



SECOND DAY
TUESDAY AFTERNOON SESSION
June 27, 2006

The Convention was called to order at 2:10 p.m., General President Hoffa presiding.

...A video presentation of greetings was shown to the delegation.

THE ANNOUNCER: Ladies and gentlemen, please welcome Teamsters General President James P. Hoffa.

(The delegates chanted, "Hoffa.")

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Thank you very much. Come back from lunch, these things happen.

We're going to reconvene the convention. Hope you had a good lunch. I am told the transcripts are on your seats. We took care of that business.

There is a revised UPS resolution on your seats. Please refer to this corrected version when we take up the resolution this afternoon and dis-

regard the other one that's in the book regarding UPS.

In July, the Teamsters General Executive Board voted unanimously to partner with six strong, progressive unions in the new Change to Win Union Federation and to form Change to Win. We did this to focus more of our strength on organizing the unorganized and to create real power for working families of America.

The Change to Win Federation represents a new era for North American workers. Our unions represent more than 6 million workers who are very closely allied and work together and combine the strengths of our various unions.

We're working hard together. I now call on International Vice President Jack Cipriani to give us an overview of Change to Win.

Come on up, Jack.

(Applause)

VICE PRESIDENT CIPRIANI: Thank you, General President. Together the Teamsters and the unions of the Change to Win Federation are transforming the labor movement into a fighting, winning force again. We're focusing on organizing the unorganized, 50 million workers whose jobs cannot be outsourced, whose jobs cannot be sent overseas and whose pay benefits and working conditions threaten to drag us all down. It's imperative that we join forces now and make these good-paying jobs with full benefits and retirement security. By organizing the unorganized, we will help make the American dream a reality for millions of workers, but also protect all of our futures.

The Teamsters remain the bulwark of the labor movement, whether it's in organizing, whether it's in bargaining for contracts. Striking workers, no matter what union they belong to, can count on the Teamsters for support. That is our history and that is our tradition. And we will never waiver from our proud role as a defender of working people everywhere.

Now let's look at a video about the Change to Win Federation.

...A video presentation regarding the Change to Win Federation was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: Our next speaker is somebody that's very special, somebody that I just got to know recently as we set up Change to Win. She's a person that has worked very hard to make sure that Change to Win works. It's setting up a federation of six million people with seven big international unions. Can you imagine how hard that is?

But she certainly has done the job. I'm impressed with the way she does it, and she believes, as we do, in a better tomorrow for workers.

I want a big Teamster welcome for a very special person, the Change to Win Chairperson,

Anna Burger.

(Applause)

Anna Burger
Chairperson
Change to Win Federation

First of all, I just want to say how honored I am to be invited to speak to all of you. You have done such great work, and I'm privileged to be here.

I want to just say to Jim, I couldn't have asked for a better partner in rebuilding a labor movement, a labor movement that is strong enough to win for working families again.

I grew up in Levittown, Pennsylvania, in the 1950s — I'll date myself a little bit — in a working class family believing in the American Dream. My mom was a nurse who worked the 3:00 to 11:00 shift. When I was 9, my dad, a truck driver, was permanently disabled in a terrible accident. But my mom's incredible strength and my dad's Social Security, Medicare, allowed my sisters and my brother and I to have a decent life, to even go to college and not be burdened in debt.

When I was growing up, one in three workers was in a union, and a union meant it lifted up whole families, whole communities, whole generations. And every generation in America has met the biggest challenge with greatness. And each generation in America had one common legacy: They left to their children a better life than they had. It was called the American Dream. When you had a union job, you were on the way to the American Dream.

But, sisters and brothers, that dream is flickering across America. Working in America is very different than when I got my first job years ago. America's greatness was that everybody who worked hard and played by the rules could have health care, have a decent wage, send their kids to college, maybe even buy their own home and retire in dignity.

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The truth is in America workers still do work hard. We drive buses and we drive trucks. We serve food, we stock shelves, we clean hotels, we pick crops. We build, guard, and clean the skyscrapers of our city. We take care of the sick and the elderly. We raise the children.

We do work hard and we do play by the rules. But now in America the rules stink. They are don't work for American families. The rules are stacked against us. The truth is, the world's changed. Our employers changed. Society changed. But for too long the American labor movement didn't.

Every day of my life the labor movement has gotten smaller and smaller and the voices of working people have gotten weaker and weaker. Instead of coordinating and pooling our resources, we had a labor movement that was at war with itself, competing over the same workers instead of standing up to the global corporations so that we could win for all workers.

But our unions, the Teamsters and SEIU and others, looked around at what was going on and we had a sober assessment of what was happening to working families. That's why eleven months ago our seven unions representing six million workers came together and said, "We need to build a new, stronger labor movement."

Now, when we did that, we knew that it would be controversial, we knew that it would open us up to criticism, and we knew we were sailing into some uncharted waters. But something had to be done, so your union and our unions, all of them — SEIU, UNITE/HERE, the UFCW, the Laborers, the Carpenters and the Farm Workers — came together and created Change to Win.

We did it because we knew we had to. Every single morning millions and millions of American workers wake up and they worry about how to make ends meet every single day. They worry about how to get their kids to and from school in between their two and three jobs.

They worry about how they're going to pay for health care should they get sick. They worry about how they will ever retire.

I've met workers across America who struggle every single day, who work hard and love their country, but they are being trampled by our economy. Workers like Edward Morrison. Edward Morrison recently spoke at our Change to Win organizing convention and he told us his story. When he was done, you could hear a pin drop.

Edward works on the killing floors at Smithfield Food. Smithfield Food is the largest pork processing company in the world. And the Tar Hill plant where Edward works is the largest pork processing plant in the entire world. This is how Edward spends his day. In a large room, probably three times the size of this, much darker, filled with fire and boiling water, temperatures often over 100 degrees. The boiling water is for the scalding pots where they dump the hogs. He and two workers stand at a table beside each other all day long, and all day hogs weighing 400 pounds come down a chute. And it was Edward's job to catch that hog, flip that hog, so that the next guy could slit it and the next guy could hang it.

