Secretary-Treasurer of Local 641 out of Joint Council 73 in New Jersey.

*(Applause)*

I tell you, my nominee for Eastern Region Vice President is a guy that I've known for over two decades. We go back a long while. Billy has about 40 years in the industry. He's done everything possible that you can come from the bottom up. He came from the rank and file. He knows what it's all about. Billy is the Local 107 President at this time for 11 years. He was made President of the — I got to read it before I screw it up — the Pennsylvania Conference of Teamsters. He was appointed Eastern Region Vice President of the Express Division.

Billy is a guy that talks the talk and walks the walk. He's not afraid to take on employers, businesses. He does the job that we all need to do. Billy is a tough guy, and I stand here very proud to nominate Bill Hamilton Eastern Region Vice President.

*(Applause)*

ELECTION SUPERVISOR MARK: Microphone No. 3, is there a second for Mr. Hamilton?

DELEGATE DENNIS TAYLOR, Local 355: Mr. Chairman, I'm President of Local 355 in Baltimore, President of Joint Council 62 in Maryland. I would like to second the nomination of Bill Hamilton for Eastern Region Vice President.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, is there an acceptance from Mr. Hamilton?

VICE PRESIDENT HAMILTON: Mr. Chairman, I proudly accept it. I would love to thank both my nominators who are Joint Council Presidents and leaders in their own right. I would accept this nomination for Vice President in memory of my son Billy and my father, who couldn't be here today, but they're here in spirit. I just miss them terribly, this would be a proud moment for them.

I have one thing to say to these Hoffa whips, I love your spirit, your enthusiasm and your dedication, and thank you for everything you do.

And to the Gegare slate, to the fraud slate, who stood up against every principle they believed in and got nominated on this floor, this tells it all, Fred, you and Sandy Huggins selling each other's delegates. Good luck.

*(Applause)*

ELECTION SUPERVISOR MARK: Microphone No. 1.

Do we have a nomination for Eastern Region Vice President?

Proceed, I can hear you.

DELEGATE DANNY KANE, JR., Local 202: Yes, Mr. Chairman, I'm a proud 26-year Teamster, principal officer of Local 202 from that great labor town of New York City.

*(Applause)*

I rise today to place — it's a very special day for me today. I rise to place into nomination a man who has been a member of his union for 49 years, who at the tender age of 26 was elected Principal Officer of his union, holds that position to this day, who today serves as a delegate at his tenth convention to serve this great International Union, who has served on the Joint Council 16 Executive Board, who has served on the State Federation from the great state of New York, who has served on this Executive Board for the past five years. But to list those accomplishments would say very little, because he's served his entire life.

Because he's served his entire life. Indeed, his entire being is about the labor movement.

He forged relationships throughout the world. He believed that the fight for workers' justice was in our own neighborhood, in our country and, indeed, the world. So you can go from Belfast to Glasgow to Johannesburg to San Salvador and people will know this man's name, a person who has served the trade union move-

ment internationally. He believes that our fight is their fight, has stood up during tough times in this union during the dark times. During times when it wasn't so easy to stand at microphones at this convention in '91 and '96, this man stood up.

I'm very proud and humble, and it's a great day for our family that I get the honor to place into nomination my father, Dan Kane, Sr., for Eastern Region Vice President.

*(Standing ovation)*

ELECTION SUPERVISOR MARK: Microphone No. 3, is there a second for Mr. Kane?

DELEGATE JAMES D. KANE, Local 522: Yes, Mr. Chairman. I'm the Principal Officer of Local 522, Rahway, New Jersey. I proudly second the nomination for not only my father, but my Teamster Brother, Dan Kane, Sr.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, is there an acceptance for Mr. Kane?

VICE PRESIDENT KANE: Mr. Chairman, I'm from New York City Local 111, Joint Council 16.

*(Applause)*

I'm proud to stand here being nominated and seconded by my sons, and it's a privilege to accept the nomination on the Hoffa/Hall proven slate. Thank you.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, is there a nomination for Eastern Region Vice President?

DELEGATE DAVID LAUGHTON, Local 633: Yes, Mr. Chairman. I'm the Secretary-Treasurer of Teamsters Local 633. I stand up to nominate John Murphy as Eastern Region Vice President, and let me tell you why. I've known John Murphy for a long time. He's a 42-year Teamster, comes from a Teamster family. He's

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been a shop steward, he's been a truck driver, he's been everything coming up through the ranks.

He's worked his way to the top. He was with Jim Hoffa from Day 1 and is with him today and will be with him for a long time to come. He has served as the Director of Organizing at the IBT. He's served as his Executive Assistant.

I'm going to tell you, if you want a fight, if you're an employer, you want to hope that John Murphy isn't on the other side.

I've stood on picket lines with him. I've been in negotiations around the clock with him. He never gives up, he's tenacious. He's everything that a Teamster stands for.

He comes from New England, in Boston, and we are so proud of him. I have worked with him for 30 years, and not one time has he ever said no to anything that was right for a Teamster. No matter how long it takes to win a fight — and if you doubt that, just ask Anheuser-Busch. He stayed out there for years until he got his contract with them when others would have caved.

He is what we need. We need somebody in these dire times moving forward that has the experience and the fortitude to stand up to the fight.

I proudly nominate John Murphy for Vice President, Eastern Region. Thank you.

*(Applause)*

ELECTION SUPERVIOR MARK: Microphone No. 3, is there a second for Mr. Murphy?

DELEGATE KEVIN MCCAFFREY, Local 707: Yes, Mr. Chairman, there is. I'm President of Local 707 from Joint Council 16 in New York.

*(Applause)*

And a proud supporter of the Hoffa/Hall slate.

*(Applause)*

I stand to second the nomination for Eastern Region Vice President for my good friend, John Murphy. John has been tireless, committed to

working for this union. I've walked picket lines with him. I've worked with him to organize new members, worked on benefit committees to improve the benefits for all our members. He's tireless in all the work that he does for this union. It is my privilege to second the nomination for John Murphy for Eastern Region Vice President. Thank you.

*(Applause)*

ELECTION SUPERVIOR MARK: Thank you.

Microphone No. 2, is there an acceptance from Mr. Murphy?

VICE PRESIDENT MURPHY: Mr. Chairman, my name is John Murphy, Local 122 in Boston —

*(Applause)*

— and a proud member of the Hoffa/Hall slate.

For 12 years this union has been revived, united, and strong behind our General President Jim Hoffa. We have a decision to make in the next few months to continue that progress. I proudly accept the nomination for Eastern Region Vice President on the Hoffa/Hall slate. Thank you.

*(Applause)*

ELECTION SUPERVIOR MARK: Microphone No. 1, is there a nomination for Eastern Region Vice President?

DELEGATE MARK HARRINGTON, Local 25: Yes, Mr. Chairman. I'm the Secretary-Treasurer of Teamsters Local 25, 33-year Teamster, 20-year officer of Local 25. Local 25, the City of Champions. I want to thank my brothers and sisters from Canada for reminding us of our last championship: The Stanley Cup.

*(Applause)*

I rise today to introduce another champion from Boston, champion of the working people, Sean Michael O'Brien, President of Teamsters Local 25

*(Applause)*

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I have personally witnessed Sean's rise through the ranks of the Teamsters, starting as a driver, steward, driver trainer, traveling all over the country, interacting with locals all over the country, learning it at the seat of the great leaders of this union.

Also became Assistant Business Agent taking on UPS, our toughest employer. And some five years ago, he split off, ran for President of the great Local 25, overwhelming victory, led us forward to where we are today.

Sean embraces the past as a fourth-generation Teamster, but he has the vision for the future. If you come to our local and you see the way our young members interact with Sean O'Brien, you'll know that the future of this union is Sean O'Brien.

And with that, I nominate Sean O'Brien for Eastern Region Vice President.

*(Applause)*

ELECTION SUPERVIOR MARK: Microphone No. 3, is there a second for Mr. O'Brien?

DELEGATE JOHN A. MURPHY, Local 25: Mr. Chairman, I'm the Vice President and 34-year member of Teamsters Local 25. I rise to address the delegates of the International Brotherhood of Teamsters at our 28th Convention.

I speak about a young man who is a fourth-generation Teamster learning about the labor movement in general and the Teamsters in particular at his family's dinner table. He applied that knowledge first as a shop steward in the rigging yards of South Boston, moving on to running the local's driver training school. He was elected Business Agent and Trustee representing our members in a variety of industries, and in 2006 at the age of 34, he was elected the youngest Principal Officer in the 110-year history of Local 25.

*(Applause)*

He also represents New England Joint Council 10 as its President.

Brothers and sisters, over the next five years you will see the determination and courage as well as the conviction to adhere to it. You will see what all of New England already knows, a tireless, aggressive, inclusive representative of all.

ELECTION SUPERVIOR MARK: Please wrap up the nomination – the second.

DELEGATE MURPHY: I proudly second the nomination of Sean Michael O'Brien for Eastern Region Vice President on the Hoffa/Hall slate.

*(Applause)*

ELECTION SUPERVIOR MARK: Thank you.

Microphone No. 2, is there an acceptance from Mr. O'Brien?

DELEGATE SEAN M. O'BRIEN, Local 25: Mr. Chairman, I'm a proud fourth-generation Teamster truck driver from the great city of Boston, Massachusetts.

*(Applause)*

I stand here before you to commit to this membership, 1.4 million. And I also stand here to commit to the Hoffa/Hall slate; that I will lead with courage and conviction and determination, unlike some of our detractors who have walked away from a fight when the times got tough.

I proudly accept the nomination of Eastern Region Vice President. Thank you.

*(Applause)*

ELECTION SUPERVISOR MARK: Microphone No. 1, is there a nomination for Eastern Region Vice President?

DELEGATE TOM HEIDER, Local 110: Yes, Mr. Chairman. I nominate Richard Bauer for the position of Eastern Vice President.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3. Is there a second for Mr. Bauer?

DELEGATE JON LIGHT, Local 8: Yes, Mr. Chairman.

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*(Chorus of boos)*

I'd like to second the nomination of Rick Bauer for International Vice President for the Eastern Region.

ELECTION SUPERVISOR MARK: Thank you.

Mike 2. Mr. Bauer, is there an acceptance?

*(Chorus of boos)*

DELEGATE RICK BAUER, Local 697: I'm President of Local 697. I proudly accept the nomination of Eastern Region Vice President.

ELECTION SUPERVISOR MARK: Thank you.

Microphone 1, is there a nomination for Eastern Region Vice President?

DELEGATE FRED ZUCKERMAN, Local 89: Yes, there is.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Proceed.

DELEGATE ZUCKERMAN: I'm from Local 89 —

*(Chorus of boos)*

I'll wait until they get done so you can hear me.

ELECTION SUPERVISOR MARK: Proceed, I can hear you.

*(Chorus of boos)*

DELEGATE ZUCKERMAN: Can you hear me now?

ELECTION SUPERVISOR MARK: I can hear you.

DELEGATE ZUCKERMAN: I can't hear.

ELECTION SUPERVISOR MARK: Go ahead.

DELEGATE ZUCKERMAN: Okay. Fred Zuckerman, Local 89 —

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Go ahead.

*(Chants of "Hoffa.")*

Proceed.

DELEGATE ZUCKERMAN: Okay. Fred Zuckerman, Local 89, Louisville, Kentucky.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: I can hear you, Mr. Zuckerman. Go ahead.

DELEGATE ZUCKERMAN: Okay. I nominate James Anderson for Eastern Region Vice President. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

Is there a second for Mr. Anderson?

DELEGATE BOB RYDER, Local 463: I would like to second the nomination for Jimmy Anderson from the great city of New York, New York, the Empire State.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2. Is there an acceptance from Mr. Anderson?

*(Chorus of boos)*

DELEGATE JAMES ANDERSON, Local 966: Mr. Chairman, I proudly accept the nomination for Eastern Region Vice President.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, is there a nomination for Eastern Region Vice President?

Are there any other nominations for Eastern Region Vice President?

Third call. Any nominations for Eastern Region Vice President?

Nominations for Eastern Region Vice President are closed.

*(Applause)*

**Nominations for Central Region  
Vice President**

ELECTION SUPERVISOR MARK: Nominations are now in order for Central Region Vice President.

Microphone No. 1. Is there a nomination?

DELEGATE BERNARD LEE, Local 627: Yes, Mr. Chairman. I'm Secretary-Treasurer, Local 627, proud 34-year Teamster.

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*(Chorus of boos)*

Being elected to office is not about personal ego or power, but it's about the members. It's all about the membership.

*(Chorus of boos)*

Our members pay for the cost of this convention. Our members pay our salary. Since 1989, our members have paid compensation and benefits to government agents, I believe including you, Mr. Mark. With all due respect — and I mean no disrespect to you — I don't believe you need to be here. We don't need you.

*(Chorus of boos)*

In spite of what's going on in this hall, we're just fine.

*(Chorus of boos)*

It is my honor and privilege to nominate a second generation Teamster, whose father is a 31-year-old driver for UPS out of Local 710, my friend, Jerry Conner, for Central Region Vice President on the Gegare/Sheard slate.

Thank you very much, Mr. Chairman.

ELECTION SUPERVISOR MARK: Thank you.

Is there a second for Mr. Conner?

DELEGATE TONY CORNELIUS, Local 662: Yes, Mr. Chairman. I'm President of Teamster Local 662 in Green Bay, Wisconsin.

*(Chorus of boos)*

I hereby second the nomination of Jerry Conner for the position of IBT Vice President for the Central Region. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, is there an acceptance from Mr. Conner?

DELEGATE JERRY CONNER, Local 279: Thank you, Mr. Chairman.

*(Chorus of boos)*

I proudly accept the nomination for Central Region Vice President under the Gegare/Sheard slate. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1. Is there a nomination?

DELEGATE CARL SNODGRASS, Local 413: Yes, Mr. Chairman. I want to nominate Tony Jones for the Central Region of the Fred Gegare/Sheard slate.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3. Is there a second for Mr. Jones?

DELEGATE CHUCK SCHNELL, Local 413: Yes, there is. I'm from Teachers Local 413, Columbus, Ohio.

*(Chorus of boos)*

I second the nomination of Tony Jones for Central Region Vice President. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2. Mr. Jones, is there an acceptance?

*(Chorus of boos)*

DELEGATE TONY JONES, Local 413: Mr. Chairman, I accept the nomination of the Central Region Vice President of this great International Union, and a proud candidate on the Gegare/Sheard Fighting for the Members slate.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1. Is there a nomination for Central Region Vice President?

DELEGATE BRAD SLAWSON, JR., Local 120: There is, Mr. Chairman. Good morning, delegates —

*(Chorus of boos)*

— guests, retirees. I'm President of Teamsters Local 120. I am honored and proud to nominate my father, Brad Slawson, Sr., for the position of Central Region VP on the Gegare/Sheard slate.

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*(Chorus of boos)*

These boos will be silenced in the fall by the members' votes. Thank you.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Microphone No. 3. Is there a second for Mr. Slawson?

DELEGATE MIKE KLOOTWYK, Local 120: Yes, there is. I'm Vice President, Local 120.

*(Chorus of boos)*

I proudly second the nomination of Brad Slawson, Sr., for Central Region Vice President on the Gegare/Sheard slate. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, is there an acceptance from Mr. Slawson?

DELEGATE BRAD SLAWSON, SR., Local 120: Mr. Chairman, I'm Secretary-Treasurer of Teamster Local 120.

*(Chorus of boos)*

I fought hard in 1996 and 1998 so they don't shout down because of a different colored vest. You folks have become what we used to hate.

I accept my nomination on the Fred Gegare and Jim Sheard slate. Thank you.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1. Is there a nomination for Central Region Vice President?

DELEGATE COLVIN BOLTON, Local 89: Yes, there is.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Proceed.

I'm Teamsters Local 89 Secretary-Treasurer, a 43-year Teamster. I nominate Brad Zuckerman for Central Region Vice President.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3. Is there a second for Mr. Zuckerman?

DELEGATE KEVIN EVANS, Local 89: Yes, sir. Thank you, Mr. Chairman.

*(Chorus of boos)*

I'm a 32-year Teamster. I proudly second the nomination of the Principal Officer of Local 89, President of Joint Council 94, and my friend, Fred Zuckerman, for Central Region Vice President.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Mr. Zuckerman, is there an acceptance at mike 2?

DELEGATE FRED ZUCKERMAN, Local 89: I proudly accept the nomination.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, is there a nomination for Central Region Vice President? Proceed.

DELEGATE BOB WARNOCK, III, Local 364: Mr. Chairman, yes, there is. Mr. Chairman, I am the President of Teamsters Local 364 in South Bend, Indiana. I proudly nominate Brian Buhle for Central Region Vice President on the Hoffa/Hall slate.

*(Cheers and applause)*

Brian Buhle is what Teamster members need to prosper in the future. He is a graduate of Ball State University. He has 22 years at Teamsters Local 135. He started out as an organizer when he started out. He's personally been involved in organizing over a hundred companies such as Coke, Banquet Dairy, Atlas Cold Storage, and, of course, he was one of the lead people in the UPS Freight negotiations and the first group to organize.

Local 135 is a large local. Brian has worked in every position. He is ready and prepared to lead the Teamster membership.

He is the first Teamster in the state of Indiana to ever be a Vice President of our Indiana State Building Trades, and he fights for members. He

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has led a successful, long campaign against Eby Brown and led a three-week strike against Indiana Head Start.

Being a Teamster Vice President is what Brian Buhle is all about. He led and coordinated the Indiana Teamster war-on-workers struggle in our statehouse to stop right to work. It was 24 hours a day; it lasted eight weeks. With his strong leadership and him leading the troops in Indiana, we prevailed and Indiana did not become a right-to-work state in 2011.

*(Cheers and applause)*

Representing our members is a huge task and an awesome responsibility. You must be a person of good character, honest and hardworking to be successful for the members.

I've known Brian Buhle personally for over 25 years. He's ready to lead the membership. He's my friend. This convention is about the members. Brian Buhle is about the members; he is for the members.

Brian will be an outstanding Central Region Vice President on the Hoffa/Hall slate and the entire Indiana Joint Council 69 urges everyone in this convention to please come out and vote for Brian Buhle and the Hoffa/Hall slate. Thank you.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3, is there a second for Mr. Buhle?

DELEGATE DANNY BARTON, Local 135: Yes, Mr. Chairman. I'm the president of Joint Council 69 and Local 135. I work with Brian every day. I proudly nominate Brian Buhle for International Vice President on the Hoffa/Hall slate.

Brian, like his father — his father was President of 298. He's deceased. Brian is an excellent worker. I've been with him his entire career. He's been there 22 years. I've seen every day of Brian's work. He is a hard worker. He's

not only a good Teamster, he's my friend. And I proudly second the nomination.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, is there an acceptance from Mr. Buhle?

VICE PRESIDENT BUHLE: Mr. Chairman, I work for Local 135 as Secretary-Treasurer, one of the largest and strongest local unions in the state. And I proudly accept the nomination for Central Region Vice President on the Hoffa/Hall slate.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, is there a nomination for Central Region Vice President?

DELEGATE JOHN COLI, JR., Local 727: Brothers and sisters, I'm President of Local 727 in the great city of Chicago. I'm also a proud Hoffa/Hall/Coli/Pocztowski delegate.

I rise to nominate a great leader, a progressive. I rise to nominate my father, John T. Coli, for Central Region Vice President for the Hoffa/Hall slate.

In this tumultuous time for unions, the Teamsters cannot afford to be led by anyone but the Hoffa slate. As a current Central Region Vice President and President of Joint Council 25, as well as the Secretary-Treasurer of Local 727, John T. Coli is a proven leader and the best choice to help Hoffa in his fight against the war on workers.

John T. Coli has been a member of Local 727 since 1971. After years as a member in the Chicago parking lots, he rose through the ranks to become Secretary-Treasurer 19 years ago. In 2002 he became President of Joint Council 25. Once he became President, he revolutionized the way the Council did its business. He took leadership on veterans, women's and minority issues, and his leadership is second to none. He

created a world-class Political Department that has become one of the best operations in the state. Remember, Illinois is an island surrounded by the states that are embroiled in a vicious war on workers.

Illinois faces the same challenges as many states around the country, but the relationships we have fostered are better than they've ever been and are paying great dividends. Our governor, Pat Quinn, is a former member of Teamsters Local 786.

In Chicago we built a bridge with Mayor Rahm Emanuel that no one in labor thought we could build, and we did it through the vision of John T. Coli. Joint Council 25's relationships are not only protecting Teamsters but all of labor during Chicago's and Illinois' most desperate financial time. In organizing, Joint Council 25 has seven full-time organizers and have organized thousands of workers in both the private and public industry.

John T. Coli learned what he did from my grandfather James T. Coli. And if he was here today, he would be proud of his son and proud of this union. I am honored to nominate John T. Coli for reelection of the position of Vice President of the Central Region on the Hoffa/Hall 2011 slate.

*(Applause)*

ELECTION SUPERVISOR MARK: Microphone No. 3, is there a second for Mr. Coli?

DELEGATE TERRENCE J. HANCOCK, Local 731: Good morning, brothers and sisters. I'm President of Teamsters 731 located in Chicago, Illinois and I'm Vice President of Joint Council 25. Greetings to all.

I, too, am a proud Hoffa/Hall/Coli/Pocztowski delegate from the great city of Chicago, Illinois, and I rise to second the nomination of my great friend and great labor leader, John T. Coli. I've known John for over 20 years. He's the most aggressive and progressive leader I have ever met.

In the 20 years that he has served as Secretary-Treasurer of Local 727, Brother Coli has consistently demonstrated how strong leadership can affect change. In his time as Principal Officer, Local 727's membership has nearly doubled to more than 6,000 members. As current times demonstrate, it is increasingly difficult to organize members, but Brother Coli has trumped all expectations. Under John's leadership, Local 727's benefit fund assets have reached all-time highs. I am proud to tell you that even in today's environment Local 727's pension fund —

ELECTION SUPERVISOR MARK: Please wrap up your second.

DELEGATE HANCOCK: For 10 years John has —

ELECTION SUPERVISOR MARK: Please wrap up your second.

DELEGATE HANCOCK: I second the motion. Thank you. Go, John.

*(Applause)*

ELECTION SUPERVISOR MARK: Is there an acceptance at microphone No. 2, Mr. Coli?

VICE PRESIDENT COLI: Mr. Chairman, apparently our opposition does not understand loyalty.

*(Applause)*

On the other hand, I do. My name is John T. Coli, and I proudly accept nomination for Central Region Vice President on the Hoffa/Hall slate. Thank you.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, is there a nomination for Central Region Vice President?

DELEGATE JUAN CAMPOS, Local 705: Mr. Chairman, I'm the Recording Secretary of the great Teamsters Local 705. Today I have the great honor of nominating a man who I love like a brother, who brings honor, integrity and transparency to the position of Central Region Vice

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President. I bring to you a Teamster who has stood up to the employers while in rough times, who has used the Internet in negotiations, such as UPS Freight, to inform the members on a timely basis the proposals put forth by both parties. It's never been done before in our local.

I bring to you a 37-year Teamster. In early 2000, he took over Local 705, took it out of the red. Now I'm happy to say after seven years we're still now in the black.

He took our pension, which was in the 600 million, to a billion dollar pension fund. He took our Strike Fund, which had one million, and now it's probably to say \$5 million strong.

*(Applause)*

With that, I also would like to say in 2009 he was Illinois Crime Commission Labor Leader of the year. In 2010, Polish-American Man of the Year. I am proud to nominate for the position of Central Region Vice President on the Hoffa/Hall slate Steve Poczowski.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3, is there a second for Mr. Poczowski?

DELEGATE KEN EMANUELSON, Local 705: Mr. Chairman, I'm a Trustee of great Local 705 out of Chicago.

*(Applause)*

I am proud to be able to stand before this delegation of Teamsters to tell you about a man who started with UPS as a part-time employee in 1974. In 1981, he became a union steward when he realized what the Teamsters can offer to the membership.

In 1995, it was realized by the membership his leadership, and they voted him to the position of elected Business Agent. A short time later he was reelected as Trustee of Local 705 on the Executive Board. A short time after that I realized Steve's leadership. It was during the UPS strike of '97. He worked tirelessly on the

picket line and the negotiation table to get a great contract for the UPS employees.

ELECTION SUPERVISOR MARK: Please wrap up your second.

DELEGATE EMANUELSON: In 2004 —

ELECTION SUPERVISOR MARK: Please wrap up your second.

DELEGATE EMANUELSON: In 2004, the first time in the history of 705 the membership voted out the incumbent and brought in a true leader —

ELECTION SUPERVISOR MARK: Please wrap up your second.

DELEGATE EMANUELSON: — Steve Poczowski. I want to second the nomination for Central Region Vice President, Steve Poczowski.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Is there an acceptance at microphone 2, Mr. Poczowski?

DELEGATE STEVE POCZOWSKI, Local 705: Mr. Chairman, I'm from the great Teamsters Local 705, from the great Joint Council 25, in Chicago. It is with pride, dignity and respect that I accept the nomination for Central Region Vice President on the Hoffa/Hall slate.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, is there a nomination for Central Region Vice President?

DELEGATE JIM WILLIAMS, Local 955: There is, Mr. Chairman.

ELECTION SUPERVISOR MARK: Proceed.

DELEGATE WILLIAMS: Thank you. Sisters and brothers, I'm President of Teamsters Local 955 and Joint Council 56 in Kansas City. I'm proud to come before you to nominate a man that I've known for 40 years. He's a great

Teamster. He does what's right. He has integrity. When he tells you something, you can take it to the bank. You'd seen Gordon up here earlier. With Gordon Sweeton, what you see is what you get. I proudly nominate Gordon Sweeton on the Hoffa/Hall slate. Thank you.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3, is there a second for Mr. Sweeton?

DELEGATE MARVIN KROPP, Local 618: Mr. Chairman, I'm the president of Joint Council 13 and also the Principal Officer of Local 618. As I said yesterday, 618 has been with Hoffa since day one, and we continue to do so. No flip-flops in 618.

I have known Gordon Sweeton for many years throughout my 27 years as an officer of Local 618, and I have the utmost respect for Gordon. Anytime I've needed any assistance for Local 618 members, Gordon has been there any time, any day, any night. I'm sure that after Brother Sweeton's reelection victory on the Hoffa/Hall slate, he will continue as he always has to represent the Teamsters to the fullest of his capabilities.

That is why I rise to nominate with great honor and privilege my good friend Gordon Sweeton, for Central Region Vice President on the Hoffa/Hall slate. Thank you.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you for the second.

Is there an acceptance at mike 2, Mr. Sweeton?

VICE PRESIDENT SWEETON: Thank you, Mr. Chairman, I appreciate it. I'm very humbled to stand there before all of you today. Most of you know me and know who I am. I'm going to be short and sweet.

I'm very honored to be today, and I want to thank each and every one of you. I proudly

accept the nomination for Central Region Vice President on the Hoffa/Hall slate.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Are there any other nominations for Central Region Vice President?

Any nominations for Central Region Vice President at mike 1?

Third call, nominations for Central Region Vice President, mike 1?

Nominations for Central Region Vice President are closed.

*(Applause)*

### **Nominations for Vice President Teamsters Canada**

ELECTION SUPERVISOR MARK: The floor is now open for nominations for Vice President Teamsters Canada.

Mike 1.

*(Applause)*

DELEGATE ALAIN DE GRANDPRE, Local 931: Mr. Chairman, brothers and sisters —

*...The delegate addressed the convention in French and Spanish.*

I'm a proud Hoffa/Hall delegate and President of Joint Council 91 in Montreal. It's an honor to nominate a good friend of mine, a good friend of yours, a Teamster who stands up for working families in both our great countries, Robert Bouvier.

Like many of us, Robert began his career in the cab of a truck, became a shop steward, organizer, officer, and for the last eleven years the leader of the Teamsters Union in our country.

The theme you chose for your convention, "Vision, Solidarity, Action," that's what Robert is all about. In Canada, we know him as a leader with vision, never looking back, always to the future, always to make our union stronger and better.

We know him as a leader who unites us, not only in Canada, but as a leader who reaches his hand across the border and brings Canadian Teamsters and American Teamsters together.

We know Robert as a man of action. When we call on him, he's always there for us. When Jim Hoffa and Tom Keegel call on him, he's always there for them and for our International Union. He stands up for us. He speaks out for us, and he will always fight for us.

*...The delegate addressed the convention in French.*

Brothers and sisters, I'm proud to place in nomination of the Hoffa/Hall slate for the position of International Vice President and President of Teamsters Canada, a great leader and my good friend, Robert Bouvier.

*(Applause)*

ELECTION SUPERVIOR MARK: Thank you.

Microphone No. 3, is there a second for Mr. Bouvier?

VICE PRESIDENT FRASER: Yes, Mr. Chairman. I'm a proud Hoffa/Hall delegate, International Vice President, and Business Agent for Local 419 in Toronto, Canada, the next town of the Stanley Cup, next year.

*(Laughter)*

It's an honor for me to second the nomination for the position of International Vice President and President of Teamster Canada on the Hoffa/Hall slate my good friend, mon ami, the great Teamster leader Robert Bouvier.

*(Applause)*

ELECTION SUPERVIOR MARK: Thank you.

Microphone No. 2, Mr. Bouvier, is there an acceptance?

VICE PRESIDENT BOUVIER: Mr. Chairman, it's with great humility and pride —

*...The delegate addressed the Convention in French.*

— that I accept the nomination on the

Hoffa/Hall slate as a candidate for Vice President and President of Teamster Canada. Thank you.

*(Applause)*

ELECTION SUPERVIOR MARK: Microphone No. 1, is there a nomination for Vice President Teamsters Canada?

DELEGATE MICHAEL HENNESSY, Local 31: Thanks, Chairman. Good morning, brothers and sisters and delegate. I'm a proud member of Teamsters Local 31 in Vancouver, British Columbia, Canada, also a proud, proud Hoffa/Hall delegate and whip.

*(Applause)*

As a shop steward and trustee on our local executive board, I'm honored to nominate a man who has dedicated his life to helping others. His journey began many years ago working on a warehouse dock. From there, he went on to drive for a freight company where the members elected him shop steward. His reputation followed him through and continues today as a tough but compassionate advocate for working people.

It's now more than 20 years since he first went to work for our local as an officer, a Business Agent, and for the past nine years as our elected President. During those years he built our local by organizing, working in our community and, most of all, by negotiating strong Teamster contracts.

Last year I had the opportunity to watch him negotiate my own contract at the company where I work, along with my brother Ben, a shop steward. Our members had just turned down the company's offer, but the rejection vote was a slim 53 percent. Our President then offered his help to the bargaining committee by chairing the negotiations. At the bargaining table, the company smiled at us with contempt and told us, "Your rejection vote was a pretty weak 53 percent."

Our President looked him in the eyes and told

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them, “Our members sent us here to get a contract, and I expect you to sign the proposals given to you. You see our rejection vote as a weakness, but we’re Teamsters. And if you need me to demonstrate that, I will. But the next time we talk, 500 Teamsters will be on the street and you will sign an agreement.”

*(Applause)*

Brothers and sisters, by the end of the day, the company signed off on every single proposal that we had negotiated, and it was the richest freight agreement in the 60-year history. Our members ratified it by 92 percent.

ELECTION SUPERVIOR MARK: Please wrap up your nomination.

DELEGATE HENNESSY: Okay. Brothers and sisters gave our President ovation after ovation and stood in line to shake his hand. There were no prouder Teamsters that day, especially me.

ELECTION SUPERVIOR MARK: Please wrap up the nomination.

DELEGATE HENNESSY: Okay. Brothers and sisters, he’s been my inspiration to do my very best for our members, and I’m proud to place into nomination on the Hoffa/Hall slate for Vice President from Teamsters Canada, my father, Stan Hennessy.

I love you, Dad!

*(Applause)*

ELECTION SUPERVIOR MARK: Microphone No. 3, is there a second for Mr. Hennessy?

DELEGATE GERRY BOUTIN, Local 931: Mr. Chairman, I’m President of Local 931, the great city of Montreal, home of the Montreal Canadiens —

*(Applause)*

— Joint Council 91; and I second the nomination of Brother Stan Hennessy, the Vice President of Teamsters Canada. Thank you.

*(Applause)*

ELECTION SUPERVIOR MARK: Thank you.

Microphone No. 2, is there an acceptance from Mr. Hennessy?

VICE PRESIDENT HENNESSY: I’ve got to tell you, right now I’m just busting with pride. I want to thank my Brother Gerry from that great province of Quebec, and I want to thank my nominator, my son, who I love dearly, and my other son Ben, who is here in the audience and a shop steward, who I love also dearly, and, of course, my wife Gina who’s here.

I want to share this: I’ve been sharing with my son, who is a proud whip on this floor, my experiences from 1996, when I was a proud Hoffa whip. And since those years we have come so far forward, and it was only because of the strong leadership of General President Hoffa and the greatest Secretary-Treasurer, Thomas Keegel.

*(Applause)*

Therefore, it is with the greatest of pride that I accept the nomination for Vice President from Canada on the great team of Hoffa and Hall. Thank you very much.

*(Applause)*

ELECTION SUPERVIOR MARK: Microphone No. 1, is there a nomination for Teamsters Canada?

DELEGATE JOHN MCCANN, Local 879: Mr. Chairman, I’m a proud Hoffa/Hall delegate and President, Principal Officer from Teamsters Local 879 in beautiful Ontario, Canada. It gives me great pride to stand before this convention and put forward the name of Brother Craig McInnes of Teamsters Local 938 in Mississauga, Ontario, as an International Vice President representing Canada.

Brother McInnes has been a proud Teamster for over 27 years, starting as a rank-and-file member in the breweries of Ontario and quickly working his way to the position of Shop Steward and Plant Chairperson.

Brother McInnes has always taken an active role within his union, and in 1998 became a

Business Agent and an Executive Board member, and ultimately working his way to become the President and Principal Officer of Local 938, the largest local in Ontario Canada.

Brother McInnes is also the Vice President of Joint Council 52, an officer on Teamsters Canada Executive Board, Trustee of the Teamsters Canada Pension Plan, and a Director of the Teamsters Local 938 Administration Services, and Vice President of the International's Brewery and Soft Drink Division.

Craig understands the importance of a strong union, built on active participation from the membership, and is committed to work tirelessly to assure all Teamsters that their voices will be heard and, when needed, action will be taken.

So, therefore, sister and brothers, I proudly nominate Brother Craig McInnes for the position of International Vice President for Teamsters Canada on the Hoffa/Hall 2011 slate. Thank you very much.

*(Applause)*

ELECTION SUPERVIOR MARK: Thank you.

Is there a second for Mr. McInnes at mike 3?

DELEGATE DON MCGILL, Local 213: Thank you, Mr. Chairman. I'm a proud Hoffa/Keegel — Hall supporter. I am Teamsters Joint Council 36 President covering British Columbia and the Yukon Territory, Secretary-Treasurer of Teamsters Local 213; and I am proud to second the nomination of Craig McInnes. Thank you.

*(Applause)*

ELECTION SUPERVIOR MARK: Thank you.

Microphone No. 2, is there an acceptance from Mr. McInnes?

DELEGATE CRAIG MCINNES, Local 938: Mr. Chairman, I'm President of Local 938, very proud Canadian, very proud Teamster, very proud candidate on the Hoffa/Hall slate, and now I'm very proud to say I accept this nomina-

tion. I look forward to joining and stopping the war on workers with this leadership.

I'd like this opportunity to thank my nominators and all my brothers and sisters in the Teamsters. Thank you.

*(Applause)*

ELECTION SUPERVIOR MARK: Thank you.

Are there any other nominations at mike 1 for Teamsters Canada?

Second call for nominations, Teamsters Canada?

Final call for nominations, Teamsters Canada?

Hearing none, nominations for Teamsters Canada are closed.

*(Standing ovation)*

### **Nominations for Western Region Vice President**

ELECTION SUPERVIOR MARK: We now open the microphone for the nominations for the office of Western Region Vice President.

*(Applause)*

DELEGATE ROBERT LENNOX, Local 495: Hello, delegates.

ELECTION SUPERVIOR MARK: Microphone No. 1.

DELEGATE LENNOX: I'm the Secretary-Treasurer of Teamsters Local 495 in Covina, California, also a Marine Corps Vietnam veteran supporting the Hoffa/Hall slate.

*(Applause)*

I rise to nominate a man I've known and worked with for over 30 years, a man of impeccable integrity, a man of strength, a man who defines true grit, a man who's been a unifier and a builder in our union, Randy Cammack, Western Region Vice President.

*(Applause)*

I would also like to say Randy's record of service is unmatched for any Vice Presidential candidate. Randy is the President of the largest

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joint council in the IBT and the most progressive, Joint Council 42. He serves as the Principal Officer of one of the largest, strongest Teamster local unions in the IBT, Local 63.

*(Applause)*

And also serves as Vice President of the California State Labor Federation, where he brings together unions from all areas of our great organization and the AFL-CIO and the Change to Win unions.

So I am proud to nominate a man who's my friend, a man of strength, a man of character, and a man who deserves to continue to serve as a Vice President in this great union. Thank you very much.

*(Applause)*

ELECTION SUPERVIOR MARK: Thank you.

Microphone No. 3, is there a second for Mr. Cammack?

DELEGATE MIKE BERGEN, Local 166: I'm a 44-year Teamster. I'm Secretary-Treasurer of Teamsters Local 166 in Bloomington, California. I'm also the Secretary-Treasurer of Joint Council 42, and a proud supporter of the Hoffa/Hall slate.

I proudly stand before you today to second the nomination of Randy Cammack for Western Vice President with the International Brotherhood of Teamsters. Randy's a 44-year Teamster, while serving as an agent or officer at numerous levels, at different levels and concurrent levels for 31 of those 44 years.

Randy is a current Teamsters International Vice President, President of Joint Council 42, which is the largest Joint Council in the International, with over 140,000 members; and he's also Secretary-Treasurer of Local 63 with 13,000.

*(Applause)*

The attributes that Randy brings to the table cannot be listed in simple columns of A, B and C. It's just not that easy. When times are very

tense, Randy brings a calm that redirects those situations into a positive direction.

ELECTION SUPERVIOR MARK: Please wrap up the second.

DELEGATE BERGEN: Randy's continued proven leadership at all levels of this organization has continued to demonstrate his leadership. That's why I proudly second the nomination of my friend and my co-worker, Randy Cammack, for Vice President in the West. Thank you.

*(Applause)*

ELECTION SUPERVIOR MARK: Microphone No. 2, is there an acceptance from Mr. Cammack?

VICE PRESIDENT CAMMACK: Mr. Chairman —

*(Applause)*

Mr. Chairman, I humbly accept the nomination for Western Region Vice President. And I do that on behalf of my family who's made those sacrifices of family time over the many years, not only my family, but all of our families who sacrifice that family time as we continue our commitment to serve the members of this union. So, God bless all of our families and thank you very much. I proudly accept.

*(Applause)*

ELECTION SUPERVIOR MARK: Microphone No. 1, is there a nomination for Western Region Vice President?

DELEGATE LINDA WARD, Local 572: Mr. Chairman, I am Vice President of Teamsters Local 572, Joint Council 42. I am greatly honored and privileged to stand before this sea of dedicated Teamster brothers and sisters to place into nomination a man who is going on his 43rd year as a Teamster, Rick Middleton.

*(Applause)*

Rick has been on the Health and Welfare Committee, a Trustee on the Western Conference Pension, Co-Chair on the School Busing Campaign, and is Secretary-Treasurer of

Local 572. He is also the Western Region Vice President.

Like every great leader in history, Rick is a visionary, a man who not only deals with the present, but is always anticipating the future. He is a man who treats everyone equally — black, white, Hispanic, male and female.

He is a man who does not like anyone to say that we work for him; he says we work with him. He is a man who is called upon to assist other local unions, and is proud to admit that he went to Pacoima Junior High, which most people would not admit to.

I am not a person who is easily impressed by anyone, but for many years I've seen Rick Middleton in action and I've told many people that Rick's greatest disappointment in life is that he has to sleep.

Also, don't ask him what his opinion is if you don't want to hear the truth because he will tell you whether you like it or not.

ELECTION SUPERVIOR MARK: Please wrap up your nomination.

DELEGATE WARD: Rick is not a man who is in this for personal gain. I believe this is his calling.

Mr. Chairman, I am proud to nominate Rick Middleton for the office of Western Region Vice President.

*(Applause)*

ELECTION SUPERVIOR MARK: Thank you.

Microphone No. 3, is there a second for Mr. Middleton?

VICE PRESIDENT AL MIXON: Mr. Chairman, I'm a proud delegate on the Hoffa/Hall slate. It's an honor for me to second the nomination for our brother, Rick Middleton, a true trade unionist, a leader with strong conviction, a man that has vision and inclusion at the highest level. You heard yesterday in regards to now the third largest or fourth largest employer, because of his efforts in the

busing industry, based on language in a contract that's second to none, that if you don't like the language that he has, all the local unions that has this employer under contract, you get the best of both worlds. That's something that's invaluable. It's not egotistical, it's the right thing to do.

Brother Rick Middleton is a true, true leader. One of the things that he has done at the highest level is make sure that everyone is involved. When I call him at his office, he has all the language there based on bilingual, English and Puerto Rican. It's just unbelievable based on what he does. It's an honor for me recognizing the busing industry —

ELECTION SUPERVIOR MARK: Please wrap up the second.

VICE PRESIDENT MIXON: — the commodity — the commodity of carrying our children is invaluable, and the value he's brought. It's an honor to second the nomination of Rick Middleton. Thank you.

*(Applause)*

ELECTION SUPERVIOR MARK: At microphone No. 2, is there an acceptance from Mr. Middleton?

VICE PRESIDENT MIDDLETON, Local 572: Mr. Chairman, I'm Secretary-Treasurer of Local 572 in Carson/Compton, California, in the largest Joint Council, Joint Council 42.

It is an honor and a privilege to be able to serve this union on the Hoffa/Hall slate, and we will continue the great work that has been achieved. There's more to do. With respect and honor to everybody in this union, we know what the other side does.

Therefore, I accept the nomination for Western Region Vice President. Thank you everybody.

*(Applause)*

ELECTION SUPERVIOR MARK: Microphone No. 1, is there a nomination for Western Region Vice President?

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DELEGATE TRACEY THOMPSON, Local 117: Thank you, Mr. Chairman.

ELECTION SUPERVIOR MARK: Proceed.  
(Applause)

DELEGATE THOMPSON: I am Secretary-Treasurer of Teamsters Local 117, the second-largest Teamsters Local in North America. I come 20 delegates strong. We have men, women, black, brown, white, gay, straight, public sector, private sector. We are the face of the union in the West.

(Applause)

Many of you don't know me, I don't have big national contracts, but I have 16,000 members who know me and who trust me. And I trust Steve Vairma. Steve Vairma is somebody who absolutely understands what we need to do in order to survive as a labor union. He understands the urgency that we must work under.

Steve is the Principal Officer of Local 455. He has a membership of 11,000 members. He knows what to do strategically. Steve is the President of Joint Council No. 3, and he has this crazy jurisdiction of seven states that are both right-to-work and non-right-to-work. He knows how to bring people together for a common purpose.

Steve is a Trustee on the Western Conference of Teamsters Pension Trust. He is a steward of our members' retirement security.

Steve is also the Regional Director of the Warehouse Division, and so he has a deep understanding of one of our core industries.

Steve Vairma has my faith and trust, he has the faith and trust of my 16,000 members. I proudly nomination Steve Vairma for the position of Western Region Vice President on the Hoffa/Hall slate.

(Applause)

ELECTION SUPERVIOR MARK: Thank you.

Microphone No. 3, is there a second for Mr. Vairma?

DELEGATE JOE DWYER, Local 190: Yes, Mr. Chairman. I'm Secretary-Treasurer from Teamsters Local 190 in Billings, Montana. I'm also a proud supporter of the Hoffa/Hall slate. I rise today to second the nomination of Brother Steve Vairma for Western Regional Vice President. I've known and worked with Brother Vairma for many years and know that he will bring a progressive vision, tireless work ethic and proven record of leadership to the office of Western Region Vice President.

Examples of those qualifications include leading and building his local union, Local 455, into one of the largest and most influential unions in the state of Colorado, his tireless work on behalf of Teamster warehouse members and their local unions in his capacity of Western Region Warehouse Director, and his leadership is invaluable in coordinating the efforts of the eleven local unions affiliated with Joint Council 3. That jurisdiction stretches from the Canadian border from the north to the Mexican border in the south and has members in eight states in the Rocky Mountain Region.

In conclusion, I would ask my fellow delegates to join me in supporting and voting for Brother Steve Vairma for Western Region Vice President on the Hoffa/Hall slate. Thank you.

(Applause)

ELECTION SUPERVIOR MARK: Thank you.

Microphone No. 2, is there an acceptance from Mr. Vairma?

DELEGATE STEVE VAIRMA, Local 455: Yes, Mr. Chairman, it is an absolute honor and a privilege to sit here today as a Hoffa/Hall nominee. I absolutely accept this nomination for Western Region Vice President, and I urge every single delegate in this room, look around you, look at the sea of red. Remember 1991. Don't let it happen again.

(Applause)

ELECTION SUPERVIOR MARK: Micro-

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phone No. 1, is there a nomination for Western Region Vice President?

DELEGATE THOMAS L. MILLONZI, Local 200: Yes, Mr. Chairman.

*(Chorus of boos)*

I'm Secretary-Treasurer of Local 200, Milwaukee, Wisconsin, with five delegates. I nominate Brother Richard Galvan of Local 396 for Vice President for the Western Region. Thank you.

*(Chorus of boos)*

ELECTION SUPERVIOR MARK: Thank you.

Microphone No. 3, is there a second for Mr. Galvan?

*(Chorus of boos)*

DELEGATE KEVIN EVANS, Local 89: Yes, Mr. Chairman. I would like to second the nomination of Richard Galvan for Western Region Vice President on the Gegare/Sheard slate.

*(Chorus of boos)*

ELECTION SUPERVIOR MARK: Thank you.

Microphone No. 2, is there an acceptance from Mr. Galvan?

*(Chorus of boos)*

DELEGATE GALVAN: Local Union 396: I accept the nomination for Western Region Vice President on behalf of the Gegare/Sheard Fighting for the Members slate.

*(Chorus of boos)*

ELECTION SUPERVIOR MARK: Thank you.

Microphone No. 1, is there a nomination for Western Region Vice President?

DELEGATE TOM MILLONZI, Local 200: Yes Mr. Chairman. Once again, I'm Secretary-Treasurer of Local 200, Milwaukee, Wisconsin, which has five delegates. I nominate Sister Vickie Jackson from Local 630 for Vice President for the Western Region. Thank you.

*(Chorus of boos)*

ELECTION SUPERVIOR MARK: Thank you.

Microphone No. 3, is there a second for Ms. Jackson?

DELEGATE TIMOTHY PINTER, Local 200: Yes, there is, Mr. Chairman.

*(Chorus of boos)*

I'm Vice President, Local 200 —

*(Chorus of boos)*

— Milwaukee, Wisconsin. I second the nomination of Sister Vickie Jackson, Local 630, for the Vice President of the Western Region for Gegare/Sheard slate.

*(Chorus of boos)*

GENERAL PRESIDENT HOFFA: Thank you very much. I have a written acceptance from Ms. Jackson.

*(Chorus of boos)*

Microphone No. 1, is there a nomination for Western Region Vice President?

DELEGATE FRED ZUCKERMAN, Local 89: I'm President of Joint Council 94.

*(Chorus of boos)*

I nominate Kevin Hardison from Local 631 for Western Region Vice President.

ELECTION SUPERVIOR MARK: Thank you, Mr. Zuckerman.

Is there a second for Mr. Hardison at mike 3?

DELEGATE KEVIN EVANS, Local 89: Yes, Chairman.

*(Chorus of boos)*

I would like to second the nomination of Kevin Hardison on the Western Region Vice President on the Gegare/Sheard slate. Thank you.

*(Chorus of boos)*

ELECTION SUPERVIOR MARK: Microphone No. No. 2, is there an acceptance from Mr. Hardison?

DELEGATE KEVIN HARDISON, Local 631: I accept the nomination for Western Region Vice President on the behalf of the Gegare/Sheard slate.

*(Chorus of boos)*

ELECTION SUPERVIOR MARK: Thank you very much.

Microphone No. 1, are there any nominations for Western Region Vice President?

Second call, nominations for Western Region Vice President?

Last call, nominations for Western Region Vice President?

Hearing none, Western Region Vice President nominations are now closed.

*(Applause)*

### **Nominations for Southern Region Vice President**

ELECTION SUPERVIOR MARK: The floor is now open for nominations for Vice President, Southern Region.

Microphone No. 1, is there a nomination?

DELEGATE MIKE SCOTT, Local 769: Thank you, Mr. Chairman. I'm President and Principal Officer of Local 769 in Miami, Florida, here with ten delegates supporting the Hoffa/Hall slate.

I rise today to nominate a man who really doesn't need a nomination, doesn't need to be introduced to you, because everybody in this room knows him; but I'm going to do it anyway.

We know him because — you know him because of how hard he's fought for you and your members throughout this union. You know him because he's a 40-year Teamster. You know him because he's the past Secretary-Treasurer of 745 in Dallas, Texas. You know him because, you know, he's a man who's worked hard for our organization forever. He's a current Director of our Freight Decision, and as such, he's working hard to protect thousands of Teamster jobs in the freight industry.

You know, he's a guy — he's a man who has never backed down from a challenge or a fight. He's a man who has never said no to a friend or to this great union. He's had the experience to lead this great union in the Southern Region. This is not a time for us to have inexperienced, weak leadership. And it's absolutely not the

time for us to nominate or elect a retread from the failed Ron Carey administration in the South. We tried that shit before and it doesn't fucking work.

*(Cheers and applause)*

We need a man who can lead this union in the fight against our enemies. We need a man who will kick them in the ass until they squeal like a pig stuck under the gate. We need Tyson Johnson. I proudly nominate Tyson Johnson.

*(Cheers and applause)*

ELECTION SUPERVISOR MARK: Thank you.

Is there a second for Mr. Johnson at microphone 3?