And what Edward told us recently was, "I'm going to run through 4,000 hogs in my seven-hour shift. I get ten minutes for lunch, because it takes me ten minutes to get there and ten minutes to get back. And when those hogs come out the chute, they're not waiting for anybody because the line never stops."

He went on and said, "Some people start and they walk off the job right away because they can't take it." And he said, "Sometimes I can't take it." And this big, strong man choked up. And he said, "But I know that I have to be there because I have a family to feed." The line never stops.

And I think that Edward was speaking for lots of Americans, because the pressure keeps

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mounting, the costs keep rising and wages are stagnant, and the line never stops for working families in our country.

A full-time job used to mean that you could support your family and have health care and have a secure retirement. It was the American Dream. It wasn't easy, it wasn't automatic, but if you worked hard you could get there. Not anymore.

A couple weeks ago there was a study out that said for middle-income households, that debt was now at 108 percent of income. The first time in recorded history that debt was ever larger than income.

Now, that debt isn't coming from people buying lattes and flat screen TVs and going to the Caribbean for vacation. It's from trying to make ends meet, when housing and health care costs are skyrocketing and wages are stagnant. It comes from trying to borrow enough money to buy your own home or send your kids to college or bail yourself out when you have a health care crisis. People are going into debt to just to try to make ends meet and reach the American Dream.

Half of all workers who earn between 30,000 and 90,000 dollars a year say that no matter how hard they work, they can never get ahead. Most of them, recent studies said — that they believe that they will never be able to stop working until they die and that they will never get out of debt.

Here are four numbers that say it all: In the last 25 years, the stock market up 793 percent. CEO salaries up 743 percent. Our productivity up 68 percent. Wages up zero, stagnant, stuck, for 25 years our wages are stuck. Now, what does that mean?

Let's think about Smithfield Foods. The CEO there makes \$11 million a year without any of his bonuses, just in his salary. A starting worker makes \$8.10. That means that the CEO at Smithfield earns more before he goes to lunch on the first day of January than his workers make in a whole year. It means that for Edward

Morrison, he has to catch and flip 400 million pounds of hog to earn what the CEO earns when he flies from North Carolina to Chicago first class. Something is wrong in America.

But for the super rich enough is never enough. The 18 richest families in our country are worth a total of \$185 billion. And they are financing the entire effort to repeal the estates tax. They're being led by the Sam Waltons, the four Wal-Mart kids, each worth \$19 billion apiece. And those kids get to have a tax savings if they repeal that tax of \$71.6 billion. Is that right? No. Is that right?

And what those families will save in taxes could have put 4.2 million of Edward Morrisons to work for a whole year.

Now, something is really wrong with the Wal-Mart kids I think. At the same time the Wal-Mart kids win a \$76 billion tax windfall, they are sticking us with higher tax costs because they don't provide health care to their own workers and they expect us to bail them out. Something is wrong in America.

Sisters and brothers, I don't think that any of us really want to live in a country like this.

(Applause)

We don't want to live in a country where people who reap the most are those who need it the least. We don't want working families who sweat and struggle every single day to keep on slipping further and further behind.

That is not the country that our families built for us and it's not what we want to give to the next generation either. We can do something about it. Together, all of our unions can do something about it. Are you ready to do that?

(The delegation shouted, "Yes.")

So we are going to rebuild the labor movement. We are going to reclaim the American Dream. We're going to restore some balance and sanity to our economy, and we need to do that by organizing and growing again. That's what the Teamsters are doing right now. We are going to grow in our

industries, we are going to grow and organize the new industries in our country.

We are a movement that understands that our strength comes from our commitment to learn, to strategize, to leverage our power together for each other; and we're all in Change to Win willing to do that. It's a movement that recognizes that "workers of the world unite," is no longer a slogan, it is our strategy to be able to create good jobs for workers around our globe, a global movement that is more creative, less insular, quicker to react and more effective.

We know that we have to stop holding on to solutions of the 19th century. We need global solutions of the 21st century for our global workforce.

We also need to twist things around. We need to use the forces of globalization. Instead of letting them hurt workers, we need to use them to help workers. When capital consolidates, we can consolidate our strategies and take them on more effectively, too.

We are going to use the power of our 6 million members together to take on employers, not work site by work site, but whole companies, whole industries all at one time.

(Applause)

Sisters and brothers, across America when people hear of the struggle of hotel workers, they say, "Somebody should do something about that." When they hear the struggle of laundry workers, they say, "Somebody should do something about that." Or they hear about the Miami striking janitors, they say, "Somebody should do something about that." Or the port drivers, they say, "Someone should do something about that." What they really mean is someone else should do something about it.

Well, I'm here to tell you, sisters and brothers, the somebody else is us. We are the ones who need to do something about it, and together we can. The time for waiting is over. The time for action is now.

That is why I am so proud to be with all of you at the Teamsters. The Teamsters are doing so much to reorganize and organize again. You are rolling up your sleeves and you are ramping up to make work pay again in this country. You should be proud of the campaigns. Whether it's the Cintas campaign or the bus drivers campaign or the port drivers campaigns, you are there to make sure that we can make work pay.

And what you do matters to real working people. They are workers out there who struggle every day. Sandro Laro, a port driver since 2000 in Miami, he's worked for 15 different companies, always looking for just one company that would treat their workers with respect and dignity. So far he's still looking.

Now, he works 15 to 16 hours a day hauling dangerous loads of up to 95,000 pounds. But when he's done paying for his fuel and his repairs and his tires and his maintenance, he gets paid six bucks an hour. "I can't afford health care for myself and my family," he said, "let alone think about retirement."

How can this be in America? How can someone, who is willing to work 70 or 80 hours a week in the richest country on this planet, working for a multinational company with billions of dollars of profit, still be living in poverty without health care for himself and his family? How can this be?

It is not right, sisters and brothers, and you and all of us are going to do something about it.

(Applause)

For Sandro and his co-workers, the Teamsters are there, because they know that he needs a union and they know it's not going to be easy, but they're there in the long-term to make that happen. And I pledge for Change to Win, all of us will be there with our 6 million members and our leverage and our power to do whatever it takes to help those workers have a union.