DELEGATE LENDON GRISHAM, Local 480: Yes, there is, Mr. Chairman. I'm President and Business Manager of Teamster Local 480 in Nashville, Tennessee, a second generation trade Teamster; and I'm honored to be here with my dad who retired as a truck driver 20 years ago but never retired from being a Teamster.

*(Applause)*

Being a leader is not difficult when times are good. It's no secret in this room that the last two years have been anything but pleasant for us in the Freight Division. But when 30,000 jobs were on the line at YRC for our freight members, ultimate decisions had to be made, some that were kind of unpopular with our members; but it took leadership to do that.

In the environment we live in with the war on workers and the anti-labor politics that are going on in this country, now is the time for proven leadership; and there's hard work to be done. Now more than ever there's work to be done.

In the great state of Tennessee and across the South, when there's work to be done, we do not get the show pony out of the barn and we don't try to harness a jackass; we use a proven horse. That horse is Tyson Johnson.

It is my pleasure to nominate Tyson Johnson

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for Southern Region Vice President of the International Brotherhood of Teamsters. I second the nomination.

*(Cheers and applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2. Mr. Johnson, is there an acceptance?

VICE PRESIDENT JOHNSON: Mr. Chairman, I'm current Southern Region Vice President. I speak today to accept the nomination of Southern Region Vice President on the Hoffa/Hall slate for the next five-year term. Thank you.

*(Cheers and applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1. Is there a nomination for Southern Region Vice President?

DELEGATE MIKE STAPLETON, Local 385: Mr. Chairman, fellow delegates, I'm a 37-year Teamster, President of Teamster Local 385 and Secretary-Treasurer of Joint Council 75. I stand before you today to proudly place into nomination a Teamster and a friend who I've known for many years.

Brother Ken Wood is a 41-year Teamster. Ken began his life as a Teamster in 1971, when he went to work for UPS as a package car driver. In 1975, Ken was elected Trustee at Local 79 in Tampa, later working his way up to Secretary-Treasurer and eventually President and Principal Officer.

During this same time Ken worked his way up from Recording Secretary of the Joint Council 75 to Treasurer and eventually President of the Joint Council. Brother Wood's experience extended well beyond local union work.

He has served on the UPS national negotiations since 1993. He has chaired the UPS Southern Region negotiations since 1997, and chaired the Southern Region Teamster UPS Grievance Committee since 1999.

But that still is not the limit to the service Ken Wood gives to the Teamsters. Ken is also a Trustee on the Teamster UPS Pension Fund and Trustee on the UPS 401(k) Teamster Fund. Still, all of this is not the man Ken Wood.

In 1969, Brother Wood volunteered to serve his country and enlisted in the United States Air Force and served us in the jungles of Vietnam.

*(Applause)*

Unlike some of the opposition running, he was not drafted for lack of somebody to run with you or for lack of a candidate that was qualified. For God's sake, if there was somebody else that was going to be there, you'd think there would be more than one name on the vest.

Mr. Wood has volunteered his services to the Teamsters. He has risen through the Teamster ranks and his accomplishments carried him to where he is today. He is here on his own accord. He does not have to prove to us what he might do.

Where the Southern Region was divided, it stands united. I proudly nominate Brother Ken Wood for Southern Region Vice President. And someone close up the henhouse and stop the cackling.

*(Cheers and applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3. Is there a second for Mr. Wood?

DELEGATE LETICIA ACOSTA, Local 657: Yes, Mr. Chairman.

ELECTION SUPERVISOR MARK: Proceed.

DELEGATE ACOSTA: I'm Secretary-Treasurer of Local 657 and a proud Teamster of 27 years. I second the nomination of Ken Wood for VP, Southern Region. I've had the honor of working with Brother Ken Wood for many of those years.

Brother Wood appointed me as the first woman on the Southern Region UPS Nego-

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tiating Committee, as well as the first woman as Co-Chairperson of the Southern Region Area Parcel Grievance Committee. Brother Wood has worked successfully in his role to improve the contracts and lives of our members across the Southern Region.

It is my honor to second the nomination of Brother Wood for Southern Region Vice President. Gracias.

*...Sister Acosta addresses the delegates in Spanish.*

*(Cheers and applause)*

ELECTION SUPERVISOR MARK: There's a second for Mr. Wood.

Is there an acceptance at microphone 2 from Mr. Wood?

VICE PRESIDENT WOOD: Mr. Election Officer, brothers and sisters to this great 28th International Brotherhood of Teamsters Convention, and my wife who stood beside me my entire 41 years as a Teamster official, I am proud and I am honored to accept the nomination as Southern Region Vice President on the Hoffa/Hall slate.

I'm also proud to accept that nomination on the Hoffa/Hall slate, who knows how to make the right decision in tough times to continue to make this a great International Union in the 21st century. They are not candidates on a slate who will make a decision according to what time of day it is and according to who they're talking to to get a political vote.

I accept the nomination. Thank you.

*(Cheers and applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1. Is there a nomination for Southern Region Vice President?

DELEGATE HENRY PERRY, Local 667: Yes, Mr. Chairman.

*(Chorus of boos)*

I'm from Teamsters Local 667, International Trustee. And I would like to nominate Aaron

Belk of Local 984 to the position of Vice President of the Southern Region on the Gegare/Sheard Fighting for the Members slate.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Is there a second at mike 3 for Mr. Belk? Proceed.

DELEGATE THOMAS BENNETT, Local 200: Mr. Chairman, Local 200, Milwaukee, Wisconsin —

*(Chorus of boos)*

— I'd like to second the nomination of Brother Aaron Belk for Southern Region Vice President.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2. Is there an acceptance from Mr. Belk?

*(Chorus of boos)*

DELEGATE AARON BELK, Local 984: Mr. Chairman, my name is Aaron Belk on the Gegare/Sheard Fighting for the Members slate. I expected a much colder reception from you guys.

*(Chorus of boos)*

The comments earlier about the '91 slate elected, it's a shame that we did not have this type of energy in a lot of the battles that we had to fight. I was on the front lines with a lot of people, and I didn't see a lot of people that I've seen today on those lines.

I know you can holler louder than that. Come on. Where are all the whips? Get them up. Get them up.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Mr. Belk, do you accept the nomination?

DELEGATE BELK: Are you going to sit on your hands like you did at a lot of our campaigns when we tried to get things done? That's fine.

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*(Chorus of boos)*

I accept the nomination proudly. Thank you, Mr. Chairman.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, is there a nomination for Southern Region Vice President?

DELEGATE TOM MILLONZI, Local 200: Yes, Mr. Chairman. Once again, I'm Secretary-Treasurer of Local 200, Milwaukee, Wisconsin, with its five delegates. I nominate Brother John Haley of Local 480 for Vice President for the Southern Region. Thank you.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3, is there a second for Mr. Haley?

DELEGATE TIM PINTER, Local 200: Yes, sir, Mr. Chairman. I'm Vice President of Local 200, Milwaukee, Wisconsin. I second the nomination of Brother John Haley of Local 480 for the Vice President of the Southern Region of the Gegare/Sheard slate.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, is there an acceptance from Mr. Haley?

DELEGATE JOHN HALEY, Local 480: Yes, Mr. Chairman, I'm John Haley from Local 480. I do accept the nomination for Vice President of the Southern Conference of the International Brotherhood of Teamsters. Thank you.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you.

Are there any other nominations for Southern Region Vice President, mike 1?

Second call. Nomination Southern Region Vice President?

Third call. Nominations for Southern Region Vice President?

Hearing none, nominations are closed.

*(Applause)*

We'll follow today the same procedures that we did yesterday, with one exception. Half an hour after the close of the morning session there will be a lottery for the order of nominee names on the different regional ballots. The lottery will be at the Election Office in the Platinum Room next door to Bally's. Candidates and candidate observers who want to observe the lottery, please go to the Election Office.

We have five ballots to prepare today for the Regional Vice President elections, so the logic and accuracy testing will be at 3:30 p.m. today in the Gold Ballroom, 3:30 p.m. for logic and accuracy.

Voting will begin, once again, at 5:00 p.m. Only delegates with a credential issued by the Election Supervisor can vote. We will check the credentials as we did yesterday with the bar code scanners, so please bring your credential. Voting will again be by secret ballot but by regions. No one will be able to tell any vote of any member, trace it back to that.

We will tally the results by region today, of course, for the Regional Vice President positions, but there will be no other breakdown of the voting results that will be provided. Results will be announced probably about 8:15 or 8:30 in the pressroom at 5.

If candidates then want to accept in writing, please get the acceptance form at the Election Office. Please follow the instructions of the Election Office staff when you vote. No campaigning in the voting area. Remove all your campaign paraphernalia when you approach, and so on.

This concludes the floor nominations for Regional Vice President of the International Brotherhood of Teamsters. We will return tomorrow for General President and General Secretary-Treasurer nominations. And I return the meeting to the Chair. Good day and good luck.

GENERAL PRESIDENT HOFFA: The war on workers has proven that it takes collective action to fight back and to create change. That's as true in the halls of government as it is on the streets. We can't afford to ignore the actions of the right-wing extremists. We've got to get every tool available to make sure we fight back with regard to our voting, education and lobbying.

I now call upon our Co-Chair of the Politics and Legislative Committee, Charles Whobrey and Bob Morales, to give the committee report.

### **REPORT OF THE POLITICS AND LEGISLATIVE COMMITTEE**

COMMITTEE CO-CHAIRPERSON WHO-BREY: Good morning, brothers and sisters. A lot of love in this hall today.

*(Laughter)*

My name is Chuck Whobrey. I'm President of Teamsters Local 215 in Evansville, Indiana, and I was pleased to serve as Co-Chair of the Political and Legislative Committee with my friend and brother, Bob Morales, Secretary-Treasurer of Teamsters Local 350 in San Francisco.

I want to especially thank all of the members of the committee for their input the past few days. It was a pleasure to work with a representative group of rank-and-file members, staff and local union and Joint Council officers from across the country who came together to address the issues we face on a legislative and political front.

There is no doubt that we have our work cut out for us. The labor movement is under attack like never before. From the U.S. Capitol to state capitals around the country, the elections of 2010 brought a wave of politicians who have no use for unions, let alone good wages and benefits for working people.

So we first must stave off these attacks on working families and then redouble our efforts

as we head into the 2012 election cycle to make sure we support and elect candidates who hold our values and beliefs and support our issues.

We spent the last few days discussing issues that affect Teamsters workers and their families, like fair trade. We again face the prospect of fair trade agreements with South Korea, Colombia and Panama. These pacts, if approved by Congress, will lead to larger trade deficits, loss of more U.S. jobs and more offshoring of our manufacturing base.

As a result of NAFTA, we again must fight the possibility of unsafe Mexican trucks on our highways. Every turn we take we find corporate America interested only in their bottom lines as they drive wages and benefits down to increase their profits.

But corporations aren't just content with reducing labor costs. They continue to misclassify workers as independent contractors so they can squeeze every penny out of a worker by not paying Social Security and Workmen's Compensation. They are also going all out to roll back important safety regulations that protect workers at the job site. To that end, the committee passed resolutions that address worker misclassification and transportation safety.

Hours of service requirements are under attack across all transportation modes. The railroads and airlines would put workers and passengers in danger by rolling back hazardous materials regulations.

The trucking industry wants bigger and heavier trucks on an already crumbling infrastructure, and they want to open the border to Mexican trucks to take advantage of low-paid Mexican truck drivers. The committee resolution resolved to fight these attacks.

At the same time, we passed a resolution calling for immigration reform to ensure that all workers, wherever they come from, aren't exploited by their employers and have the same access, the protections of labor, health and safety laws.

In our resolution on right to work (for less) we discussed the recent war on workers occurring in state capitals across the country and efforts by the conservative right wing to pass right-to-work (for less) legislation in at least 14 additional states.

Debate by members of the committee centered around doing a better job of educating the public about what right to work means and how it has resulted in workers earning less, worsening school systems, higher rates of poverty and less safe work environments.

Brothers and sisters, we are facing many battles, but we can't lose our fighting spirit. We have to fight smarter and keep the mind-set that we are not whipped until we quit. We can't afford to quit and let corporate America and its allies beat us. We can and will mobilize to fight these legislative battles, but we need to elect allies to the public office that will help us win.

And with that, I want to introduce my Co-Chairman, Bob Morales, President, Teamsters Local 350 in San Francisco, and Secretary-Treasurer of Joint Council 7, who will report on our political challenges.

*(Applause)*

COMMITTEE CO-CHAIRPERSON MORALES: Good morning, everyone. The 2010 election was hopefully a wakeup call for labor. We have seen very quickly what can happen when our members don't understand the importance of electing candidates who support the legislative goals of the Teamsters and America's working families.

We are under attack like no other time in our history. We are up against millions of dollars of spending by big business to influence elected officials and promote an anti-worker agenda. Our political resolutions dealt with the need for joint councils and locals to be more active than ever to build political power and, even more importantly, have political accountability on the federal, state and local levels.

Our committee discussed at length the need to hold our elected officials more accountable after being elected. We cannot let the politicians take our money and then take us to the cleaners. We need to elect Democrats and Republicans that make up a Teamster majority, not a Democratic majority or a Republican majority; and our resolutions reflect that.

Today we stand 16 months away from the crucial 2012 elections, and there is no time more important than now to continue the momentum from actions and mistakes like Wisconsin, Ohio, New Hampshire and Indiana. There, union workers have stood shoulder-to-shoulder with non-union workers to fight the anti-worker agenda put forth by big business and its allies.

Our resolutions recognize the necessity for joint council and local unions to commit to an aggressive political fund raising program to increase member participation in DRIVE, to have every joint council and local union to commit to participate in a coordinated effort with each other and the International to build on past successes and move forward with a Teamster election program that will result in elected candidates that are committed to improving the life of the Teamsters and their families.

The next election could very well decide the existence of unions. We have no choice but to be involved. We compete with media sound bites for our members' attention, and what should be important to them seem like good wages, health and pension benefits and a safe workplace. Those will be on the chopping block unless we mobilize, unless we participate in DRIVE and unless we take the time to offer candidates that will support our issues.

Mr. Chairman, that concludes the report of the Political and Legislative Committee.

*(Applause)*

GENERAL PRESIDENT HOFFA: Is there a motion to accept their report?

Mike 2.

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DELEGATE MARK HARRINGTON, Local 25: I make a motion to accept the report.

GENERAL PRESIDENT HOFFA: Is there a second? 2.

DELEGATE JOHN RAFFERTY, Local 25: I second the motion to accept the report.

GENERAL PRESIDENT HOFFA: Any debate?

Okay. All those in favor of accepting the report signify by saying aye.

Anybody opposed?

We accept the report. Thank you.

No video?

This is live.

*(Laughter)*

*...Video presentation on DRIVE Campaign Commercials was shown to the delegation.*

GENERAL PRESIDENT HOFFA: Big business spends big money in Washington to buy members of Congress and push its anti-worker agenda. They outspend working families on politics by more than 15 to 1. And the way we fight back is through DRIVE, the Teamsters Political Action Committee. DRIVE is so important and I urge everyone here to contribute.

Your contributions support grassroots action by Teamster families to help elect pro-labor politicians and to defeat those who would destroy unions.

Now let's watch a couple of campaign commercials from the last election that your DRIVE dollars bought. We were successful in defeating these anti-worker politicians in both Nevada and Washington state, so your contributions to DRIVE do work.

I'm told those were the videos. Okay. I hope you enjoyed them. I did.

*(Laughter)*

Live television.

*(Applause)*

#### **ANNOUNCEMENT OF DRIVE AWARDS**

GENERAL PRESIDENT HOFFA: I would

now like to take a few minutes to recognize those Teamsters that have gone above and beyond the call of duty in their work to build on our union's DRIVE operations. They deserve our appreciation and recognition for their tireless efforts in raising funds and awareness of the impact of politics on so many aspects of our working and home lives.

Now I'd like to recognize locals that are doing a great job with DRIVE.

Most DRIVE money raised in 2010, Teamsters Local 63.

*(Applause)*

Local 63 has been one of the top DRIVE operations for many years.

Most members contributions to DRIVE, Teamsters Local 396.

*(Applause)*

396 has been rapidly climbing up the ranks over the last few years; and after coming close last time, they hit the number one. Congratulations.

*(Applause)*

Next award, highest percentage of members contributing to a local union, Local 988.

*(Applause)*

Where are they at? Local 988 has run some of the most aggressive DRIVE campaigns and has seen the numbers go up every year. Twice in the last three years they've signed up over a thousand cards in a single week. That's a good example for everybody here.

Most DRIVE money raised since the last Convention, again, Teamsters Local 63. You guys did it again.

*(Applause)*

All right. Here's the next one. Most DRIVE members since our last Convention, Teamsters Local 769. Where are you at? Get up.

*(Applause)*

Local 769 runs an aggressive DRIVE campaign every winter, and the results show that they don't have to wait until the summer to get

the job done. They're great guys. Keep up the good work.

As we head into the 2012 election cycle, DRIVE is more important than ever to defeat politicians who would destroy the middle class. We're fighting back to stop the war on workers and DRIVE is the key. So make sure you're signed up.

Congratulations to all the DRIVE winners and make sure we do it again next time. Thank you for your help on that, great job.

Let's thank the entire DRIVE operation and keep the interest of Teamsters on the front burner of the national campaign agenda.

I now call upon Reader Donna-Lynn Dalton to present the resolution on DRIVE.

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

#### **DRIVE RESOLUTION**

**WHEREAS**, the International Brotherhood of Teamsters maintains a political action committee named "DRIVE" for Democrat, Republican, Independent Voter Education; and

**WHEREAS**, DRIVE funds are used to support elected officials at all levels of government who support the legislative goals of the Teamsters Union and America's working families; and

**WHEREAS**, there are unprecedented legislative attacks on organized labor throughout the country; and

**WHEREAS**, big business and enemies of working families spend millions of dollars annually to influence elected officials and to promote their anti-worker agenda; and

**WHEREAS**, the United States Supreme Court's decision in *Citizens United v. Federal Election Commission* has opened the door to unlimited, unaccountable corporate spending to influence elections; and

**WHEREAS**, through grassroots political action and aggressive lobbying, Teamsters have already defeated many of the worst attacks on working families; and

**WHEREAS**, the need for our Joint Councils and local unions to be more politically active has never been greater; and

**WHEREAS**, all Teamster locals, Divisions and Joint Councils are encouraged to participate to build the Union's political power and have political accountability on the federal, state and local levels; and

**WHEREAS**, it is imperative that all Teamster Joint Councils and local unions participate vigorously and in a coordinated effort with each other and with the International Brotherhood of Teamsters' DRIVE program in order to protect members' rights and interests; and

**WHEREAS**, the staff of DRIVE Field Representatives are most effective when working with local unions that are committed to the DRIVE program;

**NOW, THEREFORE, BE IT RESOLVED**, that every Joint Council and local union commit to an aggressive political fundraising program with the goal of increasing member participation in DRIVE; and

**BE IT FURTHER RESOLVED**, that local unions will make every effort to negotiate DRIVE payroll deduction language into every contract; and

**BE IT FURTHER RESOLVED**, that local union officers, stewards and staff will work closely with DRIVE Field Representatives to ensure that a strong political program is put in place at the local union; and

**FINALLY, BE IT RESOLVED**, that this commitment will provide the cornerstone for Teamster efforts to build a bipartisan, progressive political action program that reflects the strength and independence of our Union.

GENERAL PRESIDENT HOFFA: Mike 2, is there a motion?

DELEGATE RON HERRERA, Local 396: Mr. Chairman, Ron Herrera, three-time Hoffa delegate. I stand before you to move a motion to

### THIRD DAY—MORNING SESSION

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accept the resolution. But I also would like to speak on the issue.

GENERAL PRESIDENT HOFFA: Thank you, Ron.

Okay. Let's have a second. Mike 6.

DELEGATE ROBERT MELE, Local 988: Mr. Chairman, I'm President of Joint Council 58 and President of Teamsters Local 988 in Houston, Texas. I rise in support of this resolution, because despite this weak economic and difficult political climate, it is still possible to sign members up into DRIVE. I know this because, as you heard earlier, in fact, in our last DRIVE campaign we signed up over 1250 cards. That's over a quarter of our membership. In fact, in four days we signed up over a thousand cards.

So despite the weak economic conditions, it's still possible to sign up our members. And, in fact, if we can do it in Texas, we can do it anywhere. Thank you.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you, Robert.

Back to mike 2, you wanted to speak, Ron?

DELEGATE RON HERRERA, Local 396: Yes. I'd like to tell the delegation a little bit about my local union. My local union is made up of UPS, where one would think that politics really aren't important. It's a multi-billion dollar corporation. But ask folks what misclassification might do to UPS.

Also, we're 2700 waste workers, where politics means everything. We did a DRIVE campaign in the sanitation industry where 50 percent of our sanitation workers contribute now to DRIVE. It's extremely important to them because their contracts are based on it. Thank you very much, Mr. Chairman.

*(Applause)*

GENERAL PRESIDENT HOFFA: Mike 4.

DELEGATE ROBIN KOHL, Local 638: Good afternoon, delegates — good morning, I

mean. I'm a proud Hoffa delegate from Local 638, Minneapolis, Minnesota, Joint Council 32.

I just want to say that I've been a 35-year Teamster, 25 years at UPS. I've been a long member of DRIVE. I donate one dollar a week, which is less than one sandwich out of the wheel of death in the break room at UPS. I think we should all join. If you haven't, please join.

I just want to thank Ed Reynoso, our great DRIVE leader from Joint Council 32. He comes into our union hall and he reminds us all, it doesn't matter whether you're a Democrat or Republican, in these hard times we need to come together.

And as I told you, I'm from the state of Minnesota where Michelle Bachmann lives.

*(Chorus of boos)*

I've never met her personally, but in case she's watching — and she's probably not because she's a little too arrogant to give a damn but, Michelle, as I said, "Nice to meet you. My name is Robin Kohl and I'm from Minnesota. Since you have the audacity to run for president and insult all these hard-working people in America, I just want to say one thing to you. You better put your tea cup down and buck up. And on second thought, you better go to Wal-Mart and buy a whole case of lipstick, because when we stand together, you're going to need it when we tell you — you're going to need it to cover the size lips you're going to need when we tell you to kiss our collective hard-working union, middle-class ass.

See you at the polls.

*(Applause)*

GENERAL PRESIDENT HOFFA: All right. God bless you. God bless you.

Mike 2.

DELEGATE MIKE SCOTT, Local 769: Thank you, Mr. General President. I'm the President and Principal Officer of Teamsters Local 769 in Miami, Florida.

In 769, we run a DRIVE campaign every

year. We were successful in encouraging our member members to join DRIVE. If you want to gain political power within your local union, you have to have an effective PAC. So you've got to go out and you've got to ask your folks to join DRIVE. Sometimes you've got to ask them more than once. You've got to encourage them to join DRIVE. You know, you can't wait and do it like once every three years or once every five years just to get it over. You actually have to get out there and work and work it hard.

You know, our folks know that if we're going to win this war on workers, we have got to have money. We have got to have money to compete with corporate America. The only way we get that is through our DRIVE funds. Now, we've got to work hard with our members and make sure that they understand the importance of politics.

I encourage every local union throughout this country to run a DRIVE campaign, get your members signed up and bring money into our great PAC Fund. Thank you.

And I'll call the question.

GENERAL PRESIDENT HOFFA: All right. We've had a great debate and great comments. I would like to call the question.

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

Anybody opposed?

It is passed. Thank you so much.

*(Applause)*

*...Grateful Dead band member Bob Weir addressed the delegation via video as follows:*

**BOB WEIR**  
**Grateful Dead**

Hi. I'm Bobby Weir with the Grateful Dead. And I'd just like to congratulate the Teamsters Union on their 28th Convention. Keep on trucking. I am your brother.

*(Applause)*

*...Kelsey Grammer addressed the delegation via video as follows:*

**KELSEY GRAMMER**

**Actor**

Congratulations to John Coli and the Teamsters on Joint Council 25's 100th anniversary and the International's 28th Convention.

*(Applause)*

GENERAL PRESIDENT HOFFA: It's good to have politicians that stand up for union members, but it's even better to have politicians that are union members. Missouri State Treasurer Clint Zweifel is a Teamster from Teamsters Local 688 in St. Louis, Missouri, and someone who knows the issues that are important to working families.

Earlier this year, I stormed the Missouri capitol with Clint and with other Missouri legislators to fight against anti-worker legislation. Clint Zweifel is a great example of our members who are really a testament of what we can do when we get Teamsters involved. He's a great man and he's been elected.

Let's give a big Teamster welcome to our great brother from Missouri, Treasurer Clint Zweifel.

*(Standing ovation)*

**CLINT ZWEIFEL**

**Missouri State Treasurer**

Now, this is a good crowd.

It is such a special honor for me to be here today with you. There is no place that I'd rather be. You know, I stand before you as Missouri State Treasurer, because just over 12 years ago, ten years ago, your General President Jim Hoffa, Jim Kabell, other local leaders in Missouri, stood up and said we need to be ready, we need to be ready for the fight that is coming upon us. And with their leadership and with your support, I am proud to serve not only as a fellow brother, but as Missouri State Treasurer. Thank you so much.