I believe that we can rebuild the labor movement again. I believe that we can create an

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America where health care is a right, not a privilege, and where people are guaranteed a retirement. I believe that we can create an America where our children have opportunities for the best education, where they, my daughter, Erin, your daughters and sons and nieces and nephews and grandchildren, can live out their dream.

Sisters and brothers, when I was growing up in Levittown, Pennsylvania, I would have never imagined in my wildest dream that I would some day be the Secretary-Treasurer of the SEIU or the chair of a new labor movement that can give hope to working families in our country.

Nine years ago I lost my mom and my dad. When I was going through their things, I found a box in their closet. In that box when I opened it up, I found the important documents of their life: The birth certificates of all of the children with the little footprint on the bottom, their love letters that they had kept their entire life. As I was going through it, in the bottom of the box, I found a little black book. I must say I was a little curious as to what that little black book was. I pulled it out and it was my dad's Teamster book.

He put it there —

(Standing ovation)

He put this book — he put this book there with his most valuable possessions because being a union member meant so much to him and his generation; and it means so much to us and our generation. It's our responsibility to make sure that it's strong enough for the next generation.

Sisters and brothers, it is our generation's calling. It is our moment of greatness. It is our duty, it is our obligation to leave for the next generation a stronger labor movement than we inherited. I believe that we can give them back the American Dream. I believe that if we keep people like Edward and Sandro's — pictures of them in our hearts, people who have been dealt hard blows in their life but never let go of the

hope that some day work will be valued again in our country — sisters and brothers, I believe it is up to us that we can change America, that we can rebuild the American middle class, we can reclaim the American Dream, that we can make work pay, not just for us, but for all workers in our country and for the next generation.

Sisters and brothers, are you ready to do it?

(The delegation shouted, "Yes.")

Can we do it?

(The delegation shouted, "Yes.")

Will we do it for our children?

(The delegation shouted, "Yes.")

Will we do it for the next generation?

(The delegation shouted, "Yes.")

Together we can. Thank you very much.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you, Anna.

We're doing the things we need to do to change the labor movement and increase our bargaining power. We look forward to a long and productive relationship together.

I now call on Secretary-Treasurer of Teamsters Local 554, Jim Sheard, to read the "Change to Win" resolution. It's Resolution No. 4 on page 9 of the Resolutions Book.

...Committee Member Sheard read the following:

CHANGE TO WIN

WHEREAS, the percentage of workers that are unionized has fallen from 32 percent in the 1950s to 12.5 percent in 2005 – the lowest since the birth of the modern labor movement; and

WHEREAS, the 2004 Presidential Election showed that, despite the labor movement's unprecedented political effort our sheer numbers prevented us from electing a pro-worker President in consecutive elections; and

WHEREAS, the outcome of the election could have been reversed with ten percent (10%) more union members in Ohio; and

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WHEREAS, without greater density unions don't have the power to fight for and protect fair wages, affordable healthcare, and retirement security; and

WHEREAS, the labor movement, including the Teamsters, must commit to dramatic change and large-scale organizing of new members in order to protect our existing members and give millions more working people the opportunity to earn a fair paycheck and be treated with dignity on the job; and

WHEREAS, the AFL-CIO was unwilling to modernize and commit to reform; and

WHEREAS, the Teamsters joined the new Change to Win Federation — along with the SEIU, UNITE HERE, UFCW, Laborers, Carpenters, and United Farm Workers unions — in order to organize the unorganized and create real power for working families; and

WHEREAS, the Teamsters have been supported by our Change to Win partners in numerous campaigns, including the struggles for school bus drivers, Quebecor workers, Cintas employees, and port truck drivers;

NOW, THEREFORE, BE IT RESOLVED, that the Teamsters will continue to support the Change to Win Federation and will follow through on the Federation's main purpose: strategic large-scale organizing campaigns while at the same time holding our elected officials accountable to our trade union principles that will give millions of working people the opportunity to achieve the American Dream; and

BE IT FURTHER RESOLVED, that Teamster affiliates at all levels are encouraged to participate as appropriate to their local situation, in joining with our fellow Change to Win unions in building labor power and political accountability on a local, state, and federal level.

COMMITTEE MEMBER SHEARD: I move to adopt this resolution.

GENERAL PRESIDENT HOFFA: Mike 6.

DELEGATE BRAD SLAWSON, JR., IBT Local 20, St. Paul, MN: Mr. Chair, I'm a Hoffa-Keegel delegate.

UNIDENTIFIED DELEGATE: Woo-Hoo!

DELEGATE SLAWSON: Thank you.

(Laughter)

Mr. Chair, I've been a member since 1998, and I was elected to office in 1996 as an officer of Teamsters Local 120, a local union of about 5,000 members at that time in 1996. Even though it was a very decent-sized local union, we had seen the need for change and the need for growth and the need to organize.

So in 1998, we decided to merge with Teamster Local 544, a local union whose principal officer was C. Thomas Keegel; a local union whose VP was Brad Slawson, Sr., my father; a local union whose past Trustee for 18 years was Lyle Slawson, my grandfather. I'm happy to say all three of us are here in this room today.

(Applause)

Since 1998 until today, we've grown our local union from 5,000 members to 11,000 members.

(Applause)

Through a great staff of organizers that do an excellent job every day for us. However, I have to admit that most of our growth has been through mergers. Even though the mergers have been great and been good to our local union, it kept the size of the density in our area the same. The density of the unions in the United States have only maintained or lost ground. Today we're at an all-time low in the private sector of only 8 percent. It's a sad day out there, and we have to change to grow, we have to change to win, and we can do that through these partner unions.

These partners have all stepped up to the plate in the areas of organizing, organizing, and organizing. They've all said that they want to hold elected officials at Capitol Hill accountable for their actions. The days of giving money and

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giving checks and not getting the results have to come to a stop.

(Applause)

I think this new partnership with SEIU, the Carpenters, the UFCW, HERE, the Laborers Union, the Farm Workers, is a great partnership with the IBT as it has been in our great state of Minnesota and Iowa.

I'd urge all of the delegates here to support this document. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you for the second. Mike 2.

DELEGATE JOHN T. COLI, IBT Local 727, Chicago, IL: Mr. Chairman, I'm a proud Hoffa delegate, elected delegate of 727, President of Joint Council 25. I rise in support of this resolution. I want to echo my good friend Brad Slawson, Jr.'s comments, but there's one thing, I think, that must be addressed at this convention.