*(Applause)*

But it's so much bigger than that. You have

shaped me in so many different ways — the opportunities that I've had, the journeys that I've been able to make, and the values that my wife and I hold dear, the values that we want to pass on to our children. Those are values, folks, that organized labor gave me.

My father and grandfather were union carpenters. I can tell you that he and my mom taught me a lot by just how hard they worked every single day. But I tell you, it was even more than that.

I remember a slightly faded bumper sticker on his toolbox. He carried that toolbox everywhere he went on job sites. It said, "Right to work is a rip-off." I remember, I didn't understand the details of that bumper sticker at that point, but it spurred some conversations where I learned a heck of a lot more. I learned for the first time what really being union means.

For my dad and for thousands more like him, it meant that he had a pretty good quality of life in a really tough business. It meant that he had a chance for our family for the first time to enter into the middle class. But it even did more than that. It was a chance to learn really about what union is about: To build a community made up of families, how they understand how important it is to stand up for each other, to lift up people. And by giving them a voice, that creates opportunities and strengthens those communities, and that is good for everyone.

You know, later as a 688 member, I stood by as an organizer and helped families who were trying to gain a voice at work by forming a union for the first time. As many of us in this room, you know what it's like when you look in their eyes and you see the fear, the hope and the excitement. But, also, you see there's optimism in the future. It's a belief that in all of these experiences, all of us as individuals can make a difference.

I can tell you, I'm really proud of what we've accomplished as your State Treasurer in

Missouri. More families are accessing higher education. We're supporting Main Street businesses that reinvest in workers. We're strengthening the prevailing wage law in the state. We're a watchdog for taxpayers and we're investing in companies that treat workers right.

But, you know, in Missouri we have some pretty big challenges ahead of us. We have some folks in the House and the Senate that are a little misguided on what their vision for Missouri and America is. Here is their economic development plan: They want to roll back child labor laws, because they're a little outdated. They want to roll back the minimum wage. They want to make it more difficult for workers to organize in the state. They want to make it harder if you're hurt on the job, through no fault of your own, to get compensation. And for those workers that are suffering from unemployment, they want to cut off benefits.

Now, folks, we know we can do better. I've traveled around Missouri for the last ten years in good times and bad, and I always come back thinking optimistically about our future, because we've seen people in this room, when their back is against the wall, the best comes out. They don't ask questions about politics, Republican or Democrat, or ideology, they just want to get things done.

You know, in May I had a chance to visit in Mississippi County in Missouri where we had half of our county was underwater. We had farmers that were talking about replanting in a couple months. We had families in Joplin, Missouri, that suffered a complete disaster; some families that lost not only their home, but they also lost a job and a family member, too. These families, folks, are so strong.

I can tell you I had enormous pride in May when our International Union came into Jefferson City for five months essentially, lobbied legislators, talked to legislators. Your General President Jim Hoffa, Jim Kabell, local

leaders, rank-and-file members, walking around our state capitol not asking questions about political party or ideology, but talking about the realities of life and the fact that, you know what? Right to work isn't a good idea. And, folks, guess what? We won.

*(Applause)*

Now, in my first election ten years ago, I remember getting one of my first checks that said "DRIVE" on it. I was already a Teamster, so I felt like I had a pretty good idea what that meant. But I've got to tell you, I don't think I got it at the time.

You know, that money helped out, it made a big difference; but that check as it carried me through that campaign, what was behind that check with this shared value system, a belief that we can make a difference when we invest in people, that's what carried me to the end.

We in that election got to the end of the election — in August we were about eight weeks out before the election. We got some poll results back from the party. They said, "Clint, you're not going to win this election. 48 percent of the people are going to vote against you, 18 percent are with you, and only 18 percent of the district knows who you are. You only have eight weeks, you can't win that election."

I thought about the investments that each of you have made in me over that time period. We went back out and I knocked on 75 more doors every single day in that election. And, folks, we won that by 67 votes out of 13,000 cast.

*(Applause)*

Now, I tell you that story — I'm a little proud, but I tell you that story because it's a reminder of the power of individuals when they come together. That's the basic lesson of being union.

So when we think about the job that we have — and we face some really tough battles. We're going to win some battles, we're going to lose some battles. But that's 67 votes, folks. That affected public policy in Missouri for the next

ten years. That's how it works. The power of each of you is more powerful than you can imagine when we work together.

You know, when we do that, when we do that, because we can't stop, you're the reasonable voice that's left. You're the voice that carries us through, that believes in America's future. It's optimistic if we're willing to invest in people and lift them up and make our country and America stronger.

Thank you so much for giving me the opportunity to serve.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: Isn't it great to see a Teamster that's Treasurer of a great state like Missouri? That's what this is about. I think he's going to go a lot higher. What do you think?

*(Cheers and applause)*

He's got a great future, that young man. It's great.

Okay, roll the video.

*...A video presentation, "Convoy for Change," was shown to the delegation.*

*(Applause)*

GENERAL PRESIDENT HOFFA: As we fight to stop the war on workers across the country, we see the extent to which our lives are shaped by politics. The political process impacts every Teamster job and every Teamster family. Politics even affects how we organize new members.

Elections of people who share our values is a key to protecting our current and future members. Here to talk about the importance of election is Ed Slater from Teamsters Local 107 in Philadelphia.

*(Applause)*

**ED SLATER**  
**Local 107**  
**Philadelphia, PA**

Good morning, brothers and sisters. As President Hoffa said, my name is Ed Slater, Vice

President and Business Agent for Teamsters Local 107 in Philadelphia. Watch out for them Flyers next year.

I had the privilege of serving as the Joint Council 53 Political Coordinator during the 2008 presidential campaign. As you all know, after eight long, discouraging and frustrating years under the Bush administration, Teamsters all over the country needed to get fired up and demand a change.

General President Hoffa heard the voices of the disgruntled Teamsters nationwide and started the Working Class Convoy for Change. He helped in getting Teamsters fired up for this very important election.

We in Pennsylvania knew that this election was very critical and with Pennsylvania being a battleground state, we had to get the job done. When Hoffa visited, the Working Class Convoy for Change rolled through Pennsylvania, we visited Teamster work sites and we urged our brothers and sisters to get out and vote. We asked them to encourage their family, friends, anybody they had contact with to get out and vote. The Convoy for Change visited many different Teamster installations and locations in many different industries and the message was the same: It was time for a change.

I have to say it was overwhelming to see how the Teamsters were united in our outpouring of support for Barack Obama. After seeing that, this was no surprise to me to see that we, after uniting our efforts and mobilizing our forces, took Pennsylvania and won the election big.

Moving forward, let's talk about today. We need to recognize our strength when we are united. We need to learn from our successes. When we're out there organizing or defending workers' rights, know that we have to band together to get our message out there.

Workers' rights and collective bargaining are under attack today in our great nation, but we are prepared and ready for the fight. Anyone,

whether it be a bully governor, a bully senator or a bully congressman who wants to come up against the Teamsters and try to take away our collective bargaining rights, well, they should be forewarned. Be prepared for not just a fight but a war, because we defend what we believe in and we will not stand for the attack on the middle class of America and our working families.

As we did in Pennsylvania and across the country during the 2008 presidential election, we'll do it again. We know that Teamster-to-Teamster communication works well. We know that we were successful and we saw a need to change, and under the direction of leadership, we mobilized and did something about it. That's what Teamsters do. Thank you.

*(Cheers and applause)*

GENERAL PRESIDENT HOFFA: Thank you, Ed, for all your hard work.

Now with regard to elections, let's hear from Vice President Steve Vairma, Secretary-Treasurer of Teamsters Local 455. He's had a lot of election experience.

**BROTHER STEVE VAIRMA**  
**Local 455**

Thank you, General President Hoffa.

Good afternoon, brothers and sisters. Everybody in this room knows the changing political climate that we have today. Workers and unions are under attack in every corner of this country like never before. While planning for the challenges ahead, sometimes it helps to know where we've been during the past few years.

In my state of Colorado, in an effort led by Colorado Teamster locals and Joint Council 3, we formed a coalition of labor united in 2008 with the sole purpose of defeating a ballot initiative aimed at making Colorado a right-to-work state. Instead of playing defense, we chose a different course. We introduced three initiatives of our own that frightened the business

community so much that in exchange for our withdrawal of those initiatives, the Chamber of Commerce agreed to commit manpower and \$8 million in our fight to defeat right to work. That's right, the Chamber of Commerce came forward publicly in opposition and helped us raise just over \$23 million towards that fight.

*(Applause)*

That was a great victory for us in Colorado, defeating the initiative 55 to 45 percent. But then came the midterm elections in 2010, which, as you know, wasn't so positive for all of us. And we have seen the impact of that election.

We saw the creation of three self-anointed kings in Wisconsin, Michigan and Ohio. We saw them emboldened and anti-union, anti-union politicians across the country to lead a war on workers' rights. These so-called leaders in 2010 thought that justified — destroying collective bargaining was the right thing to do.

These so-called leaders think that they can go around and protect their millionaire and billionaire friends at the expense of working families. They believe that this will somehow fix our economy and put our people back to work. Brothers and sisters, they are wrong.

These attacks have reenergized workers and allies across the United States. And although they may have an awful lot of money, we have the people.

The lessons learned in 2010 is that regardless of how frustrated we may become in the political process, the truth is we can never sit it out. That truth couldn't be more important than in 2012.

We need to build on the outrage that took place in the wake of Wisconsin, Ohio, Indiana and the other states where these attacks on workers played out on national TV. People are frustrated and they are angry. The economy is still struggling and we are looking for answers, and there is a tremendous apathy.

But we need to remind our members about what is at stake and just how important this is. We cannot let the anti-worker, anti-union forces continue to build momentum. But at the same time, in this delicate balance we still need to hold our elected officials to the task. The days of writing a blank check is coming to an end.

If you come looking for our members' money, our members' labor, you want us knocking on your doors, to make calls and to give you their vote, then you need to stop hiding in the shadows of the halls of Congress. You need to stand up and be counted. You need to stand up and you better be damn proud to say the word "union."

*(Cheers and applause)*

Brothers, it is time to put America back to work. It is time for us to demand fair trade, not free trade.

*(Standing ovation)*

And if you're not willing to do that, then it is time to repeal NAFTA, CAFTA, PNTR and every other ridiculous trade agreement that is there today. It is time to put our people back to work in America.

We need your help, brothers and sisters. We need to work harder than ever to knock these corporate-funded attacks off track. We need to energize our members and we need to get out our vote. We need your help and with your help we can accomplish those things in 2012.

Thank you. God bless the Teamsters.

*(Standing ovation)*

*...A video presentation was shown to the delegation.*

*(Applause)*

GENERAL PRESIDENT HOFFA: That will get you fired up.

It shows what we're up against, that video. As the attacks on working interest become more vicious, we must increase our involvement of every Teamsters member to make sure we have political action and that they join DRIVE.

Will Reader Myers please read the “2012 Elections” resolution.

READING CLERK MYERS: “2012 Elections,” submitted by John T. Coli, President, on behalf of Teamsters Joint Council No. 25.

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

### 2012 ELECTIONS

Submitted by John T. Coli, President, on behalf of Teamsters Joint Council No. 25

**WHEREAS**, there will be a presidential election for U.S. president in 2012; and

**WHEREAS**, there are crucial elections at local, state and federal levels in 2011 and 2012; and

**WHEREAS**, the need for our Joint Councils and local unions to be more politically active has never been greater; and

**WHEREAS**, opponents of working families spend millions of dollars annually to influence candidates and to promote an anti-worker agenda; and

**WHEREAS**, through Teamster grassroots political action and voter education the union and its members can defeat those enemies; and

**WHEREAS**, the turnout of union members and union households can make the difference in elections; and

**WHEREAS**, without a strong turnout of pro-union voters, the social safety net of Medicare, Medicaid, the Railroad Retirement Act and Social Security could be in jeopardy; and

**WHEREAS**, a strong middle class is necessary for a strong country, and a strong labor movement is the link between the two; and

**WHEREAS**, nearly every federal, state and local race has implications for the Teamsters Union and Teamster members; and

**WHEREAS**, it is imperative that all Joint Councils and local unions participate in a coordinated effort with each other and with the International Brotherhood of Teamsters’ election program in order to have the proper representation at all levels of government;

**NOW, THEREFORE, BE IT RESOLVED**, that every Joint Council and local union commit to educating their membership on the importance of politics in protecting their jobs, benefits and safety; and

**BE IT FURTHER RESOLVED**, that all local unions and Joint Councils will have candidates for office submit candidate questionnaires to ensure educated decisions and accountability; and

**BE IT FURTHER RESOLVED**, that Joint Councils and local unions will designate political coordinators to ensure that political information is disseminated in a timely manner, to organize member-to-member campaigns in an efficient and cost effective manner and to build relationships with elected officials; and

**FINALLY, BE IT RESOLVED**, that this commitment will provide the ability to have Teamsters’ voices heard in the political process and be supportive of candidates who are committed to improving the quality of life of Teamster membership and their families.

GENERAL PRESIDENT HOFFA: Do I have a motion?

Mike 2.

DELEGATE DAVE LAUGHTON, Local 633: Mr. Chairman, I’m Secretary-Treasurer of Teamsters Local 633. Make the motion to adopt and reserve the right to speak on the motion.

GENERAL PRESIDENT HOFFA: Can we have a second?

Mike 6.

DELEGATE JIM KABELL, Local 245: Mr. Chairman, I second the motion to adopt this resolution, and I also want to reserve the right to speak.

GENERAL PRESIDENT HOFFA: Okay. Back to mike 2. Dave Laughton.

DELEGATE DAVE LAUGHTON, Local 633: Yes, Mr. Chairman. I stand up here before all of us in very difficult times on the war on

workers. The people in the room who haven't directly faced the war, if you've been lucky enough to avoid it through your state legislature, you've been fortunate. But you can rest assured that you will be getting it. When you get it, it's a difficult fight.

When it first happened, we woke up to the elections of last year and lost 150 of our friends in the legislature in the state of New Hampshire alone, I knew we not only had a problem, we had a major uphill battle. It was the Tea Party that had taken over. They make no doubt about the fact that they want to attack us. They say it publicly. They think they're proud of that, attacking workers on all levels, the public sector, the private sector. I knew that I needed help.

I called the IBT, the General President, and told him of the situation. I talked with Christy Bailey. You couldn't ask for more than what her department said: "Whatever you want, however you need it, you just let us know." Everybody at the IBT has been supportive of us and our fight in New Hampshire, and also in the state of Maine on the right-to-work bill. That was one of the major pieces of legislation, obviously.

But they didn't stop there. They attacked the pensions. They proposed and were successful in increasing that the employees pay more into their contributions in the public sector.

They just continued on and on with different legislation, things that honestly you couldn't even begin to imagine, at least I couldn't imagine. For example, we've been successful like the other areas in negotiating with First Student. We have over 700 First Student members now in our local union. Guess what's the next piece of legislation that's coming? They want to reclassify them as seasonal help and say that they're not eligible for unemployment when they're off in the summer.

Another one. Try this one on for size. They've got a piece of legislation saying that when we ratify a contract, it now has to be ratified by a

hundred percent or it doesn't exist. I mean, you cannot begin to imagine how crazy they are.

So we rallied. We fought. We got our people together. The good thing that came of this is our members came together and members of other unions. We had huge rallies at the statehouse.

The Speaker of the House, naturally a Tea Party activist, scheduled the bill to be passed, was calling for a vote on a particular day. We were there in force. We had brought over Republicans to us through the help of the IBT giving us the power to use Dennis Caza constantly every day up there, called on Local 122 and asked for help there. Sent Lauren Fowler, who is a bright young lady, wonderful, wonderful future for us. A woman 26 years old with two Master's Degrees and wants to be one of us — she is one of us — and came up and spoke.

I hired a Republican rep who had left the House through the help of the IBT. Now, I had a combination of a retired Republican, I had our DRIVE rep and I had Lauren every single day up there, as well as hiring another lobbying firm.

Uphill battle all the way. So here comes the day that we're going to have the vote. We're up there. We now have pulled the Republicans over, because it's passed both the House and the Senate by overwhelming majority, enough to override a veto, because our governor is a Democrat and a proud, proud friend of the Teamsters Union. So we knew in the Senate we absolutely couldn't get it passed. We needed one more vote in the Senate that we couldn't get. We brought some Republicans over but couldn't do it.

I'm telling you, if you want to talk about a nervous and concerned time, believe you me, it was for me. But we've had the right-to-work bill every year since the '70s, but nothing like this, as lopsided as this. We did everything we could possibly do. Keep in mind the House of Representatives has 400 people, 300 of which

are Republicans. They get paid \$100 a year. So think about how many people are going to take that job and the caliber of people that you might get. Well, we're living proof of what you get.

So, anyways, the day comes for the vote; we have the votes. He doesn't want to bring it on the floor to vote. One of the members gets up and says, "Mr. Chairman, I'd like to bring it up to vote on the bill by number." He said, "You're out of order, sit down."

So three weeks goes by, it's scheduled again. We're back up there. In the meantime, the local unions throughout the Joint Council are gathering with us. We've got our tractor-trailers up there, we're feeding them on the lawn. We're doing barbecues, we're doing anything we can to attract them. At \$100 a year, you need somebody to buy your lunch, so we were buying their lunches. That seemed to work. They all come out to eat. Almost like a Teamster, no problem; free meal, I'm there.

*(Laughter)*

So anyways, they came out and we talked to them. We persuaded them. We go back in for the vote, again he cancels the vote.

Last week was the last week that we thought he would bring it up. He thought he had the votes won over. He had the audacity to go to a member's house, a Teamster member's house who sits on the — sits as a rep, spent an hour-and-a-half at his house telling him that he should vote with the right-to-work bill. If he didn't, he was going to be removed from his committee, he would never get a co-chair position, he would never get a chairman's position. "And if you want to move forward in the movement, you better do the right thing and you better be with us."

I had a different story to tell to that gentleman on numerous occasions, as a matter of fact, to the point that he was waffling about it, unfortunately, because he's retired. And I happened to be Co-Chairman of the Pension Fund and

reminded him that the \$50,000 a year he gets from the Teamsters Pension Fund is a far sight better than the hundred dollars a year he gets as a representative of the State.

*(Applause)*

Along with that, I managed to get his cell number and his home phone number, because I figured if I couldn't get through to him, I maybe could get through to his spouse.

At our union meeting I handed out to every single member the phone numbers, both phone numbers to them. The next day he called and said, "I quit. I'm there, don't worry about it. There's got to be some misunderstanding."

But that's how crazy it can get. I mean, I don't like telling that story, obviously. But he didn't work in my state, he worked in another state. We won't go there.

But that's how bad it gets. It continues on and on. Also, they're proposing no dues check-off, it's illegal to have dues check-off. There's just anything and everything they can do to attack us.

As I mentioned the other day — but it's worthy of mentioning again — the people running for the President of the United States on the Republican side were banding together and saying you need the right-to-work bill in this state to prosper, when some of the management people and the leaders of the state, including, as I said, the Republican Labor Commissioner, saying we don't need it, testifying to that, and so forth.

Now my struggle is going to be to get people the next time around. If this doesn't wake up our membership around the country — and as I said, if you've been blessed and haven't been attacked yet, let me tell you, when it comes, it's difficult. You will have sleepless nights. I mean, you will be up all night working on these things and getting people together.

But I couldn't be prouder of my membership. I couldn't be prouder of the people in the Joint

Council and the International Union, under the leadership of General President Hoffa, because without it, it wouldn't have happened.

I'm telling you, we're signing up more and more people for DRIVE. We went to the First Student people — and they're not the highest paid people in our local union and said to them, "Here's what's going to affect you. You're not going to be able to draw unemployment next year when you're off for two or three months, if you're off, because they're going to figure you're a seasonal employee. They don't care." If they don't care, we have to expose them in every way we can.

Thank you very much, Mr. President.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you.

Back to mike 6, Jim Kabell reserved the right to speak.

DELEGATE JIM KABELL, Local 245: Thank you, Mr. Chairman. Again, I'm from Local 245 in Springfield, Missouri. Political action is so vitally important, and you all may have heard more than you want to hear from Missouri this week, but I'm so proud that you got to meet Tim Meadows. That was a result of political action in the state of Missouri as our state representative.

I'm so glad you got to hear from Clint Zweifel today, our State Treasurer that's a Teamster. It's because of Teamsters political action. Clint Zweifel is running for reelection this coming year in 2012, then he will be termed out as State Treasurer. It's our intent in 2016 — and we haven't asked Clint's permission, but he's going to be Governor Zweifel in 2016.

*(Applause)*

This year — you heard earlier from Clint, you heard from me the other day, about right to work. Just like Dave Laughton, we had prevailing wage questions, we had paycheck deception questions. We had a lady named Jane

Cunningham that wanted to repeal child labor laws because she thought our kids ought to be like Vietnamese kids or Chinese kids working for a few cents an hour.

Those kind of things are wrong. Teamsters have stood up against them. This year when the right-to-work fight came, we called on the Joint Councils and Jimmy Williams from Joint Council 56, Marvin Kropp from Joint Council 13. We set up training sessions for our stewards across the state. We brought in 1500 stewards, did three trainings across the state about right to work.

They made thousands of visits, they made thousands of phone calls, they did hundreds of thousands of postcards. And you heard the right-to-work law was stopped in the state of Missouri.

It's so vitally important you sign people up for DRIVE, you educate them, you get them involved. My hat is off to the folks from the good state of New York. You have loaned us a fellow by the name of Kevin Currie for the last few years.

*(Applause)*

We're about to make a Missourian out of that Yankee. But Kevin has done a remarkable job of signing up DRIVE people across the state. Our locals have piled up DRIVE numbers. Our locals have set up political action funds within their locals.

It's been a great action that's gone on in the state of Missouri. Again, I call for all of you to do the same kind of things.

I support this resolution. Mr. Chairman, I call the question on the resolution.

*(Applause)*

GENERAL PRESIDENT HOFFA: All right. I think we should go ahead. Thank you for the debate. This is a great, great resolution.

All those in favor, signify by saying aye.

Anybody opposed?

It does pass.

### THIRD DAY—MORNING SESSION

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You know, on Friday we have the honor of having Vice President Joe Biden here. There's going to be a few things we have to do with regard to security. Now I'm going to call upon our Communications Director, Bret Caldwell, to tell you what we have to do.

COMMUNICATIONS DIRECTOR CALDWELL: Good morning, brothers and sisters. Friday morning, as the General President said, Vice President Biden will be here. We will have to endure some security measures as befits the Vice President joining us.

So you have to think of it like you're going to go through an airport. You're going to have to go through a metal detector when you come through. So this is going to be the first of numerous announcements that you're going to get in the next couple of days to let you know of how you need to come prepared. So this is a little bit challenging.

If you're going to wear your red vest or your black vest or a vest, you need to take all of your lapel pins off the vest. It will set the metal detector off. So we don't need 3- or 4,000 people going through setting the metal detector off every time.

So the Sergeants-at-Arms, prior to you entering security, if you come down with lapel pins on your vest, they're going to send you back in your room to take your lapel pins off. So that's just a very strict thing that will be enforced, is no lapel pins, because it will set it off every single time.

The Secret Service is asking that you wear your lanyard. You can bring a phone and a camera and bring your wallet. If you're wearing glasses, wear your glasses, but please don't bring anything else. No bags. You cannot be bring your purses, no other — no nothing. It makes it easier; we've got to get a lot of people through in a short amount of time.

So wallets, cameras, phones, glasses, lanyard, that's it. So if you're going to wear your vest,

please take all the lapel pins off.

This is the first of numerous times we're going to ask you. We appreciate your help. It will make sure that everybody gets to see the Vice President speak on Friday morning. Thank you.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you, Bret.

Well, we've had a great morning. Let's come back at 2:00. We are in recess. Thank you.

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



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**THIRD DAY**  
**WEDNESDAY AFTERNOON SESSION**  
June 29, 2011

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The Convention was called to order at 2:02 p.m., General President Hoffa presiding.

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

*(Applause)*

GENERAL PRESIDENT HOFFA: We're back. Take your seats, please.

**MIRACLE ON ICE**

GENERAL PRESIDENT HOFFA: We're going to show you a video of the Miracle on Ice, the 1980 United States victory in the Olympics.

Roll the video.

*...A video regarding the Miracle on Ice was presented to the delegation.*

*(Applause)*

GENERAL PRESIDENT HOFFA: What a great memory, huh? Isn't that great?

Well, brothers and sisters, please join me in welcoming our two guests, Jack O'Callahan and

David Silk, members of the 1980 Miracle on Ice Team.

*(Standing ovation)*

*(Chants of "USA.")*

HOCKEY OLYMPIAN JACK O'CALLAHAN: I'll go first. My first experience with the Teamsters was in Local 25 when I was 7 years old playing — I was a catcher for Teamsters Local 25. There's actually a picture of me in the Local 25 offices with your dad, he's got his arm around me. That's right.

So, I'm really proud to be here. Hope you guys are having a great week.

You know, what we went through in 1980 was pretty interesting. You know, we probably did what maybe you people are all working on this week. It's like, you know, you get together with your teammates, you get to know each other, you get tight, you focus on one goal and you believe in your leadership, and you end up

— even if you're going against the Russians, you can have some success like we did. So, I want to wish you all well, and it's great to be here.

*(Applause)*

HOCKEY OLYMPIAN DAVID SILK: It takes O'Callahan ten minutes just to introduce himself.

*(Laughter)*

One of the great privileges of my life is to be here on this stage. You know, it's interesting, they called us heros after 1980; and when I look out here, you guys are the heroes. You are the people that are veterans.

*(Applause)*

You send your sons and daughters to war to protect us and protect our freedom. You deliver to hospitals, you put food in supermarkets, you are America.

It's a privilege for me to be here. Vision, solidarity, action — it worked for us in 1980, it's worked for you folks, and I'm proud to be here. Thank you.

*(Standing ovation)*

*(Chants of "USA.")*

### **BLACK HAWK HELICOPTERS**

*...A video regarding the Teamster-made Black Hawk Helicopters was presented to the delegation.*

*(Applause)*

Isn't that something? A Teamster helicopter killed — got Bin Laden. I like that. That's our helicopters. We make them.

*(Applause)*

### **TEAMSTER SOLDIER**

GENERAL PRESIDENT HOFFA: I want to introduce to you a Teamster who is serving our country in Afghanistan. John P. Murphy is a member of Teamsters Local 25 in Boston. He serves as a specialist in the Army's 10th Mountain Lake Infantry Division. His dad is

John Murphy, Vice President of Teamsters Local 25.

*(Applause)*

Two weeks ago, Murphy was injured when a 40-pound explosive detonated killing an Afghan soldier and injuring other American soldiers, and two other Afghani soldiers.

Murphy's commanding officer is recommending him to receive an Army Commendation Medal of Valor.

*(Applause)*

How about that?

*(Standing ovation)*

He's going to be here in a minute.

Let me read to you a brief description of the events that occurred that day by his commanding officer.

"After the bomb went off Specialist Murphy, dazed and confused while under heavy enemy fire, rose to his feet and began engaging the enemy targets. In addition, with complete disregard for his own safety, Specialist Murphy proceeded to move up and down the front lines strategically placing coalition forces along the perimeter in the best possible location to suppress intense enemy fire. As a result, combat medics were able to move quickly and safely to assist the wounded and coalition forces were able to suppress the enemy fire and force the enemy into a retreat from the battlefield."

Brothers and sisters, please welcome John P. Murphy, a real Teamster hero.

*(Standing ovation)*

### **BROTHER JOHN P. MURPHY Local 25, Boston, MA**

Thank you very much. Thank you.

Ladies and gentlemen, friends and fellow Teamsters, good afternoon. Thank you for having me here.

As a Teamster and a soldier, I know what it's like to fight the fight on both fronts. I also know how much the Teamsters support our military

and appreciate the efforts that we put forward on a day-to-day basis. What you may not realize is how much the American military appreciates the men and women like yourselves, and I'll tell you why.

As soldiers serving overseas, we are constantly thinking about our future and the welfare of our families. As men and women return from combat and conclude their careers in the military, there are no guaranteed jobs for us waiting. However, with the help of the people in this room and the International Brotherhood of Teamsters, soldiers can take comfort in knowing that while we defend America's freedom overseas, men and women like yourselves are fighting for us and the rights of every working man in this country.

*(Applause)*

As a ten-year member I've seen firsthand the benefits and opportunities that the Teamsters provide. By providing financial security and stability for my family, the Teamsters have given me the opportunity to attend a private high school and Tufts University in Boston.

*(Applause)*

With these endeavors, I've gained valuable knowledge and experience both physically and mentally which have allowed me to react quickly and intelligently on today's battlefield.

I would like to personally thank the men and women in this room and the International Brotherhood of Teamsters for your continuous effort in this ongoing struggle for workers rights.

I'd also like to thank General President Hoffa for giving me this opportunity to speak to you today. To the dedicated members of Local 25 out of Boston and our President Sean O'Brien —

*(Applause)*

— I'll never be able to thank you guys for all the support you have given me over my life.

Finally, to my father, Local 25 Vice President John Murphy —

*(Applause)*

— to my father, Vice President John Murphy, I wouldn't be half the man I am today without his help, guidance and support. Thank you very much, Dad. Thank you, everybody else. God bless the Teamsters, God bless the military and God bless America.

*(Applause)*

GENERAL PRESIDENT HOFFA: Are we proud?

*(Standing ovation)*

I just have a note here. We passed the hat, as we do at every convention, and out of your generosity we collected \$29,528. Hats off to all of our brothers and sisters here. Thank you for your generosity. Thank yourself. Great.

*...A video presentation on member mobilization was shown to the delegation.*

*(Applause)*

GENERAL PRESIDENT HOFFA: Car-haulers is a historic core Teamster industry and it has taken on a significant hit over the last decade, especially in the current recession. But Teamsters aren't backing down. Members are taking to the streets to preserve their jobs and benefits. We have a Detroit Teamster here with us today to share what's happening there. Please welcome Teamster Local 299 President Kevin Moore.

**BROTHER KEVIN MOORE**  
**President, Local 299**

Thank you, General President. First, I want to tell the delegation that's here today, members, elected officers, our lovely members, retirees that it's an honor to be able to stand here and speak before you today. Brothers and sisters, the video you just watched shows what we can achieve when we stand together to fight corporate greed.

In 2009 and in 2010, Teamsters from across our countries stood together to save carhaul jobs. The Big Three and foreign automakers

### THIRD DAY—AFTERNOON SESSION

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were trying to destroy our carhaul industry. They wanted to hire non-union workers with substandard wages and little or no benefits.

We said, hell, no. We took that fight to the streets. Teamster local unions from Michigan, Indiana, Ohio, Illinois, Kentucky, came together in Detroit and took that city over.

I don't have to tell you about the loss of jobs in Detroit and the pain that we're suffering. So when we found out that the auto companies were trying to destroy our members' livelihoods, we took the fight. It just wasn't Detroit area, it was Teamsters from coast to coast. From California to New York, from Miami to Montreal, we took this battle on. It was an entire union fight.

So, brothers and sisters, I'm here to tell you today thank you for your support and your work. We saved thousands of carhaul jobs.

*(Applause)*

We asked for support from UAW President Bob King, and he never flinched. He stood up, he marched with us. He stood shoulder-to-shoulder and he's here every day in this fight with us. I can't thank his union enough for supporting us like we will support him.

So, brothers and sisters, I don't care if you're a carhauler from Detroit, a ramp worker from Chicago, a public sector worker from New York, a bus driver from California, a truck driver from Texas, a convention worker from Puerto Rico, a package car driver from Guam, or a taxi driver from Canada, or a nurse from Flint, Michigan, you can bet your ass we're going to be in that fight. There will be no ocean that separates us, there will be no country to divide us. We will knock down every door. We will mobilize. We will organize. We will retire politicians. We will bring corporations to their knees, because that's what the Teamsters of the 21st century does.

We will never go away. We're never going to stop the fight until we achieve victory.

God bless you, and God bless the Teamsters.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: Thank you, Kevin, for giving us that front-row view of what's going on and how you mobilize people.

Solidarity with our fellow International Unions is an absolute must today in the political climate we face. That's why the Teamsters and the United Auto Workers have stood side by side to support each other in our fight for justice.

Bob King has been an invaluable ally for our carhaul members and someone we know we can count on as we fight to stop the war on workers. When you're fighting a war, you want your brothers in arms to be tough. One thing I can say about friend Bob King, he's one tough guy.

So please join a real friend of the Teamsters, a real ally, Bob King, President of the UAW.

*(Standing ovation)*

#### **BOB KING President, UAW**

Thank you. Thank you. What an honor it is to be here with the International Teamsters Union. You are an inspiration to workers, not just in the United States, but around the world. And what an honor it is to be at the podium with your General President Jim Hoffa.

I know that the last major strike we had in the auto industry with General Motors and with Chrysler, the very first union to come to the UAW, the very first International President to call our President at that time, Ron Gettelfinger, said, "We've got your back. If those companies try to run without the UAW, they will get no parts, they will deliver no cars."

Thank you, Jim Hoffa, and thank you Teamsters.

*(Cheers and applause)*

Jim and I believe so deeply in the principle of solidarity, and the Teamster Union and the UAW, both our collective membership believe very strongly in the principle of solidarity. That's why when General President Hoffa came

to me and his team came to us in the UAW on the carhauler strike, we went to Ford, we went to General Motors, and we went to Chrysler, and we said, “You’ve got a war with the UAW if you try to outsource Teamster jobs to non-union carriers.”

*(Applause)*

This struggle is not over. I met with Kevin Moore this morning, my great friend from the city of Detroit, who I’m so proud. His wife Kathy is a UAW member, their family is UAW, and Kevin has been a big proponent of the UAW and Teamsters working together. But Kevin was telling me about a new ploy that Chrysler is trying to do to buy \$5 million worth of trucks to give to a non-union company to do work.

So together this morning we called the Vice President of Chrysler and told him we’re headed into negotiations in 2011 in the UAW, and not just at Chrysler, but at Chrysler, Ford and General Motors. I commit to my friend, President Hoffa, and to all of you, that we’re going to stand with the Teamsters and we’re going to fight not only to keep the jobs you have, but where they are using non-union carriers, we’re going to fight together to make that 100-percent union, 100-percent Teamster.

*(Standing ovation)*

Now, I’m also so proud to work with your General President Hoffa and with so many of the other International Presidents in the United States because, as you’ve talked about so much, there is a war on workers. I think that’s the best way to talk about it. It’s not just a war on unions or union workers, there is a war on all workers and the middle class in America.

What General President Hoffa and I, and many others in the labor movement, are trying to do is to build a new movement that fights for all workers, union or non-union; that we know that there’s not a democracy in the world that exists today without a strong middle class.

And the only thing that ever built a middle

class is unions and the institution of collective bargaining. So we have to stand together and fight together.

One of the things that makes me so angry — I watched Brother Murphy, the Teamster that’s in the U.S. Army up here. You know, a saying that I like to remind our members of: “You get in life what you’re willing to accept.”

Well, I know you feel this way, and I feel this way. I think if we reach out, the majority of America feels this way. I am not willing to accept a young American giving his life to protect our freedom and coming back in America and not being guaranteed a job. Are you willing to accept that? No. We’re not willing to accept that.

*(Standing ovation)*

I’m not willing and you’re not willing. We should all be angry. We should all be angry, because we’ve got members in the UAW who have been on this downward slide. We’ve got members in all unions in America. We’ve had contracts that have been tougher and tougher to get, concessions that we’ve had to take to try to keep facilities viable.

Our members at General Motors, at Ford and Chrysler took between \$7,000 and \$30,000 a year in concessions. Well, we’re all tired of it.

What we have to do, though, is we have to change the discussion in America. There was a great article by Paul Krugman about two months ago called “The Unwisdom of the Elite.” You can look it up online. It was in the “New York Times.” He makes a point that President Hoffa has been making and I’ve been making, and a number of other progressive leaders that want a middle class in America.

We cannot accept the extremist, right-wing mentality that it’s workers’ faults, that workers are lazy or American citizens are lazy, or we have this financial crisis because we provide too many services. That’s baloney. There’s one reason that we have the financial crisis in America

that we have, and that is lack of revenue. It's because the Bush tax cuts for the wealthiest over a ten-year period took \$2 trillion out of government revenue in the federal level and in revenue sharing to the states and the cities. They created this crisis.

The second piece of the crisis — again, not created by you and I, not created by the middle class or working people, but created by the Bush administration — are the wars in Afghanistan and Iraq. One trillion dollars. Now, you can agree or disagree with the wars; I disagreed with them and I've been outspoken it. But what I disagree most strongly with, even if you agree that they were the right things to do, all the financing of those wars should not come off the backs of middle class working America. The wealthy and corporations have to begin paying their fair share.

*(Applause)*

The third point that Krugman makes that I agree with, if — so one cause of the financial crisis is a \$2 trillion tax cut for the wealthiest. The second is the trillion spent in Afghanistan and Iraq. And the third is Wall Street abuses. The crash of Wall Street that was not created by working America. It was created by these bankers out of control, these financial institutions out of control in Washington, D.C. They, they created the crisis, now they want to pay for it off of our backs.

There has never been a transfer of wealth as great as there has been over the last ten years in any country from working people to the wealthiest. If you read the Ryan 100-percent-passed Republican budget, they want to cut our social programs — Medicare, Medicaid, Social Security. And, in addition to extending the \$2 trillion tax cut, that proposal has almost another trillion dollars to the wealthy and the corporations in America.

We've got to wake up our members and the American public. Go back and look. In the

1950s, 4.8 percent of Gross Domestic Product was paid in corporate taxes. If that same percentage was there today, there would be annually, each year, \$500 billion plus coming into our federal, states and cities. It is not a problem of Teamsters or UAW or AFSCME or SEIU members making too much. It is a problem of giving too much to corporations and the wealthy and them not paying their fair share of taxes.

*(Standing ovation)*

So, I'm an optimist. I believe that with the coalitions of President Hoffa and a number of us are building together in the American labor movement and much broader than that, in progressive movements, the civil rights movement, the women's movement, the immigration movement, all these other people, working class people, people who believe in caring about your sisters and brothers in society — I think we have an opportunity. Whether we'll grab that opportunity is up to you and I and our collective memberships in the Teamsters, the UAW and the rest of the unions in the progressive movement.

I believe that we can win as big in 2012 as we did in 2008 or as badly as we lost in 2010. Why do I believe that? The first reason is that because the Republicans, better than you or I could ever do it, have shown what they're really about. Do you know that the Republican House passed — this has already passed — passed a bill that said if the security workers in airports decided to join a union — which they did, with all of our support — that there could not be one penny from federal dollars to go to give them any better wages or benefits. If that's not an anti-worker, anti-middle class, anti-union action, I don't know what is.

Our membership needs to know that. If we're going to win in 2012, we've got to engage our members like we never have before. The labor movement was only built on an active, mobilized membership.

My favorite story in history is a Flint sit-

down strike. Those workers took militant, non-violent, direct action against the most powerful corporation in the world. Everybody said they would lose. Everybody said there was no way they could win. But as you and I know, when workers stand together, when workers take thoughtful, strategic, direct action, we can win overwhelming victories. But we have to challenge ourselves and our members.

Sometimes I get so angry.

*(Laughter and applause)*

But here — stay with me a second. I've been angry because — and I'm angry at me and I'm angry at us. The only thing that wins justice anywhere in the world is power. If you have a little bit of power you win a little bit of justice. If you have medium power, you win medium justice. If you have awesome power, you win awesome justice.

The Teamsters and the UAW, together we built the middle class. We should not —

*(Applause)*

We built the middle class by having big dreams. We do not dream big enough today.

I heard somebody earlier say, "Well, we'll never get back what we lost." Baloney. If we stick together, we fight together, we say to our members, Jim Hoffa, the Board is not the Teamsters. The members are the Teamsters.

*(Applause)*

And it's our job as leaders — everybody in this room is a leader — it's our job as leaders to say to our members, "You have to be part of the fight. You have to be part of the struggle. Your pension, your wages, your kids, your grandkids, all of this is at stake." And we have to learn from 2008. We all came together. We elected, in my opinion, the most labor-friendly president that's ever been elected in my lifetime. But we've all been let down. We can blame him or we can say, "What can we do differently to make it better?"

And this is my belief. We elected him and then we went home and sat on our couches and

sat at our dining room tables and we let the Koch brothers and the extremely wealthy create a phony Tea Party that was more activist than you and I were.

Here is our challenge: Our challenge is to activate, mobilize, involve our members like we have not for 20 or 30 years. But it is not about a single election. We got to win in 2012. We can win in 2012. But then we've got to keep alive a social justice movement that will march on Washington if the Democrats don't do what they're supposed to do.

*(Applause)*

If the Republicans — this is a really important point. A good friend of Jim's and mine, Larry Cohen, the President of CWA, was the first to really focus on. We won the House, the Senate and the presidency in 2008, and we did not deliver the way we could have or should have to our membership. One key to changing that in 2012 is getting rid of the abusive lack of democracy, dictatorship of the Republicans in the Senate. We cannot let them.

Nancy Pelosi and the Democrats in the House passed 400 — 400 bills that would have helped working class that were filibustered, stopped either through the threat of filibuster or actual filibuster in the Senate.

So we've got to have a social justice movement in America that demands justice for working people. If Republicans try to block it, we've got to be in the streets. If Democrats don't stand up, we'll be in the streets. Thank you, Teamsters, for being the great, powerful union you are. Thank you, Jim Hoffa, for your leadership. We are going to stand together, we're going to change America, we're going to rebuild the American middle class, we're going to build a global world of middle class together. Thank you very much.

*(Standing ovation)*

*...Julianna Margulies addressed the delegation via video as follows:*

**JULIANNA MARGULIES**

**Actress**

Hi, this Julianna Margulies, and I'd like to congratulate the Teamsters Union on their 28th International Convention.

GENERAL PRESIDENT HOFFA: Well, thank you, Bob. What an inspirational talk. You know, it's the old story, we can talk the talk but we have to walk the walk. And eventually we're going to be walking. It's not working the way we're doing it. As they say, this just in. I've just been informed that in Ohio that we have submitted 1.3 million signatures to get rid of S.B. 5. Where is Ohio?

*(Applause)*

It's a major thing on the war on workers. 1.3 million.

And 20,000 are Teamsters, the highest of any union in Ohio.

*(Cheers and applause)*

They said kill the bill, we're going to do it.

Now it's my great pleasure to bring our great Secretary-Treasurer back to the podium for an update on the global financial crisis.

Come on up here, Tom.

*(Applause)*

GENERAL SECRETARY-TREASURER KEEGEL: Okay. Wow, Bob King. And he's right.

Brothers and sisters, I want to speak a few minutes in advance of a resolution that addresses the criminals on Wall Street.

There's a lot of blame going on in the media, on the Internet, and even in our own union, blaming the economic crisis on Obama, blaming the economic crisis on unions, blaming the Teamster Union for defensive bargaining. But this blame game just plays into the hands of the right-wing, anti-labor forces in this country. It's right out of the right-wing talking points that they broadcast on that enemy of working people, Fox News.

*(Chorus of boos)*

It's right out of the lobbying and public relations campaigns of the Chamber of Commerce. The truth is that the Americans and world economies are in crisis. And they aren't in crisis because of unions. They aren't in crisis because working people live too well. The economy is still in crisis because corporate America, the banks and the super rich have destroyed it.

It started in the 1970s with the beginning of the massive export of our jobs overseas. It continued in the 1980s with the vicious right-wing attack on unions and the reduction of taxes on the wealthy and corporations.

It continued in the 1990s, with the deregulation of the financial industry and the explosion in debt. And it came to a head in the new century under the second Bush administration's extension and intensification of these policies.

During that entire period, working people saw their real wages decline, unions declined. And the share of wealth and income going to the top one percent reached levels never seen before, only on the eve of the Great Depression.

When the great debt bubble burst in 2008, all of the corporate excesses of the last 30 years came home to roost. That crisis elected Barack Obama and a Democratic majority in Congress. That crisis led us to hope again. Progressive forces were in the driver's seat. We saw Employee Free Choice on the horizon. We saw the growing inequality of wealth and income coming to an end. We saw universal health care. We saw pension reform. And we worked hard for all of these.

But while we were working, the economy was still not turning around. The right wing saw it as an opportunity to advance their union-busting, tax-cutting war on workers.

Meanwhile, big finance was being reorganized and began to fight back on its own in Washington. They fought financial reform. They fought derivative reform. They rebuilt their profits on the backs of a taxpayer bailout. And their bonuses and pay now exceed pre-crisis levels.

The economy remains in crisis because working people are jobless, because wages are down, because home equity has been destroyed. And the right-wing answer is more of the same: More tax cuts, more deregulation, more attacks on unions and workers' wages and benefits. All that will do is further drive this economy into the ditch.

What they also hope it will do is unelect Barack Obama and bring the Republicans back to power in the Senate where they can finish the job they have been doing on us for more than three decades.

Well, we have an answer for the crisis, too. Our answer is in the resolution you will hear. The economic crisis was generated by the long-term erosion of workers' wages, combined with a financial bubble that was used to paper over the problem of a lack of demand. That financial bubble was the source of untold profits and wealth for the super rich and untold debt and destruction of the wealth of the working class.

If we are going to fix America, we need to fix the financial system. Do you want to talk about pensions? The Teamsters Union did not cause the crisis in defined pension benefit plans, Wall Street did. You know that, I know that.

You want to talk about job cuts? The Teamsters aren't responsible for job cuts, Wall Street is.

So we are fighting back. We have an answer. First, no more bail-outs for the big banks and the rich. No more corporate welfare.

*(Applause)*

We demand that Wall Street pay for the crisis. How could it be that not a single financial CEO has gone to jail after destroying the economy?

*(Applause)*

The Teamsters demand the criminal and civil prosecution of the CEOs and other Wall Street players directly responsible for destroying the economy and the jobs, homes and living standards of millions of Americans. We need to put them in jail.

*(Standing ovation)*

We demand real financial reform that regulates the banks and shadow banking system, that regulates derivatives and other new-fangled products. We demand a financial rescue package for our struggling pension funds. The Teamsters demand a moratorium on home foreclosures. And we demand that Wall Street banks be forced to restructure the debt obligations of struggling companies that would otherwise be forced to shut down and eliminate jobs.

It's not too late to fire up the American people and demand real change. We can't let the financial sector call the tune in Washington anymore. And we can't let the Tea Party and Fox News and Sean Hannity and Rush Limbaugh give us the answers; we have the answers.

We need to continue to fight to make them reality. I know that we can do that. When we put our minds to it, we can make that happen.

Now it's time to realign our country's economic priorities, make Wall Street pay, and put working families first.

Now we'll have a resolution. Could I ask Brother — oh, Donna-Lynn is coming up. Donna-Lynn, would you come up and please read the resolution?

*...Reading clerk Donna-Lynn Dalton read the following:*

**PUTTING WORKING FAMILIES FIRST,  
MAKE WALL STREET PAY**

**WHEREAS**, the economic crisis that began in 2008 continues to destroy the jobs, homes, and living conditions of millions of American workers, and

**WHEREAS**, the economic crisis was generated by a financial crisis whose origins can be found in the reckless profit-at-any-cost policies of the major Wall Street banks, insurance companies, and other financial institutions, and

**WHEREAS**, Wall Street profits and executive compensation are back to pre-crisis levels,

while millions of Americans remain jobless and are losing their homes, and millions more are seeing their wages and benefits reduced, and

**WHEREAS**, the Wall Street induced financial crisis has led to the deterioration of the funding status of workers' pension funds in both the public and private sectors, and put the promised retirement security of millions of workers at risk, and

**WHEREAS**, not a single person directly responsible for the financial crisis has been prosecuted by any law enforcement agency, and

**WHEREAS**, not a single worker, pension fund, or home owner, has received a government "bailout," while the government spent trillions bailing out Wall Street financial institutions, and

**WHEREAS**, the Congressional Financial Reform package is too weak and does not truly change the rules of the Wall Street casino, and

**WHEREAS** both the Democratic Congress and the new Republican Congress have refused to offer a helping hand to our pension funds, despite a massive Teamster lobbying and mobilization campaign,

**BE IT HEREBY RESOLVED**, that the Teamsters Union unite with its allies in the labor movement and the community to make Wall Street pay for the financial crisis by demanding:

- The prosecution of the CEOs and other Wall Street players directly responsible for destroying the economy and the jobs, homes, and living standards of millions of Americans, and
- A financial rescue package for struggling pension funds, and
- A moratorium on home foreclosures, and
- That Wall Street banks be forced to restructure the debt obligations of struggling companies that would otherwise be forced to shut down and eliminate jobs.

GENERAL SECRETARY-TREASURER KEEGEL: Thank you, can we have a motion for adoption?

Mike 6.

VICE PRESIDENT KANE: Mr. Chairman, I'm from New York City, Local 111, Joint Council 16. I move we adopt the resolution, and I'd like to reserve my right to speak on it.

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

Do we have a second?

Mike 2.

DELEGATE GERARD NICHOLAS, Local 896: I second the motion.

GENERAL SECRETARY-TREASURER KEEGEL: Thank you very much.

We'll go back to Mike 6. You want to speak on the motion?

VICE PRESIDENT WOOD: Yes. Brother Keegel, I'm a proud delegate of the Hoffa/Hall slate, and I would like to speak on the motion.

As we've seen and as we've heard in a number of years, corporate America has continued to wage a war against working people. They've got all the money so they have the ability to be able to go to the Foxes and the Hannitys and the Rush Limbaughs to try to continue — to continue to convince us that we are the problem, working Americans, unions.

But we're not the problem, and we're not the problem from the state budgets and the pension deficits. The problem is mismanagement at Wall Street. And, you know, if a person walks into a bank with a gun in the front door and tries to take money, they go to jail. But a CEO of that bank could walk out the back door with literally billions of dollars, get in their Rolls Royce and go to a condo. That's criminal.