Mr. Chairman, you showed such incredible vision. The difficult decision to leave the AFL-CIO was one of the most courageous decisions in modern times. I applaud you, sir.

(Standing ovation)

(Chants from the delegation of "Hoffa!")

GENERAL PRESIDENT HOFFA: Thank you very much. Thank you. Anybody want to speak against it?

(Laughter)

None being seen, all those — mike 2.

DELEGATE ROY MARSHALL, IBT Local 585, Washington, PA: General President Hoffa, I'm a proud Teamster delegate for the Jim Hoffa-Tom Keegel Slate. For years our unions have been shrinking, and we're now less than 8 percent of the private sector employees. The decision to leave the AFL-CIO was not a decision to kill labor, it was a decision to save labor. We needed these bold steps, decisive leadership. To echo the sentiments of the brother before me. I thank you, President Hoffa, for that leadership.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE MARSHALL: Now we can band together, the Farm Workers, the Carpenters, the Laborers, the Service Employees, the garment workers, hotel workers, grocery workers. Together we'll fight for each other in a way that labor has not done for years.

One common objective: Growing our numbers and our strength. I know that we're going to have some bumps in the road, General President, and I think that this is the first time we have to recognize that this is the first new labor federation in 50 years. This has been long overdue.

Change to Win unions believe that we should hold politicians accountable, Democrats or Republicans. They should show commitment to helping us grow, or else we're going to find someone who will.

(Applause)

In our state of Pennsylvania, which I'm the Secretary-Treasurer of the Pennsylvania Conference of Teamsters, we have met, and we have begun to build a state organization that will focus on the need of the affiliates to do politics, to grow together, and to defend each other. I believe that we are witnessing now the rebirth of the American labor movement, and I thank you, General President Hoffa.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Thank you. I appreciate that.

All right. We've got the motion and seconded. Let's call for the question. Are you ready?

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

Anybody opposed?

None being heard, it is passed. Thank you very much.

(Applause)

We have a lot of very special speakers today. To successfully move forward together we must

use every tool available to us to win back power for working people. We need allies who can communicate with millions of people. Someone who has been doing that for more than three decades is Al Franken. He started making us laugh when he was on “Saturday Night Live,” and he’s been making us laugh ever since. Now he has a radio talk show which has been very highly successful on a new station called Air America. Let’s hear it for him, let’s hear it for our good friend, Al Franken.

AL FRANKEN

**Comedian and Talk Show Host on Air
America**

Thank you. Thank you, brothers — and sister.
(Laughter)

I’m a proud member of AFTRA, of SAG and the Writer’s Guild. I get my health care through AFTRA.

It’s an honor to be here and to be speaking to a union that’s growing.

(Applause)

I’m from Minnesota and I’m a Hubert Humphrey Democrat.

(Applause)

And I am sick of Republicans who say that they own values.

(Applause)

It’s time we value work again in America. I can’t believe again the Republicans in Congress, the majority in Congress, voted down an increase in the minimum wage, which has been the same for nine years. In the same nine years they’ve increased their salary every year. That’s wrong.

And it is time that we remember that we have to tax capital as well as taxing work. You know, the last big tax cut, it was the capital gains tax cut. They want to now completely get rid of the estate tax. Getting rid of the estate tax, of course, rewards the most productive members of our society, the children of the extremely

wealthy.

(Laughter)

I grew up in Minnesota in a suburb of Minneapolis, St. Louis Park, Minnesota. I grew up middle class. My dad was a businessman — he was a terrible businessman.

(Laughter)

A complete failure. But he was a great guy.

When I was four years old, actually, we moved from New Jersey to Albert Lea, Minnesota, a little town in southern Minnesota, opened a quilting factory. My dad didn’t graduate high school. He didn’t have a profession. But my mom’s dad had a quilting factory. Quilting, you know, is the lining of coats, winter coats. And we moved to Albert Lea, Minnesota, and the factory failed in two years and we moved up to the Twin Cities.

I asked my dad years later. I said, “Why did we move to Albert Lea?” And he said, “Well, went we wanted to open a quilting factory in the Midwest.” And I said, “Why did it fail?” And he said, “Albert Lea — the railroad went through Albert Lea.” I said, “Why did the factory fail?”

He said, “Well, the railroad went through Albert Lea but it wouldn’t stop.”

(Laughter)

So he was a horrible businessman.

So we moved up to the Twin Cities and he became a printing salesman. And I grew up in a two-bedroom, one-bath house and thought I was the luckiest guy in the world, that me and my brother were the luckiest guys in the world, because we were in America and we were middle class and we had great public school education and we didn’t worry about anything. And that’s changed. That has changed. It’s a damn shame.

And I’ve done very well, I’ve done very well in comedy. But I think — I compare myself sometimes to Bill O’Reilly, who grew up in Long Island in a two-bedroom, one-bath house

and said in an interview to the “New York Observer,” “No one grew up lower on the economic ladder than I did.” I think that would surprise some kids in Ethiopia.

(Laughter)

But he’s done well, he’s done better than me. And he said, “I did it all myself.” Well, I don’t believe that I did anything all by myself for a second.

(Applause)

Those of us who have done well in America stand on the shoulders of those who stood on the shoulders of those who stood on the shoulders, who stood on the shoulders, who stood on the shoulders, who stood on the necks of Indians.

(Laughter)

Now, on values. I’m Jewish, thank you.

(Laughter)

So I don’t know the New Testament so well. But from what I’ve read, if you cut out every passage in which Jesus talks about helping the least among us, if you literally cut out with a scissors every passage in the New Testament where Jesus talks about helping the poor, you would have the perfect box to smuggle Rush Limbaugh’s drugs in.

(Laughter and Applause)

We not only have to value work in America by doing certain kinds of — we have some crazy, crazy policies in this country. We have a tax policy that creates incentives for companies to outsource jobs overseas. If a corporation now dismantles a factory and moves it over to China, they get a tax break for the cost of dismantling their factory. How screwed up is that?