You know, Brother Keegel, I've been to every convention since 1986, and I've heard a lot of brothers and sisters come to the mike, and they will say "I'm a second-term, I'm a third-term, I'm a fourth-term generation Teamster." Well, I'm going to tell all my brothers and sisters here, I'm a first-term. I'm a first-term Teamster. But you know what? I want to make sure whether

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it's my kids, my grandkids, or my great grandkids, that one day, they can come before my brothers and sisters in the Teamsters and they can say, "My dad or my pappaw had something to do to be able to have them to come up here and make sure that they're Teamsters and they continue to have a decent wage, a decent pension, and to be able to retire and not to let corporate America continue to attack us.

With that, I do support this resolution. Thank you.

*(Applause)*

GENERAL SECRETARY-TREASURER KEEGEL: Mike 6. Dan, go ahead. Mike 6.

VICE PRESIDENT KANE: Mr. Chairman, this resolution has my full support. When you read the papers and watch the news, it seems like we're living in two different worlds. One is a world where corporate profits are soaring, Wall Street execs are pocketing huge bonuses, and the banks that caused the problem are getting off scot-free.

The other world is our world, the world we know, where families are still suffering, losing their homes, their jobs, their health care, their pension security. The criminals who caused this global crisis should pay for it.

*(Applause)*

Brother King said it all. He said it all. He indicated it's time we're getting close to having boots on the ground. And if you look at the things that have happened not only Flint in the '40s, but San Francisco in the '30s, Minnesota in the '30s, Wisconsin — what got the attention in Wisconsin was not that it was just another rally, it was a rally that put people in the legislative halls, and it got the attention because the legislative process stopped, and we had a lot of brave legislators go to another state. That's what we're looking at now, and I think the message was clear before. Thank you.

*(Applause)*

GENERAL SECRETARY-TREASURER KEEGEL: Thank you.

Mike 2.

*(Laughter)*

He's on his way.

VICE PRESIDENT JOHNSON: General Secretary-Treasurer Keegel, I'd like to comment on this Wall Street issue.

Good afternoon, brothers and sisters. As we sit here today, no single Teamster employer has been more symbolic of the corporate greed and mismanagement caused during the financial meltdown and a part of this great recession than YRCW.

*(Applause)*

When times were good, YRC grew in an unsustainable manner. They used easily accessible debt to leverage their balance sheet to become the biggest carrier in the industry, and in the process of doing so, they lost site of managing their company. When times turned bad, the debt and poor management decisions made it impossible for YRC to stay in business. If not for its employees stepping up — and I repeat, stepping up — and not one son of a bitch crawled, they walked — to lead the way to restructuring that company, they walked, they stood.

*(Applause)*

Teamster members and our General President insisted on greater sacrifices by all the stakeholders. That included the bondholders. If you recall, in 2009 Jim Hoffa insisted that the bondholders exchange \$500 million of bond debt to equity. General President Hoffa had to take on Wall Street, Goldman Sachs, to ensure the success of that bond exchange. And he did it. He did it. And the odds were against him doing so.

*(Applause)*

They wrote the obituary every day of YRC for a year until that happened. The "New York Post" headline summed it up, and I'll read to you. "The Treasury Secretary could learn from Teamsters' Hoffa." The story said, "Memo to Treasury Secretary Geithner: If you want to sur-

vive another year in Washington, start channeling your inner Jimmy Hoffa, the current Teamster President, the one man who has stared down Goldman Sachs and the big money crowd on Wall Street and come out a winner.”

*(Applause)*

We also insisted on sacrifices from the banks. In 2009 and 2010 the banks were required to forego interest and fees and the collections of their monies for those two years. They were also forced into a situation to more favorable rates and extending terms that they are providing additional liquidity to YRC. That’s what standing up is all about. Thank you, General President Hoffa. Thank you, brothers and sisters.

*(Applause)*

GENERAL SECRETARY-TREASURER  
KEEGEL: Thank you.

Any other debate?

All right. I have a motion and a second to adopt a resolution.

All those in favor signify by saying aye.

Those opposed?

Thank you, it is carried.

All right. Now if I could call on Ernie Soehl to speak to us. I think he’s supposed to be on the left side. There comes Ernie.

**BROTHER ERNIE SOEHL**  
**Eastern Region Freight Division**  
**Coordinator**

Good afternoon, brothers and sisters, and all Conference attendees, and a special welcome to my dear friend — I’ve known him since he was a little guy — John Murphy, Jr., who is protecting this great country overseas so that we could all can attend this great 28th International Brotherhood of Teamsters Convention.

*(Applause)*

As we all know, these past three-and-a-half years of recession have been extremely difficult for millions of American workers, including

Teamsters across the country. The workers at the Teamsters largest freight employer, YRCW, know this more than most workers. The 30,000 workers at YRC, Reddaway, Holland and New Pen, have made numerous sacrifices to keep this company’s business during the worst economic crisis since the Great Depression.

As Eastern Region Coordinator of the Freight Division, I have seen how our members’ actions have been difficult for them and their families. This past October members ratified a restructuring plan aimed at saving 30,000 jobs. This was just the last bold, courageous move. Because of the vision and solidarity and the actions of our members and our Teamster leaders, the restructure and plan is on track to be completed as planned.

Brothers and sisters, together our members and Teamster leaders have taken the steps to save 30,000 Teamster jobs.

*(Applause)*

We need to acknowledge all of our YRC freight members who have sacrificed so much for themselves and their families. We thank General President Hoffa, General Secretary-Treasurer Tom Keegel, Freight Division Director Tyson Johnson and Assistant National Freight Director Gordon Sweeton.

Also, many International Vice Presidents and local union leaders worked tirelessly to save our members’ jobs and provide health care for their families. This long fight has been hard and it was no ordinary victory.

Earlier in the battle we showed that Goldman Sachs and other banks were trying to profit from the failure at YRC. This shameful pursuit of profits is just another example of corporate greed that is sweeping this country. We stood up to Wall Street and we didn’t back down.

Our fight is far from over. The YRC companies continue to struggle. The ongoing recession is still battling the freight industry. However, we will continue the fight. The Teamsters will be

involved every step of the way to make sure this restructuring plan is completed so that our members remain on the roads and on the docks as they are today. Thank you, General President Hoffa, for the great leadership. Tyson and Gordon, thank you, and everybody enjoy the convention. Thank you.

*(Applause)*

GENERAL SECRETARY-TREASURER  
KEEGEL: I thank you, Brother Soehl.

Now we'll hear from a working YRC Teamster, Local 41 member Carl Barelli from Kansas City.

*(Applause)*

**BROTHER CARL BARELLI**  
**Local 41, Kansas City, MO**

Good afternoon, brothers and sisters. Normally I like to just speak from my heart, but the message I have to deliver is far too important to make any mistakes. My name is Carl Barelli, I'm a 31-year Teamster and a very proud member of Local 41 in Kansas City.

I am a city employee and the chief steward for Holland. For 31 years I've had the good fortune of working under strong union contracts, and I can honestly say — and I think you would agree — I would hate to have had it any other way.

*(Applause)*

I know that there is no way I could ever thank or repay this organization for all the opportunities it has given me in my life. There is no doubt — and I think you would also agree — that the greatest gift ever given to hard-working men and women all over this country was the right to organize and form labor unions.

*(Applause)*

For myself and 30,000 other YRC Teamsters, the past several years have been very stressful. It has been very unsettling that with giving such great sacrifice, there was no guarantee that we could survive. When all is said and done, we

will have given YRCW over \$2 billion in cost savings. Let me say that again. Over \$2 billion. And let me make something perfectly clear. It's not just about saving YRC, it's about saving the one thing absolutely vital to all of us — jobs, good-paying union jobs that allow us to provide a very good way of life for our families.

There were many who told our leadership to just let YRC go bankrupt. The so-called financial experts said that YRC was doomed to fail. There are some who have been very critical of the way our leadership has handled the restructuring of YRC. They have scrutinized them for allowing YRC to suspend pension contributions into our funds. They have said that YRC would never pay into our pensions again.

Now, let me open your eyes so your vision will be crystal clear. Let me tell you the truth about the action that was taken solely for the greater good of the members at YRC. It takes tremendous courage, strength and selflessness to champion a decision that is unpopular but necessary for the greater good of the whole. Because of the actions taken by General President Jim Hoffa, our Southern Region Vice President and Freight Director Tyson Johnson, and our Central Region Vice President and Assistant Freight Director, Gordon Sweeton, I can stand here today and tell you that 30,000 YRC Teamsters are still on the job.

*(Applause)*

And as of June 1st of this year, YRC has begun paying into our pension funds again.

*(Applause)*

And by the way — by the way, you heard earlier this morning Brother Sweeton's hometown is Joplin, Missouri. With all the hardship that Brother Sweeton and his family and friends and community went through, I want you to know that he didn't miss a beat. He answered the bell for us every day. And if that isn't dedicated leadership, then I say it doesn't exist.

*(Applause)*

Now, I'd like to give you a little food for thought. How many of you thought you would become a millionaire when you applied for your current job? The reason I ask this question is because of the war that is going on in this country. War is being waged against hard-working Americans, those of us who punch a time clock, carry a lunch box and get their hands dirty; those of us who's office is a loading dock, a truck, a warehouse or a factory; those of us who build homes and cars. I'm talking about the people that keep this country moving every single day. I'm talking about hard-working, middle-class Americans of which you and I are and damn proud of.

*(Applause)*

Our political enemies on Capitol Hill say they want to cut spending and grow the economy. I say the only thing they are cutting is the heart out of the middle class. And the only thing they are growing is the checkbooks of the millionaires and billionaires that line their pockets, and this must end.

On January 1st of 2010, Wall Street hedge funds plan to profit by forcing YRC into bankruptcy and eliminating 30,000 good-paying union jobs. However, what they never expected was that someone would call their hand, and that someone was James P. Hoffa.

*(Applause)*

Brother Hoffa took on the Wall Street banks and won. In today's business environment a leader must be well educated, have superior negotiating skills, and it doesn't hurt to have a few friends on Capitol Hill. We're not out of the woods yet, but the fight to save YRC is a prime example of what can be done when we all stand together as one.

Labor unions are the champions of the middle class. And as Teamsters, we are the champion's champion.

*(Applause)*

Right now in a show of solidarity, I would

like to ask everyone in the room to stand up, get on your feet. I want to know, will you stand up for middle-class values?

THE DELEGATION: Yes.

BROTHER BARELLI: I want to know, will you stand up for our children and our grandchildren?

THE DELEGATION: Yes.

BROTHER BARELLI: I want to know, will you stand up for our retirees who have given us everything we have?

THE DELEGATION: Yes.

BROTHER BARELLI: Will you stand up for strong leadership?

THE DELEGATION: Yes.

BROTHER BARELLI: And will you stand up? Because together we can rebuild the middle class of this country. Thank you, God bless you and God bless the International Brotherhood of Teamsters.

*(Applause)*

GENERAL SECRETARY-TREASURER KEEGEL: Thank you, Brother Barelli. While it will take more time for YRC to be completely out of the woods, we set a bold path that will maintain Teamster jobs.

Now we have a resolution that I would ask the reader to read. Sister Dalton.

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

### **THE FIGHT TO PRESERVE JOBS AND STANDARDS**

**WHEREAS**, the economic crisis that is still with us led to enormous pressure on dozens of Teamster employers, both big and small, to restructure their operations and balance sheets to survive, and

**WHEREAS**, through decades of collective bargaining the Teamsters Union has achieved contracts in many sectors of the economy that have produced the highest wage and benefit standards in those sectors, and

**WHEREAS**, in many of those sectors most

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affected by the great recession, Teamster members have been confronted with the difficult zero-sum choice of preserving jobs versus preserving standards, and

**WHEREAS**, in each instance – from YRCW and Interstate Brands to carhaul to regional and local contracts - the Teamsters Union leadership has done everything in its power to negotiate the best options that simultaneously protect jobs and minimize the reduction in standards, and

**WHEREAS**, in each instance the Teamsters Union has deployed the full assets of the International Union using our political and membership leverage to require the other stakeholders, banks and other financial institutions to also contribute ‘to our employers’ restructuring, and

**WHEREAS**, in each instance the ultimate decision- making power on choices to be made was in the hands of the Teamster membership through democratic contract ratification procedures, and

**WHEREAS**, the jobs of thousands of Teamster members have been saved as a result, and

**WHEREAS**, while the Teamsters Union did its best to protect member jobs, the Teamsters leadership is not satisfied with minimizing job loss as historic standards are eroded,

**BE IT HEREBY RESOLVED**, that the while the Teamsters Union will continue to put a priority on the preservation of jobs, the Union will work to counter those political and financial forces that are destroying our industries through one-sided trade agreements, deregulation, lax financial oversight, and the weakening of existing labor laws;

**BE IT FURTHER RESOLVED**, that the Union will work to counter corporate power through greater local union and joint council coordination and the establishment of bargaining committees and other union-wide initiatives to simultaneously restore wage and benefit stan-

dards that have been affected as the overall economy improves.

GENERAL SECRETARY-TREASURER KEEGEL: Thank you, Sister.

All right, do I have a motion to accept the resolution?

Mike 2, please.

DELEGATE PATRICK FLYNN, Local 710: Mr. Chairman, I’m a member of Teamsters Local 710 in Mokena, Illinois, part of Joint Council 25. I’d like to make a motion to adopt this resolution and reserve my right to speak.

*(Applause)*

GENERAL SECRETARY-TREASURER KEEGEL: Thank you.

Mike 4.

DELEGATE KEN BRYANT, Local 745: Mr. Chairman, I’m from Local 745, Dallas, Texas. I’ll second the motion and reserve the right to speak on it.

GENERAL SECRETARY-TREASURER KEEGEL: Thank you very much.

Mike 2.

DELEGATE PATRICK FLYNN, Local 710: Mr. Chairman, again, Pat Flynn, Local 710, Joint Council 25. While many local unions in this country were adversely affected by Yellow/Roadway’s failure as a company, I don’t think any local union was more adversely affected than Local 710.

Local 710 had one of the largest Roadway brake bulks in the country. They had by far the largest Yellow brake bulk in the country. And by Holland standards, they had a very large Holland facility as well.

Prior to this meltdown, we represented over 4,000 members at the YRC companies. We lost 2200 of those members. As a result of YRC’s failure, I don’t think we’ll see those 2200 members come back ever.

But thanks to the Teamsters’ response, the positive response, we did have a positive effect. Those 1800 members that remain working there

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today, while granted at 85 percent of their wages, while granted at 25 percent now of their pension benefit and their pension contribution from before, they've had for over two years now, as every YRC member has had, 100-percent health-and-welfare and pension coverage.

*(Applause)*

All those prescriptions that they and their families had over the last two-plus years, the braces, the diabetes, the heart care, and those poor families that suffer from cancer, that has all been taken care of because this great International Union protected the members in this time of trouble.

I read with interest the June 28th "New York Times" article. A Ms. Sandy Pope was quoted as attacking our General President for his lack of leadership, that he wasn't aggressive enough. They criticized his handling at Yellow Freight.

Well, you know, there's a funny thing about leadership; you need to be a leader to lead.

*(Standing ovation)*

Part of being a leader is making those tough decisions.

I'd like to tell you just a little personal history I have of this YRC issue. When this issue arose, YRC employees, our members, represented less than three-and-a-half percent of this great International Union. But you, Brother Keegel, and you, Chairman Hoffa, threw 100 percent of our resources into protecting that three-and-a-half percent of our membership. You put together a team from all regions of the country. I was on that original team. You gave us all the financial help. You gave us all the legal help. You gave us the auditors. You two gentlemen gave us yourselves.

Many a night we sat at that table till 2, 3, 4:00 in the morning night after night, and not once were we unable to call either one of you, because you both had your phones on. You were both sitting at home wide awake as we were, worried about the outcome of this situation. And when that phone rang, you answered it on the

first ring. That's leadership and that's what you gave us during this ordeal.

*(Cheers and applause)*

We reached an agreement. We reached an agreement. In fact, we've reached a number of agreements since that time, each of which have been voted on by the rank and file, each of which has been ratified by the rank and file.

So, Sister Pope, regardless of your thoughts on General President Hoffa's leadership, I tell you this: There's two reasons why YRC's in business today. One, again, is the leadership of the Teamster team that saved this company. And the captain of that team, Jim, is you.

The second reason this company is in business today is because our membership has carried that company on their backs and continues to carry that company on their backs till today.

Jim, you know what? You took a political bullet for this one. Funny thing about the members. I love them to death, but you know what? They need a tire to kick. They need a barrel to kick. They got tired of kicking YRC, who should be kicked, and they started kicking us. But you know what? We're big boys, we're big girls; we are leaders.

And you took a political bullet on this one. But you know what? Leadership's about doing the right thing at the right time for the right reason. It's not about —

*(Standing ovation)*

Jim, Tom, it's not about worrying how your decision is going to affect your political future. It's about worrying about the working men and women in this country that we represent. You two gentlemen couldn't exemplify that more than any two gentlemen I know.

I again ask the delegates to support this resolution. And I thank you for allowing me to speak on it.

*(Cheers and applause)*

GENERAL SECRETARY-TREASURER  
KEEGEL: Thank you.

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Mike 4.

DELEGATE WILLIE SMITH, Local 891: General Secretary-Treasurer Keegel, Brother Hoffa, those guys look pretty good in those suits but I've seen them in a different forum. I've seen them with those suits off and I've seen them with their sleeves rolled up at 3:00 in the morning with YRC sitting across the table lying to them, and they knew they were lying. But they took the bullet, just like Brother Flynn from Chicago said. They took that political bullet because they knew it was the right thing to do for the members.

Our members are depending on our General President and our General Secretary to have the balls to do the right thing.

*(Applause)*

I've heard our brothers from the East say 30,000, I heard Tyson say 26,000; that's a low number. Everybody's got significant others and children. There's a hundred thousand people that this affects. Look at the people out here. They're Teamsters, too.

Without the brothers at the podium, it would have been easy to say take them down. When I left Dallas, I asked my members, "What is it you want me to bring back?" They said they don't want to bring nothing back. They said, "Take this: You tell those guys thank you for having a job. Thank you that you gave us health and welfare and pension. And thank you for taking the risk to keep us in a job."

Thank you, General President, General Secretary-Treasurer.

*(Cheers and applause)*

GENERAL SECRETARY-TREASURER KEEGEL: Mike 2.

DELEGATE BOB PAFFENROTH, Local 63: I'm from Teamsters Local 63 in Southern California, the home of IBT Vice President Randy Cammack and the largest freight local in the western United States.

I was lucky enough to be a member on this

committee that they're talking about. Everything they say is exactly what went on.

I'd like to thank the General President, General Secretary-Treasurer. Willie was in there until 3:00 in the morning, Ken Hall, all the people that we needed to battle a bunch of attorneys, Wall Street banker people that set a whole new level for lying. The company sat in there, told people all the stories about how they needed this and needed whatever it was they thought they needed in order to make it happen. It just changed as the days went by. The story changed as every day went on.

Finally, the decisions were made, we moved forward with the program. And as a result, a lot of my friends, family members, have jobs today that wouldn't have jobs otherwise.

We're about to hear from a bunch of other people who want to speak on this issue, but keep in mind that nothing that went on was not explained to the membership, discussed with them in an open forum. They voted secretly on it and it was approved by every one of them in order to make it happen, because they believed and followed in the leadership.

So they can say whatever they want to about it. I want to thank the General President and Secretary-Treasurer for what went on, and I support this resolution and call the question.

*(Applause)*

GENERAL SECRETARY-TREASURER KEEGEL: Mike 4.

DELEGATE DAVID THORNSBERRY, Local 89: Thank you, Mr. Chairman. I'm a UPS package car driver from Local 89 in Louisville, Kentucky.

*(Chorus of boos)*

I am a 24-year Teamster and a union steward and a proud Sandy Pope delegate.

*(Applause and boos)*

I rise to speak in favor of this resolution. I walked the picket line in 1997 in our historic strike. We said part-time America won't work,

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and we meant it. Because of that historic strike, we won 20,000 new full-time jobs at UPS.

The company has been eliminating these jobs. They are missing 22.3 jobs and displaced 22.3 workers at UPS in my Bluegrass facility. 22.3 —

GENERAL SECRETARY-TREASURER KEEGEL: I think we're talking about YRC.

DELEGATE THORNSBERRY: — across the country. This is a good resolution, and I support it.

*(Chorus of boos)*

We had a good Teamster slogan at UPS.

*(Chorus of boos)*

I believe in it: Actions speak louder than words.

Brother Hall, Brother Hoffa —

GENERAL SECRETARY-TREASURER KEEGEL: Shut the mike off.

*(Cheering and boos)*

Just let me say this: I have no problem with the brother coming up speaking about YRC. I do have a problem when he's not on the subject. So —

*(Applause)*

Mike 2.

DELEGATE PATRICK KELLY, Local 952: Thank you, Chairman. It's fine to have their discussion, but it's completely out of place at this particular moment.

Thank you, Brother. We move the question. Thank you.

*(Applause)*

GENERAL SECRETARY-TREASURER KEEGEL: Is there any other debate?

Any other debate?

I call for the question. All those in favor of the resolution, signify by saying aye.

Those opposed?

Carried. Thank you.

*(Applause)*

**YRC**

GENERAL SECRETARY-TREASURER

KEEGEL: Now I'd like International Vice President Tyson Johnson to make a special announcement.

General President.

GENERAL PRESIDENT HOFFA: Tyson Johnson has a special announcement on YRC.

VICE PRESIDENT JOHNSON: Both you guys need to stay right here. Both of you need to stay right here.

GENERAL PRESIDENT HOFFA: We'll stay right here, Tyson.

VICE PRESIDENT JOHNSON: You've heard the rhetoric today. There's not a person in this room that knows our members haven't suffered, but today the worm turns. I am pleased to announce to you that because of the efforts of these two men, our freight coordinators Ken Hall, W.C. Smith, a host of staff too long to name, that Mr. Bill Zollars, the person, the sole son-of-a-bitch responsible for the demise of YRC, has announced his retirement.

*(Standing ovation)*

It will be effective July 22nd, and on that day there will be appointed a new Chief Executive Officer, a new Chief Financial Officer, a new eight-person board, two of which the International Brotherhood of Teamsters will choose

*(Applause)*

And I'm further pleased to announce to you through these gentlemen's efforts and expense, the Teamsters have had an extensive part in the research and the search program for the new CEO — who I can't tell you who he is just yet, but I will tell you the individual has freight experience, he knows LTL unionized freight. And I look forward to working with a management team that has the better interests of the company and its employees at heart.

Thank you, brothers and sisters.

*(Standing ovation)*

GENERAL SECRETARY-TREASURER KEEGEL: I thank you, Vice President Johnson.

That is good news, and we've all been looking for that for a long time.

One of the primary ways we are taking on Wall Street is through Capital Strategies. Teamsters are demanding increased accountability from corporate executives through shareholder activism and with the actions of benefit fund trustees.

To talk about Capital Strategies, I would now like to introduce Patricia Stryker, Recording Secretary of Teamsters Local 237 in New York City.

Pat serves as President Greg Floyd's representative on the board of the New York City Employee Retirement System, and she is a spitball. Thank you very much.

Sister Stryker.

*(Applause)*

**PATRICIA STRYKER**

**Recording Secretary, Local 237**

I'll never live up to this, guys. I hope I do.

Good afternoon, sisters and brothers.

*(Applause)*

I am Pat Stryker, and I am the Recording Secretary of Local 237, the largest Teamster local in the International Union.

*(Applause)*

And we're part of Joint Council 16, the largest Joint Council in the International Union.

*(Applause)*

And unlike everybody — not everybody, but unlike so many of you, I do not come from a union family. My father worked on Wall Street. He was a good guy.

*(Laughter)*

He's my father. But he was a stock trader, but was not exactly positive about unions. However, when I started working after I graduated from college, I started as a teacher; and I didn't know anything about unions. But the teachers union in New York City negotiated a great contract. I got

an increase in salary, better working conditions. I joined the union.

*(Applause)*

And I've been a Teamster now for 21 years. I'm very proud of that.

*(Applause)*

Now, Greg Floyd is the Trustee on the New York City Employees Retirement System and I'm his designated representative. We have assets of 43 billion.

*(Applause)*

But we're only part of the New York City pension system because there are five pension funds, the total of which comes to \$122 billion.

*(Applause)*

Now, in April of 2010, Carin Zelenko called me. She's the head, as you know, of the Capital Strategies Department. Carin told me about an article that she had read in "Pensions and Investments." The article spoke to the issue of a gentleman named Byron Wien, who was a senior person in the — one of the largest asset managers in the world, Blackstone. Byron Wien in the webcast said, "Public employee pensions are too rich, and we have to do something about that."

Meanwhile, back at the ranch, the five funds had over \$1.5 billion invested in Blackstone. So, my father did say this — and I think it's a great thing — "There are more horses' asses in the world than there are horses."

*(Laughter)*

And not like those beautiful Teamsters horses' asses, either, because Demos Demopoulos represents the horse and carriage riders who have jobs on Central Park South in New York City, which are great.

Now, when I heard about this, I immediately looked into the situation. \$544 million from the Employees Retirement System invested in Blackstone, 16.4 million in fees.

So, when I went to the board meeting, I brought up the issue. And at the following board

meeting in May someone came in from Blackstone to explain, and he had a lot of explaining to do. But not being stupid, he immediately launched praises, how important the workers are, how they deserve their pension. And he poo-pooed the other guy's remarks.