(Applause)

We need to create incentives to keep jobs here in America. We need trade agreements that simply say, if you’re trading with us, you’ve got to allow collective bargaining in your country.

(Applause)

And enforce it.

(Applause)

And if you don’t enforce it, we will.

(Applause)

We’ve got to start valuing things like science. Remember science? If the Democrats take over the House and the Senate, then I think we’ve got to write a law that says that no member of the Executive Branch can rewrite a scientific report without the scientist signing off on it. don’t you think?

(Applause)

We have to value fiscal sanity. Did you know prior to this president we have not in the history of this country had a tax cut during a time of war. I talked to Paul Krugman, who is on our show a lot. He said that never in the history of humanity has there been a civilization that’s had a tax cut during a time of war. This fiscal deficit is over \$300 billion. Our trade deficit is over \$700 billion. We have over a trillion dollar deficit every year. That’s insane. We have to rescind the tax cuts on the top one-and-a-half percent.

(Applause)

I’m also sick of Republicans claiming the flag.

(Applause)

In the past three years I’ve been to Iraq three times, I’ve done USO tours, it’s been my honor.

(Applause)

They’re a lot of fun.

My wife doesn’t like that I go particularly. The first year she said to me, “You don’t see Bill O’Reilly going on a USO tour to Iraq.” And I said to her, “Honey, that is not fair, he has no talent.”

(Laughter and Applause)

When I go over to Kuwait and Afghanistan and Iraq, I travel with the Sergeant Major of the Army, with his tour, and a bunch of rednecks, frankly, country western stars, great guys, who I just love, because there’s nothing more bonding than going on a USO tour.

I’ve gone a couple years with Darryl Worley

who wrote a very moving song, “Have you Forgotten.” It’s a little jingoistic but, nevertheless, very moving. And I remember flying back to Andrews Air Force Base with him after the trip was over. It was in the middle of the night and everyone is asleep and we were both awake and had this kind of moment. It wasn’t like a Brokeback Mountain kind of thing, it was —

(Laughter)

And I said to him, “You know, Darryl, this has really been great.” And he said, “I got to tell you, I learned so much on this trip about people like you.” And I said, “You’d never met a Jew before?”

(Laughter)

And he laughed, he’s really smart. He’s ill-informed but he’s very smart.

(Laughter)

And he said, “No, I mean liberals.” He said, “I got to tell you, when I first heard you were coming on this trip, I was just incensed.” And I said, “Darryl, why?” He said, “I don’t know, I didn’t know what you were going to say.” I said, “Well, what did you think I was going to say?” Because I kind of the MC and the comedian. I said, “Did you think that I was going to go to the troops, ‘Your president lied to you, you’re dying for no reason. Ladies and gentlemen, Mr. Darryl Worley.’ Did you think I was going to do that?”

(Laughter)

And Darryl actually invited me to the Republican Convention last night. He played at the Republican Convention, and I went to an after party for the California delegation, brought my wife and we had a great time.

It’s interesting how sometimes — and I’m asked about this a lot — why the dialogue in this country sometimes is so poisonous. And I say, you know, it wasn’t that long ago when it wasn’t. I think we all remember how we felt on 9/12, 2001. We were all united. We were all one country. Not only that, but the world was behind

us. If at that time we had a real leader who could take this moment, this unique moment, and use it to lead us into a new century of mutual purpose and mutual sacrifice, wouldn’t that have been something?

(Applause)

But it shouldn’t have taken George Bush five years to realize we’re addicted to oil. I think after 9/11 we kind of got a clue, don’t you think? And think about what a leader would have done. He would have said, “We need to do an Apollo program for renewal energy, that will create a lot of jobs. And we need to increase CAFE standards on cars.” And he could have said at that time — he could have gotten a deal together. He could have said, Okay, Michigan, you’ve got to agree to raise CAFE standards. Texas, we have to invest in something besides oil. And we’ve got to dig in ANWR.” If he had done that, we would have done that and we wouldn’t be where we are today.

We needed a leader then and we didn’t have it. And instead, he hijacked 9/11 and used it for his own petty political purposes, and he will always live in shame because of that.

(Applause)

We, you know, now live in a time where wages have been stagnant, where the gap between the haves and the have-nots is widening, and, unfortunately, where people don’t have health care, where education is out of reach for a lot of people, higher education. They just raised how much you pay on student loans. They don’t fully fund “No Child Left Behind,” the most ironically-named piece of legislation since the “1942 Japanese Family Leave Act.”

(Laughter and applause)

And all this stuff we need. Where fuel is more expensive for people, housing is more expensive for people, education, health care, and what are they doing? They’re doing a flag desecration amendment.

I don’t like people desecrating or burning the

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flag, but the last time a flag was burned was 2005. It was a drunk guy in Tennessee.

(Laughter)

You know, as long — and this is very, very apropos for Las Vegas — as long as we're going to make exceptions to the First Amendment, I've got an amendment. Let's make it illegal for an exotic dancer to pick up U.S. currency with anything other than her hands.

(Laughter and applause)

How dare they do that to Lincoln's face.

(Laughter)

I don't know how much time I have, so I'm just going to — I'm going to tell — I want to talk about the — because I got an applause on the USO tour and the O'Reilly thing — the thing about it is, is that when you go with a Sergeant Major in the Army who's the highest ranking non-commissioned officer in the Army, you're actually really safe. When I go to Iraq, it's for like four days and I'm surrounded by the military. We just land at bases. They don't want anyone in the USO getting killed. Last guy in the USO to get killed was Glenn Miller. You know, it's not going to happen, you know, no matter how much my wife worries.

After I went on my first one to Iraq, I came back and a few months later I was in Hollywood and someone invited me to this big Hollywood party. It was the Friday before the Oscars. It was a pre-Oscar party and there are all these A-list people there, some of whom I knew from doing "Saturday Night Live," like Tom Hanks and Steve Martin, but others like, you know, like Denzel Washington I had never met; and I was really in awe of all of these people.

At one point I was just overwhelmed and had to just sit by myself. So I went into this little library. I thought I was by myself and I heard this voice, "Hey, Al." And I looked up and it was Sylvester Stallone.

(Laughter)

I said, "Hey, Sylvester," because I didn't know him.

(Laughter)

I hadn't ever met him. And I guess you're supposed to call him Sly, but I didn't know that then. He said, "I understand you did one of them USO tours." And I said, "Yeah, it was great. It's really amazing." He said, "Yeah, I was supposed to do one, but I didn't."

(Laughter)

I said, "Okay, why didn't you?" He said, "Well, I was afraid it might be dangerous." I said, well — and then I told him what I just told you. Then he said, "Well, let me ask you this: Was there ever any time in which you felt in danger for your life?"

(Laughter)

And I said, "Well, at one point we flew in Blackhawks from Baghdad, from the Baghdad Airport to Tikrit, and then back again and some Blackhawks had been shot down in the Sunni Triangle, so I guess I thought maybe I had a one-in-10,000 chance." He said, "Yeah, that's why I didn't go."

(Laughter)

And I said to him, "Weren't you friggin' Rambo?"

(Laughter and applause)

And he was very sweet about it. He said, "Well, yeah, but I like my life. I've got a really good life."

(Laughter)

We've got to change this country, we've got to turn things around. We've got to do things that are in the common interest and not in the corporate interest and in the special interest.

(Applause)

Let me leave you with one story. I've moved back to Minneapolis. I had on my show a friend of mine, Dr. Margie Hogan. She's a pediatrician in Minneapolis who works with the working poor. She has a patient who's 17 years old, a girl who does college-level work, parents both work, but they aren't union, and she goes on and off having health insurance. Well, this girl has

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lupus, a serious underlying disease, and the family lost their health insurance. They had earned just enough, just too much to qualify for the CHIP program in Minnesota called Minnesota Care.

Now, her medicine costs a lot of money. So this girl told her parents, "Don't buy my medicine. You've got other kids to take care of." Well, she went into renal failure and brought into my friend who got her in and put her right on dialysis where she's going to have to be probably for the rest of her life. It's very expensive, by the way.

This is stupid. It's wrong. But not only is it wrong, it's stupid. Kids who don't have health insurance are more likely to miss school. A kid who doesn't have health insurance is 70 percent more likely not to be treated for an ear infection. That's stupid. It's counterproductive, because every once in a while, those lead to something serious that actually costs a lot of money.

When we Democrats take over the House and the Senate, I want us on day one —

(Applause)

— day one to provide every kid in this country with health care. Day one.

(Standing ovation)

And we win on that, by the way. We win on that.

(Applause)

I'm sick of them claiming values. We're going to claim values.

(Applause)

Paul Wellstone said that the future belongs to those who are passionate and work hard. I want all of you to work as hard as you can through November and then beyond. Thank you.

(Standing ovation)

UPS

GENERAL PRESIDENT HOFFA: Thank you, Al.

To move forward together to organize, grow

and win power for working families, we must stay focused on those things that got us here. UPS is the largest single employer in the Teamsters Union. Our UPS members have made the company a success beyond anyone's wildest imagination. Thanks to the hard work of 200,000 Teamsters at UPS, the company has become one of the largest, most profitable and powerful companies in the nation.

Teamsters today are what makes UPS a big success. We must never lose sight of this, and we won't let UPS ever forget it either. Ask any UPS member, and they'll tell you that this company is tough, tough on employees, and we've got to make sure that we are there to be strong.

They give nothing without a fight and will take anything they get. It's very hard to get anything. If we're not vigilant in enforcing our contracts, we won't have anything. Rather than hear it from me, I would like you to hear it from a member who knows the whole story. Please welcome, UPS member Bob Brunner from Teamsters Local 177 in Hillside, New Jersey.

(Applause)

BROTHER BOB BRUNNER

Local 177

Thank you, President Hoffa. I look forward to your leadership for the next five years.

(Applause)

Good afternoon, brothers and sisters. My name is Bob Brunner, and I'm a proud member of Local 177 in Hillside, New Jersey.

(Applause)

I've worked for UPS for 26 years; I am a package car driver, and I've been a steward for the last five years. UPS, like so many large corporations, has billions of dollars at its disposal to fight us in our pursuit for a secure future for ourselves and our families. I think it is in our best interests to have similar resources available to us.

During the 1997 strike, our Strike Fund only provided us with \$55 per week. We've built that

Strike Fund up so that we could get ten times the rate of our hourly pay per week if another strike proved necessary. We need the money so members can weather a storm, if necessary. Members without financial resources are quite possibly the weakest link in the chain.

The ability to go on strike when all else fails is the biggest club in our bag. Without a strong Strike Fund, we have a putter versus a Big Bertha in our bag.

Meanwhile, the union is pursuing early negotiations with UPS. I, along with nearly all of our co-workers support this plan. We need creative solutions to make sure our pensions and our health care are protected. We cannot count on Congress to solve these issues. Does anybody trust Congress to solve our issues?

(Several unidentified delegates responded with "No!")

BROTHER BRUNNER: I don't think so. We must do it ourselves at the negotiating table. As you say, if you want it done right, you have to do it yourself. A recent survey showed that nearly 90 percent of UPS Teamsters responded to a questionnaire thinking early negotiations are a good idea. We realize we cannot afford to wait until next year, or 2008, to begin addressing these critical issues.

The Teamster Union has successfully fought for strong pensions in the past. I'm sure this will continue in the future. Our retirements depend on it.

We must not lose what we have fought so hard to achieve. I am confident that our UPS National Negotiating Committee will succeed in protecting our futures and provide a contract that will continue to make me proud to say I am a Teamster. Thank you, and God bless.

(Applause)

BROTHER FRANK VALLE
Local 396

Good afternoon. My name is Frank Valle, and

I'm a member of Local 396 in Covina, California.

(Applause)

I've been a proud Teamster for 34 years. I work as a package car driver at United Parcel Service in Los Angeles. As we prepare for contract negotiations with UPS, we need to fight for strong contracts and protect our pensions. We will accept nothing short of this.

More than ever, big business is teaming up with politicians to create policies that hurt working families. We need more respect and support of the likes of Senator Joe Biden and Pete Hoekstra.

(Applause)

We must educate ourselves and prepare for the battle ahead and take on big business and politicians head on in this fight for our futures. We cannot let big business and politicians derail what we have worked so hard to achieve. I am confident that if we remain united, that we will be successful in our resolve.