And I thanked him for his remarks but I said, "We're here in this room, and what was said was said on a webcast. So thank you for your remarks, but I need something that I can make public."

So, he was not too thrilled with that, but he said he'd send a letter. Okay. The letter came. I called Carin Zelenko and I said, "I have the letter, Carin, but I want to do something more than just with the letter. I'd like to get the letter out there."

Now "Pensions and Investments" was the place where the webcast story was written, so I said, "Well, why don't we send a letter, his letter and my letter, to 'Pensions and Investments.'" We did, not knowing whether they would do anything about it.

But 48 hours later I got a phone call and a gentleman called me and he said, "Got your letter."

I said, "Are you going to put excerpts in?"

He said, "Oh, no. We're going to put the whole letter in; we'll put both letters in." So that's what happened. Both letters in this very important publication, "Pensions and Investments."

It's not the end of the story, because, as I said, we have five funds. The teachers took up the cause, the police, and fire. The other board didn't have any money invested with them. So at the police fund — they're a little more vocal sometimes — the guy there, one of the trustees, took someone to task who came in to sell another product, a hedge fund of funds.

So, he complained about what had been done and then the gentleman went to the "Wall Street Journal," and then there was an article in the

"Wall Street Journal" and said public employee pensions, defined benefit, wonderful workers, da-da-da, all in the "Wall Street Journal."

So the next thing was the same gentleman came to our fund, and we knew we weren't going to invest because too much had happened, it was too soon and they wanted \$250 million from us.

So after he made his pitch, he told us how good he was — not a surprise — and how good his asset was — also not a surprise. But they were more expensive than anybody else. But he explained it away by saying he was able to beat down the managers of the fund. There were like thirty fund managers in the fund of funds, so he beat them down.

So, I asked him, perhaps, after I complimented him on the "Wall Street Journal" article if he could teach me the skills that he had so I could beat him down on his fee.

*(Laughter)*

He didn't think it was as good as you do.

But to end the story, I called a friend of mine and I told her what happened, and I told her the guy's name. She said, "Do you know who that was?"

I said, "Yeah, some guy from Blackstone came in to sell a product."

She said, "Pat, that's the guy on whom the character in 'Wall Street' was based. That was Gordon Gekko."

*(Laughter)*

Well, I felt really good about that.

And now I'm going to ask you, or urge you, to vote for the resolution that will be coming before you from the Capital Strategies Department that would maximize Teamsters' pensions. Thank you.

*(Applause)*

GENERAL SECRETARY-TREASURER  
KEEGEL: Thank you, Sister Stryker.

Thank you for reminding us of the power we hold through leveraging our pension funds. Wall Street can't have it both ways.

For an example of how to use Capital Strategies in the private sector, let's welcome Southern California Local 952 Business Agent, Frank Sevilla.

*(Applause)*

**FRANK SEVILLA**  
**Business Agent, Local 952**

Thank you, Mr. Chairman. Brothers and sisters, I'm Business Agent, Teamsters Local 952 — proud Business Agent member of 952, and the lead negotiator for the Southern California soft drink industry, contract specifically drivers and warehousemen.

I can tell you firsthand the importance of the Capital Strategies protecting jobs for Coca-Cola workers in Southern California, specifically Southern California and throughout the nation.

In 2010, when the Coca-Cola Company was seeking support from shareholders for the acquisition of the North American Operations at CCE, its largest bottling company, CCE announced to us in bargaining its plan to change the distribution for the 7Eleven stores. This is a fancy name for subcontracting. These changes put Teamster jobs at risk, not only in California but across the country.

CCE thought they could quietly roll out this new system while priming investors to rubber stamp this important transaction.

Teamsters Brewery and Soft Drink Division brought in the IBT Capital Strategies Department to help, and on the eve of the Coke shareholders meeting last April; the Teamsters Capital Strategies Department hosted a conference call for industry analysis, Coke investors, and the business press to discuss how 7Eleven's distribution experiment could threaten the company's integration of bottling operations.

On the call were Brewery and Soft Drink Director Dave Laughton and I. We made the case why the distribution strategy would sacrifice the control of the products and would sacrifice jobs throughout the country.

We also made the point that the company's plan threatened to spark widespread labor unrest in key markets around the country. New York City's Teamsters Local 812 was also on the call. I want to thank 812. They were very helpful in this campaign.

*(Applause)*

They also supported us in this call and made it very clear that not only was this Southern California's fight, but this was a fight that would also affect Teamster jobs throughout the nation, specifically in New York.

Coke's largest investors, key analysts, top business reporters from around the country, on the call, the company heard our message loud and clear. As part of the strategy, the next day a delegation of Teamsters attended the shareholder meeting and made our case to the company's CEO and board of directors.

Soon thereafter, the Teamsters reached an agreement with CCE in Southern California that, among other victories, protected Teamster jobs, secured our right to negotiate, specifically strike-over changes to the distribution process of this new company.

This is unprecedented. The Teamsters through our Capital Strategies Department used the right tools at the right time to take the world's most famous company on. Even when it seems we're up against it and we have the steepest of odds, fighting giant multinational corporations were never long. We have powerful resources. I strongly urge the support of the Capital Strategies resolution and urge my brother and sister delegates to adopt this resolution. Thank you for the privilege of speaking.

*(Applause)*

GENERAL SECRETARY-TREASURER KEEGEL: Thank you, Brother Sevilla. Thank you for sharing your experience on using Capital Strategies to yield big returns for members at the bargaining table.

We must maximize every resource we have to

protect our members and bring the benefits of Teamster membership to others. As these examples show through our Capital Strategies work, we are successfully maximizing the return on Teamster investments.

Will Donna-Lynn please come forward to read the Capital Strategy resolution.

Oh, pardon me. Thank you. I didn't know that. Rome, I'm going to ask you to read the resolution. Are you prepared to do that?

VICE PRESIDENT ALOISE: Donna-Lynn is supposed to read it.

GENERAL SECRETARY-TREASURER KEEGEL: I got one side here and one side here.

Okay, we've got it now. Thanks, Rome.

Brother Myers will read the resolution.

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

**IBT CAPITAL STRATEGIES:  
MAXIMIZING THE RETURN ON  
TEAMSTER INVESTMENTS**

**WHEREAS**, the 2008 financial crisis severely impacted Teamster employment, contract standards, and pension security; and

**WHEREAS**, the Wall Street firms that caused the crisis reported their highest profits ever - \$27.6 billion in 2010 – and celebrated by paying nearly \$21 billion in cash bonuses; and

**WHEREAS**, the 2010 Supreme Court decision in *Citizen's United vs. FEC* opened the flood gates to unlimited corporate political spending; and

**WHEREAS**, those same interests have aligned directly and through front groups such as the U.S. Chamber of Commerce to undermine investor protections and erode the security provided by defined benefit pension plans, collective bargaining rights, and affordable health care; and

**WHEREAS**, this well-financed attack on good jobs, pension security, and affordable health care means workers in the public and private sectors need strong Teamster representation, collective

bargaining agreements and pensions more than ever; and

**WHEREAS**, Teamster-affiliated pension and benefit funds and public pension systems have allowed hardworking Teamsters to retire with dignity, respect and financial security for their families; and

**WHEREAS**, Teamster-affiliated pension and benefit funds have more than \$100 billion invested in the capital markets; and

**WHEREAS**, Teamster-affiliated fund assets are managed by financial service providers who themselves are significant institutional investors and have a powerful influence on corporations, elected officials and regulators;

**NOW, THEREFORE, BE IT RESOLVED**, that this 28th Convention of the International Brotherhood of Teamsters supports the ongoing work of the Capital Strategies Department and its efforts to:

- Demand transparency and accountability from the corporations in which Teamsters invest, and from the financial service providers who manage Teamster assets;
- Broaden the network of investor allies around the world to support workers' rights and sustainable business strategies at foreign-owned companies operating in the U.S.;
- Leverage Teamsters' operational expertise at represented companies to provide Wall Street analysts an alternative point of view;
- Provide company and industry financial analysis to support the work of Teamster trade conferences, divisions and local unions;
- Provide ongoing trustee education, support and communication for Teamster benefit fund trustees;
- Advise Teamster trustees about key proxy fights, corporate transactions, and contested director elections;
- Monitor and engage private equity owners

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and their limited partners about management of portfolio companies;

- Provide a voice for Teamster member stockholders and Teamster pension plans that seek independent and responsible leadership from corporate boards of directors;
- Promote shareholder activism among Teamster member shareholders to take a more active role in corporate policies and practices;
- Reign in corporate political expenditures used to undermine the interests of our funds, our members and our union; and
- Increase efforts to secure and enforce legislative and regulatory reforms that protect the interests of Teamster funds and investments.

GENERAL SECRETARY-TREASURER

KEEGEL: Thank you, Brother Myers.

Mike 2.

VICE PRESIDENT ALOISE: Mr. Chairman, I'd like to move the resolution and reserve the right to speak, please.

GENERAL SECRETARY-TREASURER  
KEEGEL: Thank you.

Mike 6.

VICE PRESIDENT POTTER: Mr. Chairman, I'd like to second that motion. And I'd also request the right to speak on this resolution.

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

Mike 2.

VICE PRESIDENT ALOISE: As I mentioned yesterday, I've long known the power of our pension money and how we can use that to leverage our investment managers, our investment companies to work for our members and not work against them. Of course, General Secretary-Treasurer Keegel was able to bring our Trustees together for the first time in this union to pool our resources, \$150 billion worth of money, throughout our pension and health and welfare assets, to work on these

issues through the Capital Strategies Department.

I've used the Capital Strategies Department in my own local over the years. We argue right now with the Madison Dearborn, fighting VWR, where they walked away from six different locals. We've been to Sweden on this. We fought all over the world with Capital Strategies.

It's an important thing. I am the Investment Chairman for the Western Conference of Teamsters. We have \$34 billion now. Every morning I get a call from Carin Zelenko at 5:30 in the morning — that's before I ever even hear from my wife, I might add — asking me to do something with our assets in the Western Conference.

But one of the most memorable calls was on Christmas Eve 2009. I looked at my phone and it said, "Jim Hoffa." I thought, oh, that's nice, he's calling me to wish me a merry Christmas.

I answered the phone, I said, "Hi, Jim." And he says, "Do you have money in Goldman Sachs?" I said, "Yeah, we have about \$3 billion, one way or the other." He said, "Get off your ass and call them. We need those bonds surrendered by tonight."

So Christmas Eve, I'm on the phone calling who I know at Goldman Sachs; and we got those bonds released so YRC could continue to operate. That was when it was day-to-day and they were going to be out of business by the end of the year.

So Capital Strategies works. In my opinion, it's one of the most important departments in the International, because we need to use our money in order to benefit our members in more ways than just providing them a pension.

I really want the delegates here to support this resolution.

*(Applause)*

GENERAL SECRETARY-TREASURER  
KEEGEL: Mike 6.

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VICE PRESIDENT POTTER: Thank you, Mr. Chairman. I also support this resolution. As a Benefit Fund Trustee and a local union leader, I've also witnessed firsthand the difference that a strong Capital Strategies program can make for our union and for our members.

The assets of our pension funds must be invested responsibly to provide retirement security for our members. And the investment managers we entrust with this money must also respect the fact that this money comes from collective bargaining, from the hard work of our members.

So collective bargaining is our core. It's what our members joined our union for, to provide for them. Yet when managers do not respect that, we need to take action.

So when I learned that one of our managers, NWQ, Nuveen Investments, was owned and controlled by Madison Dearborn Partners at the same private equity fund trying to bust Rome's union in California and other unions, Teamster unions in Illinois, to eliminate Teamster pensions for long-term employees and deprive them of their rights, our local took action.

I'm proud to say that on July 14th when we meet, they will no longer be our investment manager. We will send the message to them that an injury to one is an injury to all and they will not reap the benefits of our members' hard work and contributions.

*(Applause)*

Likewise, on the Health Fund side, I joined with the Trustees from other Teamster funds in holding pharmaceutical benefit managers accountable for their anti-union behavior of their drug distributor. I've also pushed the New Jersey treasurer's office and our governor to support Teamster shareholder proposals, like the one on FedEx, calling for Fred Smith's replacement as Chairman of the Board, and I was proud to announce that New Jersey voted for our proposal.

As a Teamster leader, I've gone to the shareholder meetings with members and with Carin Zelenko and her staff to forcibly and intelligently question corporate policies and practices. This is a very worthwhile department. They do a great job. You've done a great job in building that department.

I fully support this resolution. I urge the members to vote for it. And I call the question.

*(Applause)*

GENERAL SECRETARY-TREASURER KEEGEL: Any other debate?

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

All those in favor signify by saying aye.

Those opposed?

Carried. Thank you.

We'll now watch a video.

*...Michael J. Fox addressed the delegation via video as follows:*

#### **MICHAEL J. FOX**

##### **Actor**

Hi, this is Michael J. Fox. Congratulations to the Teamsters on your 28th International Convention. A special shout out to my friends in Local 817.

*(Applause)*

GENERAL PRESIDENT HOFFA: Now for some more good news. We're going to hear about the pipeline industry, which is creating good Teamster jobs. Let's welcome Brother David Laborde, Recording Secretary of Teamsters Local 346 in Minnesota. Come on, David.

#### **BROTHER DAVID LABORDE**

##### **Recording Secretary, Local 346**

We all know what a good American job looks like. It's a job that gives you a fair wage for a hard days work, health care to take care of our families and a chance to build a better life for ourselves and our children.

I'm here today to tell you that these jobs still exist in the pipeline industry. Even when the economy was in terrible shape, the Teamsters Union found good middle-class jobs for its members in this industry. Since our last Convention, Teamsters have helped construct over 25,000 miles of pipeline with union contractors.

*(Applause)*

And that does not include the work that our Canadian brothers and sisters have done also. These pipelines deliver crude oil and natural gas. They've been built all over this country. The pipeline industry is a natural for the Teamsters. On just one single job a contractor may have over 100 trucks to help deliver everything from pipe to sand and gravel to build this pipeline.

In addition, a pipeline requires all kinds of supplies, materials to be delivered — propane, ready mix, fuel oil, steel, sand and gravel, even waste removal.

The pipeline contractors need and expect perfection. When they need a load of gravel, they want it now, and they know that union contractors can deliver it. These pipeline contractors associate union suppliers with the best there is and they prefer union labor because they know they'll have harmony on the job.

So what we did as an International and as a Division was to figure out where the work was going to be performed. We did this under the leadership of General President Hoffa and Division Director Ed Jacobson. We met with the local unions at a time when they were at peak unemployment and we had a lot of drivers looking for jobs.

We trained these members to do specific jobs on the pipeline and we'd get them certified. We worked with a local union and advised them on how to go to the different nonunion suppliers, unionize them and help them get work on the pipeline. So when the pipeline project started

up, the locals had the people, the training and the resources to do the work.

We have literally employed thousands of Teamsters in this type of industry and we've organized a lot of new companies as well.

I would like to tell you about one company back in my home state of Minnesota. When a pipeline project came to our local union jurisdiction, my Principal Officer, Pat Radzak, went and met with the Ready Mix company. He told them that he could get them two months worth of work if they were union to get on this job.

Well, brothers and sisters, that pipeline job has been done for years, and those Ready Mix drivers are still Teamsters today.

*(Applause)*

Now, let me tell you where some of bigger projects have been and where we've gotten these people jobs. In the East, in places like New York, Pennsylvania and New Jersey, we've done work on the Millennium projects, the Talisman and the Chesapeake. And currently we're working on the Marcellus Shale, which is the largest deposit of natural gas in the United States.

In the Central, we have done work all over the Central Region in states like Illinois, Ohio, Minnesota, Wisconsin, Kansas, Indiana, working on projects like Keystone and Alberta Clipper, Southern Lights and the Rocky Mountain Express, which is the largest continuous pipeline ever built in the Continental United States.

In the South we did the work on the Florida Gas and the Tiger Pipeline going across the states of Texas, Alabama, Louisiana and Florida.

And in the West, right now we're currently working on the Ruby Project which goes through the states of Oregon, Nevada, Utah and Wyoming.

These pipeline projects have brought an economic boom during the worst economy in recent history. In the last five years Teamsters

have worked more than 20 million man hours on these projects. That equates to over \$24 billion worth of work.

*(Applause)*

These are well-paid union jobs with 100-percent employer contribution to the benefit funds. For a lot of our members these pipeline jobs have literally saved their lives.

Now, that's what we have done. Let me tell you where we're going forward in the future. General President Hoffa has done an amazing thing. He has worked with the Operating Engineers, the Laborers and the Pipefitters to sign a project labor agreement with a company called TransCanada. TransCanada is trying to build the Keystone Pipeline Excel. It is a mammoth project, a 1400-mile pipeline from Hardesty, Canada, to Fort Huron, Texas. The number of jobs that this will create is phenomenal. It is expected to create over 13,000 union jobs, with over 1,500 of them being Teamsters.

*(Applause)*

We need just one thing to happen before this project can start. Secretary of State Hillary Clinton needs to give us the go ahead. I know Mr. Hoffa is working hard to get her approval. This would be a good thing for the government to do for the American people. These are good jobs, these are American jobs, and these are union jobs; and we all know we could use a hell of a lot more of them. Thank you very much.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you, David, that's a good report.

Okay. We're doing everything to make sure that Secretary Clinton gives that green light. When we get back to Washington, we're going to give her a call and go visit her. I think we can get that job done.

*(Applause)*

Many of our members in the Brewery and Soft Drink Conference have been bucking the trend and getting good contracts. That's been

accomplished through coordinated bargaining and mobilization. Joining us today to talk about what's happening in our Brewery and Soft Drink contracts is Conference Director Dave Lawton.

*(Applause)*

**BROTHER DAVE LAWTON**  
**Brewery and Soft Drink Conference**  
**Director**

Thank you, President Hoffa and General Secretary-Treasurer Keegel. I will try and be fairly brief, but I have to share with you some of the things that are going on in the Conference because it affects thousands of our members, while we represent over 50,000 members in that industry and growing.

Since our last convention, a lot has changed. For example, let's start out with the fact that Anheuser-Busch has been sold to a foreign company, InBev, which is now the largest brewer in the world. And it wasn't really a friendly sale but it was one that took place. As a result of that, we needed to engage obviously all of our departments at the IBT and started out with a rally in St. Louis where Secretary-Treasurer Keegel came, got our troops together throughout the country and so forth, talking about what this was going to mean, dealing with a company that doesn't believe in health care, they think the government should provide that. We have very great health and welfare at Anheuser-Busch.

We went into early bargaining just before the acquisition was completed. Our members at the negotiating committee came together in a great way, and we were perfectly united throughout that process. We were able to negotiate a great contract for five years that provided wage increases every year, pension enhancements, health and welfare coverage and maintaining retirees' medical coverage. It was great contract, it was ratified overwhelmingly. But it wouldn't have been done without the assistance of the dif-

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ferent departments as we were going through that process at the IBT under the direction of the General President.

Then you turn around and you take a look at Miller Brewing and Coors. They've become one company, also owned outside this country, now by South African Brewers. Who would have ever thought that the whole brewing industry as we know it in this country would no longer be owned by anybody in this country. It's all foreign owned, which creates all kinds of new problems. And as these problems develop — what the corporations of America call it is “synergies.” What we know it as is cost cutting.

We have survived that in both of these industries. Where the cutting that has really come is on the management's side and not on our side. There's still great jobs in both of those industries.

Moving fast forward to the soft drink industry. What's happened since our last negotiation there? First of all, Pepsi bought up the bottling and distribution for over 90 percent of all that's done in this country and brought that into the corporate Pepsi. That creates problems as well. Sometimes there's consolidation, and so forth, in different issues and internal fighting amongst their management because they also are getting cut to represent the synergies that need to be saved on the corporate side.

We've been fighting diligently and have had great support of the local unions. I want to thank each and every one of you for bearing with us. Sometimes it takes longer than what you might like, but there's a reason for that.

Following Pepsi's move, Coca-Cola has done the same thing. They have bought up all the soft drink in the country, too, over 90 percent of it. We, too, have been dealing with them; and that's been difficult, as you heard from Frank in telling the story of California, and the fact there that one of the things that they decided on the corporate level, they were going to take away

the retirees' medical. Where they've had it, we've negotiated new contracts, five-year contracts, and maintained that.

But we also are now on the move to do some organizing. And I will be reaching out and the staff will be reaching out to each and every one of you if you have the soft drink in your area and it isn't organized. We're putting together a campaign to organize large numbers of Coca-Cola in different states at the same time. We're excited about that. We're moving it forward. We're working with everybody internally at the IBT, and I am optimistic that we're going to see good things come of that. Why? Because the company continues to be arrogant to its workers and where they're non-union they are paid less, they have less benefits. We need to make that change. We can only do that together.

I have a great staff located geographically across the country that will work with each and every one of you, as well as our Policy Committee.

I just want to close with one important item that I'd like to speak on. And that is, since our last convention here, my dear friend who worked with me for over 20 years — we worked closely together, we're partners, we still continue to be partners — a gentleman that worked his way through the ranks from a rank-and-file member to a steward to a business agent to a Principal Officer to the Director of the Conference to an International Vice President, chose to retire over these last few years; but he still helps me day in and day out, and he's here today listening and watching. And I want to thank him on behalf of myself and all of you for all of his hard work. Please give a warm welcome to Jack Cipriani for that. Thank you very much. Thank you, Jack.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you, Dave, you're doing a great job.

The parking industry is another sector where

Teamsters are setting high contract standards. It's my pleasure to call on International Vice President John Coli from Chicago and 685 Principal Officer, my friend, Ernie Yates, from Daly City, California, to speak to you about what we're doing in the parking industry.

**VICE PRESIDENT JOHN T. COLI  
CENTRAL REGION**

Thank you, General President Hoffa. It's my pleasure to speak to you this afternoon. The current economy has taught us many things. It's taught us that you can build things with cheap labor, and you can do it in the four corners of the globe. You can build cars, toasters, coffee makers, steel, clothes, just about anything. But what you can't build is a middle class here at home. Only organized labor can build a middle class. Only you and I can build a middle class. We're doing just that in the Teamsters in the parking industry.

We've lifted tens of thousands of parking members into the middle class. We've organized them. We've negotiated their contracts. We've protected those contracts. We've negotiated great health and welfare benefits. We've negotiated great pensions.

In Chicago the Teamsters represent nearly 100 percent of the parking industry. We're also very strong in New York, San Francisco and Los Angeles. We know there are many more opportunities to organize parking employees and bring them into the Teamsters and into the middle class.

My Brother Ernie Yates is going to tell you how we can bring more people into the middle class by joining together, bargaining together, speaking together with one voice at the bargaining table.

Please welcome to the microphone the Chairman of the Teamsters National Parking Council and Principal Officer of 665 and my good friend, Ernie Yates.

*(Applause)*

**BROTHER ERNIE YATES  
Teamsters National Parking Council  
Chairman**

You know, it's really hard to follow John, because most of the speech he had I had written down, but let me try.

*(Laughter)*

VICE PRESIDENT COLI: I love to do that to you, Ernie.

BROTHER YATES: Just because I'm from San Francisco don't mean nothing.

*(Laughter)*

General President Hoffa, General Secretary-Treasurer Keegel, brothers and sisters, honored guests, it really is a privilege to stand up here, especially with my good friend John here.

As I was coming up here, I was thinking of something. This is my 48th year as a Teamster. I joined the Teamsters Union when I was 17 years old and I was parking cars, and I believe John was parking cars — not 48 years ago, but somewhere.

I'm a third-generation Teamster. I really feel good today because my son is in the back and he's a fourth-generation Teamster. That means it's going to go on, on and on.

*(Applause)*

Everybody in this room knows what a good-paying job looks like. It's a Teamster contract. In the parking industry you have these multi-employers that try to control all these people by holding them down. What you're going to find is, the parking industry has the best contracts of any union in the country. Nobody comes near or even close to us.

A couple of years ago — I'm going to go back a little bit — four locals got together — Chicago, New York, Los Angeles and San Francisco — started talking to each other about how we could improve the contracts that we had, how we can improve organizing, which is

the life bread of the parking industry. Garages change every other week.

It immediately became evident that we could do all kinds of things if we stuck together. We started putting together programs. And, as usual, our General President jumped in, said this is a great idea, he liked what we were doing. He appointed John Coli as the first Chairman of the National Parking Council, and John did one hell of a job, let me tell you.

*(Applause)*

They also made the parking industry part of the Industrial Trade Division, which is one of the larger divisions. Today, the National Parking Council has identified nearly 30,000 parking employees working in this industry that are Teamsters. What you'll find is if you think a Teamster parker person is only parking your car and cashiering, there's a lot more to it.

Let me give you some examples. They're the shuttle bus driver, they're the porter, they're the clerical, they're the janitor. In some unions they're the guards. They're the hikers, the equipment specialists, on and on, mechanics, and it goes on. They work the office buildings. They work the parking lots. They work the stadiums. They work the hotels. And one of the bigger places is the airports.

In the past, the industry has been dominated by mainly small companies. Today what you have, you have three large corporations that dominate the industry, and we're talking worldwide.