My UPS center in Los Angeles, California, is adjacent to a Union Pacific rail yard. Their motto on the side of their locomotives is "We built America." Well, my brothers and sisters, if the Union Pacific builds America, we Teamsters are the wheels that turn America. Without us, this great nation would come to a screeching halt. Thanks a lot.

(Applause)

DELEGATE ROBIN COLE
Local 638

Good afternoon, brothers and sisters. My name is Robin Cole. I am a steward and an elected Hoffa delegate from Local 638 in Minneapolis, Minnesota. Keegel Country.

(Applause)

I'm very proud to be here. I thank all of you for giving me this opportunity to speak to all the leaders out here. I'm proud to be part of that group.

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I have worked at UPS for 20 of my 30 years that I've been a Teamster. I work full time inside in one of the Article XXII, Section 3, jobs UPS was forced to create after our strike in 1997. For those of you who may not know, full-time workers in these jobs work two four-hour shifts to fulfill an eight-hour day. Not only do you switch jobs after four hours, you also work for two sets of bosses with often two sets of work rules. UPS calls them combo jobs. In Minneapolis, we call them combat jobs, not because they are bad jobs. Full-time inside jobs have been a blessing, and we fought very hard to get them.

But we desperately need to work on more specific language with regard to these new jobs in our upcoming negotiations. UPS is abusing the workers' directed language and pushing Teamsters beyond the fair-day's work for a fair-day's pay.

In the 20 years I have worked for UPS, I have had a lot of great managers and have always been proud to work there. But in the last few years I have seen morale drop dangerously low and have been appalled at the disrespect of our people and of our contract.

Even worse, it's affecting our customers. Jim Casey, the founder of UPS, believed that our company's largest asset was our people. The history of his vision is written in a book entitled "Our Partnership Legacy." Obviously, our new corporate leaders have never read it. This book used to be given to every new supervisor who was promoted into management.

Total disregard of our contract is not only offensive to Teamsters, but also undermines the efforts of the UPS Negotiating Committee. Endless hours are spent on both sides to get our contracts ratified. I know; I've participated in it.

As a dedicated steward, I believe it is imperative that we urge UPS to begin negotiations early. We've got a lot of issues to resolve; why wait until 2008?

In Minnesota, people refer to us as

"Minnesota Nice," so please forgive me for what I'm about to say. Sisters, it's time to pull our balls out of our purse. Stand next to our UPS brothers, and show the world that the Big Brown is done pushing the Teamsters around. God bless negotiations.

(Standing ovation)

BROTHER JERRY STACK **Local 79**

That's a hard act to follow.

My name's Jerry Stack, and I'm a 19-year employee of UPS, a member of Local 79 in Tampa, Florida. I started as a part-time employee and am currently a package car driver at UPS for the past 17 of those 19 years. I've been a steward for 12 years. I know the thoughts of the members from all sides because I am from both sides.

I would like to talk a little bit about two important issues facing us today. One is our retirement security and the other is UPS. We know that the early years of this new millennium have not been good to retirement plans, benefit plans, 401(k)s, et cetera. A lot of pension plans actually dissipated or disappeared. We, as Teamsters, were also faced with a change in our retirement and benefit plans as we used to know them. A lot of us took it hard for two main reasons. First, we are Teamsters; we're not used to taking less or backing up for anyone. Secondly, we believe, even though we do not possess the ability to tell the future, that somehow our leaders should have read a crystal ball to determine what was going to be changes to our plans.

We realize there is no crystal ball. Sometimes there's a storm before the calm. While we're not used to backing up, sometimes you have to take a step back to see where you're going in the future. Let's stop placing blame on what has happened and get more involved in changing the future.

I tell you this because all over the country

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workers are concerned about their retirement and benefits, and Teamsters at UPS are no different.

The UPSers across the country know by now that sitting down at a negotiating table early with UPS is a win-win situation for the workers and the company. The company complains every contract that we're losing volume to the competitors due to contract talks, the possibility of strikes.

The members want to see early relief to some of the problems they and their families have encountered, especially the possibility of enhancing our own retirement plans. Early negotiations with UPS is the best way to try and accomplish these goals. We can find out if the company is serious about their employees, their volume, their customers and our problems, and at the same time we will be able to prepare strategically for the future meetings with the company.

Obviously, we cannot count on the government for solutions to the pension crisis. We're going to be faced with fixing our own issues. We will have to do what it takes to stabilize and enhance our plans.

We need to send a message to our supervisors, our center managers, our division managers, and everyone we see at UPS that we're serious about this issue, and it is time for them to step up to the plate and negotiate. No stalling tactics, no empty promises, no postponements, just negotiate for the benefit of the company and the Teamsters.

The sooner we can negotiate and ratify a solid contract, the better. It would also mean more jobs for future Teamsters and more security for the 200,000-plus members already employed at UPS.

We need to stand behind our National Negotiating Committee and support the Teamsters as they tackle these difficult issues. I will support them; what about you?

(Applause and shouts of "Yes.")

I will get involved to make a difference; what about you?

(Applause and shouts of "Yes.")

I will not blame someone else while I do nothing; what about you?

(Applause and shouts of "Yes.")

I will support this current administration to accomplish these tasks; what about you?

(Applause and shouts of "Yes.")

I will not listen to organizations trying to destroy us; what about you?

(Applause and shouts of "Yes.")

I will fight union pension sabotage propaganda; what about you?

(Applause and shouts of "Yes.")

Let's get to work.

(Applause)

Thank you.

DELEGATE AL JONES

Local 392

Good afternoon, Teamster brothers and sisters. Before I start, I would just like to thank our General President Jimmy Hoffa and Ken Hall for the 2002 contract that they won for us. It was a good contract.

(Applause)

My name is Al Jones. I've been a Teamster for UPS for 29 years. I'm a proud member of Local 391. Jack Cipriani, the hardest-working president in the world, I think. And all the others.

(Applause)

I've been a shop steward at UPS now for two years. The Teamsters Union has done a great job enforcing the National Contract. For the last two years we have been able to get things done that wasn't able to get done before because we were hard on them.