You have Central Parking, which is, in my impression, the slime of the Earth. They treat their people like shit. Excuse me. Central, Standard Parking and APCOA Systems. There was four but one of them bought the other one out. So Five Star Parking is no more.

They talk about when you get into negotiations, they have no money. But they buy these buildings, these garages, they pay hundreds of thousands of dollars. Then they want to pay

below minimum wage or minimum wage, no benefits, no health and welfare, no grievance procedure, no nothing. Then they want to fire people at will every time they turn around.

The other problem in the parking industry is the city and county governments and the port commissions. The locals that are involved in parking really get involved in politics, because what you have today, you have city governments that are trying to control the whole industry. They want to control the streets. They want to control the garages. They want to say how many cars can come in. Some cities there's a tax of 40 percent. So for every dollar that's collected, 40 cents goes to a tax. The National Parking Council has been successful in some of these instances killing these initiatives.

As John said, parking jobs are good American jobs and American corporations have not figured out how to transfer your car out of the country yet, so you can pay to park. Most of the jobs are in big cities. Mainly five large cities control the parking industry.

The non-union parking jobs today receive half of the wages that our members do. They don't receive a good health plan, if any, or a pension or a 401(k), grievance procedure, holidays; they're all at will.

What you will find is this is a target-rich environment for organizing, especially today because the economy is so bad. You would think with the economy getting worse, parking would be harder to organize. It's hard, but it's doable.

We have calculated there are over a hundred thousand parking association people in the United States. We have organized over 30 percent so far. That means there's 70,000 people out there still to be organized in different parts of this country; and I believe we more than any other union can do it, because we have the highest wages in the industry, the most benefits, and the best — you know, there's nothing that the Teamsters can't do in the parking.

You know, I'll give you an example. In New York, they organize every other day; they're organizing new garages. John, he's organizing.

In closing, what we'd like to do is if you're interested in organizing in your city, even in the smaller cities, if you have an airport, a hotel, anything, get ahold of us at the IBT. It would be our pleasure to try to help you do it.

Together we can lift thousands and thousands of people into the middle class. In closing, what I'd like to say is I would really like to thank our General President for everything he's done for the parking industry. Thank you, Jim.

*(Applause)*

I would like to thank you, and I would like to say God bless America, God bless our troops, and God bless the Teamsters Union.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you, John and Ernie. It's a great report.

Let's make sure that all 70,000 parking workers are at the next convention. How about that? Wouldn't that be great? I'd like to have that.

*(Applause)*

We just heard about members in very different industries coordinating their efforts to make gains at the bargaining table and in organizing new members. Standing together is what being a new member is all about.

By coordinating our efforts, we build something way more powerful than we have on our own.

Will Reader Donna-Lynn please come forward to read the Coordinated Bargaining and Organizing resolution.

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

### **COORDINATED BARGAINING & ORGANIZING**

**WHEREAS**, Teamster Local Unions must increasingly bargain with large multinational or national corporations that have grown significantly through acquisitions and consolidation;

**WHEREAS**, these corporations engage in centralized, sophisticated union-busting activities and attacks on union contracts and members;

**WHEREAS**, these corporations take advantage of multiple individual bargaining units and white paper contracts to bring down industry standards or shift work to competing lower-wage, non-union facilities;

**WHEREAS**, combating the war on workers in the private sector requires a unified effort and coordinated action against corporate power;

**WHEREAS**, local union collaboration through regional and national bargaining is key to maintaining unity and upholding strong contracts and industry standards;

**WHEREAS**, coordinated organizing leverages Teamster power to take on national and international employers and build bargaining power at a regional and national level;

**WHEREAS**, a coordinated strategic organizing campaign involving multiple local unions will be more effective at building union membership than individual site-by-site efforts;

**WHEREAS**, the Teamsters have a long and successful tradition of skillfully bargaining contracts that ensure organizing rights and neutrality for unorganized units at the same employer, most notably at UPS Freight and First Student;

**THEREFORE BE IT RESOLVED**, that all Local Unions should report to and coordinate with their Joint Council, the appropriate Trade Division or Conference, or the IBT Organizing Department, whenever they are considering an organizing campaign at a major national or regional employer or at any employer in a core industry;

**BE IT FURTHER RESOLVED**, that all Local Unions and negotiating teams should consider the benefits of coordinated regional or national contract negotiations when negotiating with major Teamster employers or employers in a core industry;

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**BE IT FURTHER RESOLVED**, that the power of Local Unions nationwide should be brought to bear in efforts to bargain for organizing rights at common employers; and

**BE IT FURTHER RESOLVED**, that all Local Unions should educate their members about the benefits of coordinated bargaining and bargaining to organize.

GENERAL PRESIDENT HOFFA: Is there a motion on the resolution?

Mike 2.

DELEGATE CHRIS GRISWOLD, Local 986: Mr. Chairman, I would move to accept this resolution and reserve the right to speak on the issue.

GENERAL PRESIDENT HOFFA: Okay. Do we have a second?

Mike 4.

DELEGATE JOHN DAGLE, Local 628: Mr. Chairman, I'm Secretary-Treasurer of Local 628 in Philadelphia. Our local is a member of Joint Council 53, headed by and the home of a great Teamster leader, our Teamster Brother, Bill Hamilton. We second the motion. I second the motion and request an opportunity to speak.

GENERAL PRESIDENT HOFFA: You have it.

Back to mike 2.

DELEGATE CHRIS GRISWOLD, Local 986: Mr. Chairman, because of the coordinated bargaining and organizing efforts of our local union, along with Joint Council 42 and the leadership of Randy Cammack and your Department of Organizing, Local 986 in the last five years has organized over 4,000 new members in our local union. We would never have been able to accomplish this without the assistance of Joint Council 42, without the assistance of the several departments that we've worked with, first with the Organizing Department and all the locals that have worked in the airline industry in organizing these divisions, we've organized within the Express Division, we've

organized most recently in the Tanker Division when we organized over 400 tanker drivers over at KAG West.

Organizing is the difficult part, but even harder is organizing and negotiating the first contract. We've been working with all these divisions throughout the International Union with the different departments, and we would never have been successful without the coordinated efforts of the International and Joint Council 42.

So I support this and I support the Hoffa/Hall slate. Thank you.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you, Chris.

Back to mike 4. The brother wants to speak.

DELEGATE JOHN DAGLE, Local 628: Thank you, Mr. Chairman. Is this on?

GENERAL PRESIDENT HOFFA: You're on.

DELEGATE DAGLE: Thank you. Hearing all the successes Ken Hall talked about yesterday at UPS and UPS Freight, clerks, it's cleared that organized, coordinated — organizing and bargaining works. Local 628 represents 238 people at U.S. Food Service.

When I read this resolution, I think it was written for a company like U.S. Food Service. They're the poster child for this resolution. The Teamsters represent approximately 25 of their facilities across the country. They're a nationwide company. They have 20 billion annual sales. They were built by acquisition after acquisition. In fact, our facility was an old Alliant Food Service facility.

Their corporate strategy, Mr. Chairman, is to pick off one local at a time. They are viciously anti-union. When it comes to organizing, we attempted to organize a facility 80 miles outside of Philadelphia. Our brothers in Arizona, our brothers in Tampa, their corporate strategy, their common labor relations with this company, is to commit as many unfair labor practice charges or

complaints; they don't care. They flaunt labor laws. They're a labor law scofflaw.

So we need to get a coordinated effort against this company; it doesn't matter who owns them. Right now they're owned by two private equity companies. Prior to that they were owned by Royal Ahold. I probably mispronounced that, it's "Royal A-Hole."

We can do it. Based on what Brother Ken Hall spoke about and how successful the union was at UPS Freight, we can do it at U.S. Food Service.

In our region, our area, we have two Teamster Union facilities in South Jersey. We have a huge one in North Jersey that serves North Jersey and New York, and we have our brothers in Baltimore. It's a huge market that U.S. Food Service wants to stay in.

If we can coordinate the locals there, we can hold this company hostage, stand them up on their heads; so when they threaten us with plant closure to transfer our work to non-union facilities, we can stand together and say, "Close the nonunion facility." Thank you, Mr. Chairman.

*(Applause)*

GENERAL PRESIDENT HOFFA: Mike 2 — mike 6.

VICE PRESIDENT MIRANDA: Mr. Chairman, I'm a delegate from Local 210 and President of the great Joint Council 16 in New York City.

*(Applause)*

I rise at this time, Mr. Chairman, because, as you know, we made a report to this convention about the great work that the Airline Division has been doing and the thousands of members that we have added to this great International. Those numbers were only possible through the coordinated efforts of the Organizing Department.

As you know, United Airlines, the largest carrier in the world now, at one time it was separate between them and Continental. They are now all

one. We will have the opportunity to represent everything below the wing of that great airline. That's how thousands and thousands of Teamster members will be handling that particular carrier.

No local union in this International is able to take on multinational carriers or regional carriers without the help of the International's Organizing Department. Our success came from us coordinating with the Teamsters Organizing Department to put thousands of people and boots on the ground. We matched ourselves with the International in order to make sure that we had coverage throughout the United States.

As you know, our bargaining and our campaigns are across this great country of ours. So in order to be successful, you need a big, large International Union like ours who's able to put boots on the ground and the resources that's necessary in order to be successful.

So I urge all our delegates here to support this great proposal, resolution, because it will help us tremendously continue the good work certainly in my division, the Airline Division of the Teamsters. Thank you, Mr. Chairman.

*(Applause)*

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE VERNON GAMMON, Local 391: Mr. Chairman, I'm Secretary-Treasurer, Local 391, Greensboro, North Carolina, member of Joint Council 9 and a member of the Resolutions Committee.

I stand today and rise for support of this resolution. In North Carolina, it's a right-to-work state. This past year we had organized Red Cross, Enterprise Car Rental, MV Transportation, school bus drivers and cops. This resolution would help in states such as North Carolina.

Give you a couple examples. Miller Brewing Company had three Teamster locations, all white paper contracts. With your support and leadership and retired Vice President Jack Cipriani, we were able to pull three plants to-

gether and get a great contract. We forced this company to sit down and bargain with all three locations.

But one thing that's going on today that's very important. We all know the fight we had with Coors Brewery for many, many years. Today there's an organizing campaign going on in Virginia. These workers in Virginia realize the only way to be successful is through coordinated bargaining with the three Teamsters plants.

With your leadership and Ken Hall's leadership going into the future, when we come back to this convention in five years, all Coors workers will be Teamsters.

*(Applause)*

I encourage all delegates to stand and support this resolution, and I call for the question.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you, Vernon.

All right. Let's call for the question. You've all heard the resolution, you've heard the debate.

All those in favor, signify by saying aye.

Anybody opposed?

It is passed. Thank you so much.

I'd like now to talk about how we can extend our reach to work with other groups where we have common interests. The Don't Waste L.A. Campaign is doing just that. This campaign brings together labor and community interests to fight for improved standards of the solid waste industry.

Let's bring three of the campaign's key players to give us an overview of what they're doing in their campaign and where it's headed.

Would Teamster Solid Waste Division Director Bobby Morales come up here; Ron Herrera from Teamster Local 396; and Greg Good, the campaign director. Please come up and give us a report.

*(Applause)*

## **BOB MORALES**

### **Director, Solid Waste Division**

Thank you, General President Hoffa. Good afternoon, brothers and sisters.

I would like to take a moment to personally thank General President Hoffa, who without his vision and dedication, we would not have had this division. We have tried for many years under other administrations to form a division to represent the interests of sanitation workers, and it was only General President Hoffa who had the courage to give these workers a stronger voice in our union.

The Solid Waste and Recycling and Related Industry Division represents more than 32,000 members at 180 local unions nationwide, and we continue to grow. We have negotiated the strongest contracts in the industry and have made real gains for our members in wages, benefits and job rules.

Our goal is to organize the more than 150,000 unorganized workers in this industry. However, we face increasingly coordinated and vicious efforts from the massive solid waste companies to defeat our organizing efforts and bust our organized locations.

The private sanitation industry has become concentrated in the hands of a few powerful corporations. We will need to coordinate bargaining and develop strong networks among locals to continue to win strong contracts.

Our members perform work vital to public health and sanitation and face serious hazards on the job every day. We will continue building a movement of workers and community allies so that we can bring justice and dignity to those who work to keep our cities and neighborhoods clean.

I would like, also, now to ask Brother Ron Herrera, Secretary-Treasurer of Local 396, to join me to share the details of our efforts to create region-wide standards for sanitation workers in Los Angeles through the coalition Don't

Waste L.A. Thank you.

*(Applause)*

**BROTHER RON HERRERA**  
**Local 396, Los Angeles, CA**

Thank you, Bob. General President Hoffa, General Secretary-Treasurer Keegel, delegates, alternates and guests, good afternoon. As Bob said, my name is Ron Herrera. I'm the Principal Officer of Teamsters Local 396 in Los Angeles. I am also a Trustee at Joint Council 42. I'm on the Executive Board there.

Local 396 represents workers in multiple counties in Southern California. The bulk of our membership base is in Los Angeles County. We represent one of the largest groups of UPS workers in the country, over 6,000. Local 396 also represents approximately 2700 solid waste and recycling workers.

These members work in one of the most dangerous and abused workforces in the country. I am specifically talking about drivers, sorters and mechanics. These are the workers that protect public health. They keep our neighborhoods, our communities and our cities clean. We have made incredible strides in wages and benefits for these workers in the last decade.

Because of workers having a Teamster contract in our region, solid waste workers now enjoy higher wages and higher benefits. As a result of this success, Local 396 has added new organized units to our ranks. In the last year and a half, Local 396 has successfully organized 200 new workers in three different sites. We are in the final stages of negotiations in two of those units, and already have a contract in a third.

But, unfortunately, market forces and vicious anti-union companies have made it a constant battle to raise standards across this industry. Understanding this battle, Local 396 has become more innovative.

We have set out to change the rules, to make the fight to organize workers more even. We,

alongside a vast range of community groups, environmental groups and the clergy, have formed a strong fighting machine in Los Angeles. Our campaign, as our General President said, is a Don't Waste LA campaign. Spearheading our campaign is our partner, the Los Angeles Alliance for a New Economy, or in short, LAANE.

Here with us today is the Director of the Don't Waste LA campaign, Greg Good. He is here to describe in more detail our campaign. So, please, welcome a great partner to the Teamsters, Brother Greg Good. Thank you.

*(Applause)*

**GREG GOOD**  
**Director, Don't Waste LA**

Good afternoon. I got to tell you, it is a — well, it is an incredible honor and an incredible privilege to be here. Thank you, Bob. Thank you, Ron. Thank you, General President Hoffa. Thank you, Secretary-Treasurer Keegel. It is awesome to be in this hall.

I've been in my share of conferences, I've been to a few conventions, I've been to probably more parties than I should have been; but I've never been to any of them with 5,000 Teamsters in Vegas. That is an experience to chalk up, I got to tell you.

*(Applause)*

Notably, it feels about like five million Teamsters.

As Ron said, my name is Greg Good, and I'm the Director of the Don't Waste LA campaign. I work for an organization, the Los Angeles Alliance for a New Economy, otherwise known as LAANE, and our mission is simple: Good, middle-class jobs, a clean environment, and healthy communities.

Now working towards that mission, we have worked closely with many labor partners, we've built broad-based coalitions of a host of different organizations from the environmental, faith-

based and community organizations; and invariably we end up in fights.

Among those fights, we're fighting for housekeepers, we're fighting for banquet servers, we're fighting for construction workers, we're fighting for grocery workers, we're fighting for port drayage drivers at the Port of Los Angeles and Port of Long Beach with the Clean and Safe Ports campaign. And, now, we're fighting for waste workers.

And in the process, we make it a habit of taking on some of the biggest, ugliest beasts out there ranging from Walmart to the Hilton, the Hilton corporation, to now taking on the operatives of Karl Rove and Sarah Palin in a related fight with this.

That's what LAANE does.

Now, no one loves a fight for what is right more than Bob Morales and Ron Herrera.

*(Applause)*

And I suspect all of you know, there are a few things that bring on a fight like trash. Few industries have the breadth or the depth of impacts on residents, on workers, on the environment, on communities, on public policy and on the city's finances than the waste and recycling industry. And it's very lucrative for companies, and those companies will fight change every step of the way.

In Los Angeles, we have a commercial waste market — a commercial waste system that is nothing short of the Wild West. You want to get into the waste business, you fill out a short three-page permit application, and you're in. It's a free-for-all. No barriers to entry into this industry.

The results are not shocking. It's not a matter of low standards, there are no standards. It is the Wild West.

So, over a year ago, Local 396, the Waste Division, the IBT, the Los Angeles County Federation of Labor, LAANE, and a host of other allies, ranging from the Natural Resources

Defense Council — NRDC — the Sierra Club, Green For All, clergy and laity, United for Economic Justice, and thirty different organizations, came together, formed the Don't Waste LA coalition to change the rules — like Ron said, to change the rules in LA's commercial waste system and to essentially change the entire regional market.

Now, what does that mean? Well, first off, you got to change the rules. You got to change the rules in a way that redefines who gets in, how you get to do waste business in our city, and make sure that those rules ensure that this is an industry that is a source of clean air; that this is an industry that is a source of recycling; that this is an industry that is accountable to its neighbors; that it's an industry that creates green jobs; that it's an industry that creates Teamster jobs.

*(Applause)*

So, we've set out to transform the entire commercial market in the city of Los Angeles, to transform it into a franchise system whereby waste companies have to contract directly with the city and meet rigorous standards in order to get in the business.

See, we see a different waste world in the city of Los Angeles. We see a world where if you don't drive clean trucks, you don't do business in our city. If you don't recycle, you don't do business in our city. If you're not a good neighbor, you don't do business in our city. And if you don't treat waste haulers and waste sorters with humanity, with respect, like human beings, the folks who pick up our trash and sort through our trash in some of the most difficult and grueling jobs on the planet — if you don't treat them right, you don't do trash business in the city of Los Angeles.

*(Applause)*

And because the city of Los Angeles market is so substantial, because it is so big, and because most of the haulers in our region want

to be, got to be, have to be, need to be at the LA city party, if we change the way the LA city system works, then we create a ripple throughout the entire region. We change the market, we change the industry, we ensure that it's a source of clean air, a source of recycling and a source of good jobs for workers across the region.

But, we're not there yet. We've made significant progress. The city of Los Angeles is poised at this point to issue a notice, a legally required notice, to the entire waste community notifying them of its intention to transform into a franchise system. We've secured seamless service, or worker retention ordinances, in a number of LA County cities to protect workers and protect communities in the event that a city changes its waste hauler.

And we've mobilized a powerful alliance of over thirty organizations, as we mentioned. And we've built momentum and strong support with the LA City Council, with Mayor Antonio Villaraigosa, and we've made waste a hot and dirty and intense issue in the city of Los Angeles.

*(Applause)*

But make no mistake, we're in for a war. It will be nothing short of a war, and I don't have to tell you all that. Some of these companies are so accustomed to our system operating in their favor, to the disadvantage of communities, to the disadvantage of residents, to the disadvantage of the environment, and certainly to the disadvantage of workers — but they're feeling their back up against the wall right now, and they're looking to fight. They're mounting an attack against our effort, and they're going to bring it full throttle. They're going to bring it full throttle.

But we're ready for that attack. We're going to take that attack and we're going to turn it right back on them. A big reason we're going to be able to do that is because of the visionary leadership of Bob Morales and Ron Herrera.

*(Applause)*

You see, these companies know that if we pull this off, when we pull this off, when we change the LA city market, the second largest waste market in the country, we will create a model for the nation that will improve the environment, that will protect communities, and that will ensure that waste workers across the entire country are finally afforded the respect and dignity that they deserve.

Let me tell you something. Bob Morales and Ron Herrera are going to be engaged in that fight full throttle as well. And you all know they play to win.

For example, they do what it takes. They set out early to build the relationships, to build deep, strong, comprehensive relationships, not only with LAANE, but with the organizations like NRDC, with the Sierra Club, with churches, with other unions. It's not going to just be a project, it's not just going to be a campaign. It's going to be a movement.

They've reached out to political leaders across the region and built the dialogue, built the relationships, built the coalitions that are so necessary to making the type of monumental change that we're talking about. They're in it to win it and we're in it to win it.

So, on behalf of LAANE, on behalf of the entire Don't Waste LA coalition and everyone that's engaged in what will be a massive, massive fight, it is truly a privilege and an honor to work with the International Brotherhood of Teamsters, to work with the Waste Division, with 396 —

*(Applause)*

— and with leaders like Bob, like Ron, like General President Hoffa, who are committed to a model of dialogue, a model of engagement and a model of strategy that jumps out of the box.

And we urge you all to keep your eyes open, put your ears to the ground, because the Don't

Waste LA coalition, like a thundering herd of Teamsters, is going to transform the waste and recycling industry in Southern California. Thank you very much.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you, Bob, Ron and Greg.

The Don't Waste LA campaign is a true testament of how bringing stakeholders together is the way we can get this job done for the future.

We've just heard a powerful example of how Teamsters and our allies in Southern California are using a comprehensive campaign to raise standards in the solid waste industry. Let's take the lessons and have them apply to the campaigns in other cities and other industries where they could be used to improve the lives of our members and communities.

Will Reader Steve Myers please come forward to read the Strategic Campaign and Teamster Organizing Models resolution.

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

### **STRATEGIC CAMPAIGN AND TEAMSTER ORGANIZING MODELS**

**WHEREAS**, the Strategic Campaign and Teamster Organizing Models are key to both building Teamster power and maintaining strong contracts and job stability for our members;

**WHEREAS**, employers routinely exploit weak labor laws to resist worker organizing;

**WHEREAS**, employers are taking advantage of the current economic crisis to demand concessions at the bargaining table, especially on issues of pension, benefits, and wages;

**WHEREAS**, employers will not hesitate to shift work to non-union facilities or close union locations to undermine union power;

**WHEREAS**, comprehensive knowledge of companies and industries is vital to developing organizing targets and strategies;

**WHEREAS**, strategic campaigns are care-

fully planned and researched, comprehensive, escalating campaigns designed to place pressure on the key strategic relationships of an employer;

**WHEREAS**, strategic campaigns are a vital component to successful organizing and bargaining efforts and can be used effectively to both beat back employer aggression and mobilize workers and members;

**WHEREAS**, strategic campaigns identify and analyze the strengths, weaknesses and key relationships of both the employer and the union;

**WHEREAS**, strategic campaigns engage employers on multiple levels, from worker mobilization to the strategic targeting of key relationships or weaknesses;

**WHEREAS**, the Teamster Organizing Model has significantly increased Teamster win rates in NLRB elections;

**WHEREAS**, this model features a systematic, benchmarked organizing process that ensures accurate assessments of units and requires reaching at least 65% support before filing for an election; and

**WHEREAS**, the Teamster Organizing Model engages workers in campaign actions and engages political and community allies in worker organizing struggles;

**THEREFORE, BE IT RESOLVED**, that the Strategic Campaign and Teamster Organizing Models are endorsed by this Convention as the preferred approaches to building union power through organizing and to maintaining union power at the bargaining table; and

**BE IT FURTHER RESOLVED**, that these Models will result in more organizing victories and united bargaining units and will empower Local Unions to successfully bargain strong contracts for Teamster members.

GENERAL PRESIDENT HOFFA: Do I have a motion in support?

Mike 2.

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DELEGATE RICK HICKS, Local 174: Mr. President, I'm Secretary-Treasurer of Teamsters Local 174 in sunny Seattle, Washington.

*(Applause)*

I rise to move adoption of this resolution.

GENERAL PRESIDENT HOFFA: Thank you.

Do we have a second?

Mike 2.

DELEGATE KEITH E. GLEASON, Local 627: Mr. President, I'm President of Teamsters Local 627, Peoria, Illinois; Joint Council 65, Springfield, Illinois, and a proud Hoffa/Hall slate supporter. I second the motion.

GENERAL PRESIDENT HOFFA: All right. Thank you.

We have a motion and a second. Is there any further discussion?

All those in favor, signify by saying aye.

Anybody opposed?

The motion is adopted.

### ANNOUNCEMENTS

GENERAL PRESIDENT HOFFA: Okay. We're nearing our recess here. I have a couple of housekeeping items for you. One thing that I've been told that — you know when we passed the hat and I said it was 29,000? Well, they say the hotel made an error. It's 24,128.69. I think we had to correct that. But that still shows the generosity of each and every one of you, and I thank you again. Great job no matter what the number is.

*(Applause)*

Also, I got some really good news. The Canadian Vice Presidents are elected by acclamation. How about that? Let's hear it for Canada.

*(Applause)*

That means the Canadians don't have to vote tonight.

Also, also, there's more. Tomorrow is the Truck Rally, 8:00 o'clock a.m. on the Strip. All

the beautiful trucks from all over the country will be out there. I know I want to be out there, I really want to see that. It's going to be unbelievable. Get your cameras. It's just something everybody wants to see, and everybody looks forward every year.

Okay. We'll stand in recess until 9:00 o'clock tomorrow.

Don't forget to vote, 5:00 to 7:00. See you there.

*(The Convention was recessed at 4:47 p.m., Wednesday, June 29, 2011, to reconvene at 9:00 a.m., Thursday, June 30, 2011.)*