At Local 391, thanks to growth, we have increased our new feeder runs, which I am a feeder driver at UPS. We've got 15 new runs

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there now. These jobs have created opportunity for all UPSers in package car to move to feeders or for part-timers to move to package car or feeders.

I began driving feeders for the UPS in 1988, and before that I drove a package car for eight years since 1980, and I know what that's like. Before that I worked four years at UPS part time. The whole time at UPS I was constantly lied to and that is their way. They respect no one.

Becoming full time allowed me the opportunity to plan my family and allowed my wife the opportunity to stay at home with my two daughters. I thank the Teamsters for all the good contracts we've had. Because of those good contracts, I was able to send my daughters off to universities that I don't know how I would have ever realized it before, one going to Florida State and the other going to UNC Chapel Hill.

(Applause)

I never missed an opportunity to say how proud I am of them because they both had 3.9 and 4.0 GPAs when they finished. That was duly thanks, again, to the Teamsters

(Applause)

I'd urge all of you to support our contract enforcement, and I urge all my co-workers at UPS to do the same. We are the eyes and the ears of our union. When we see contract violation, we need to report them and go through and file a grievance and get the job gone.

Jack Cipriani stands strong with us. When we got a fight, when we got something going on with UPS, he stands strong and he fights against them.

By doing what we do at UPS, we all can be better Teamsters, and we would be better off for it.

Now I just got one last thing I want to say. I've seen the opposition, and I have heard them speak. To beat the man, you've got to be the man, and Jimmy Hoffa is the man. Those are

some awful big shoes to fill. This man has brought us from a picket line with a company who was harassing us out on the picket line, told us, "Your union's got no money. What you gonna do? They're broke. How you gonna make it?" They harassed us every day when we was on that picket line in '97. It was totally embarrassing for that \$55 a week that we received. But we said, "Screw you. We don't want the money. We don't care. We're going to stand out strong, and we're going to get us a good contract."

(Applause)

But now, thanks to Mr. Jimmy Hoffa, we know we got a Strike Fund, and we can fight this company. They no longer snicker anymore because they know we got the money to fight.

Thank you very much. My name is Al Jones.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much. Defending and enforcing our UPS contract is of primary importance to our union. Please pay attention to the following UPS video.

...A video regarding UPS was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: Please welcome Parcel and Small Package Division Director Ken Hall, who has headed up our UPS bargaining in the last round of negotiations and won the best UPS contract in Teamster history.

(Applause)

Ken will give us a brief report and present a resolution with regard to UPS negotiations.

Ken Hall.

(Standing ovation)

VICE PRESIDENT HALL: Thank you, and good afternoon, delegates, alternates and guests. As you've heard from our rank-and-file members, our members are interested in early negotiations. But before we talk about that, we need to make sure that we have a plan in place to

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ensure that our members understand that we're going to the table from a position of strength and not from weakness. Beginning negotiations early is going to be beneficial to us and we want to make sure that we send the right signal to our members before we start.

I recall that as we started negotiations in 2002, many of our members, perhaps not in a large meeting but individually, came to me, members from all over the country, including from my own local where our members are as strong as anywhere in the country — were coming to me and saying, "After the '97 strike, we're never going to be able to get as much in the next contract, and we understand that."

I didn't understand that then because this company continued to make record profits after 1997. And I certainly don't understand that today, because this company has just made the largest amount of money in one year in their history, \$3.87 billion.

So we should be prepared to go to the table. But to give you some examples that sometimes — because we thought after that '97 strike we couldn't get as much, let me give you some examples of how it really turned out.

Thanks to the efforts of our rank-and-file members, our shop stewards, our local union leaders, the National Negotiating Committee and our leadership, we negotiated the richest contract in terms of economics in the history of this company in 2002, a \$10 billion settlement in '02 versus \$4.7 billion that we got in '97.

We won the highest increases in health, welfare and pension contributions ever, \$3.75 an hour in 2002 versus \$1.80 in 1997, more than double the amount in health, welfare and pension contributions.

(Applause)

In terms of wage increases, we negotiated \$5.00 per hour over a six-year contract for all our full-timers in 2002, versus \$3.10 per hour over five years in 1997.

We were able to get unprecedented improvements in benefits for both full-time and part-time employees. For example, in 1997 during the strike we had on the table a proposal for long-term health care for full-time employees and we weren't able to get that.

In 2002, for the first time ever in the UPS National Contract, we have long-term disability benefits for our members.

(Applause)

In addition, we were able to, for the first time ever — and as I've said in negotiations in 1993 and 1997 — in '02 we were able to get retiree benefits for part-time employees that they never enjoyed before.

So my point in talking about these is, guess what? I can't be criticizing the negotiator in 1997, because that was me also. The point is, that we should not underestimate our strength. A lot of folks thought in 2002 we wouldn't be able to achieve what we got in '97. And as you can see, in most areas we got more than twice as much as we had in the previous contract, and that's what we need to build for the upcoming contract negotiations.

Another improvement that we were able to get was job security. 10,000 new full-time jobs during the term of this contract, created from the part-time jobs.

But in addition to that, as we had proposed back in 1993 and 1997, we wanted to bring back some of the bargaining unit work inside, clerical work, that we all believed UPS had stolen over the years from us. We had been through numerous negotiations and, in addition to that, numerous arbitrations, and were never successful in doing that.

In 2002, we were able to bring in nearly 10,000 new clerical jobs that were previously performed by subcontractors or non-union employees.

(Applause)

And to protect those jobs from going non-

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union agreement, we were able to negotiate language under the technology clause that said no longer could UPS say because it's new technology, Teamsters can't do that work and it has to go to some supervisor. The language in the contract we got in '02 provides that any work, if they enhance the work, they have to train our members, it's bargaining unit work, it's ours to stay.

(Applause)

In addition to those clerical jobs, for the first time since I've been involved — and that's been a lot of years, at least since 1987 — during all those negotiations we have tried to get more work at our air gateway hubs and we have never been successful. And thanks to our Air Committee, led by Randy Cammack, we were able to get language that allowed us over this contract to pick off more and more of those jobs.

(Applause)

Many of you who have been with UPS for a while, as the General President said, knows that the day after we sign a contract they begin trying to steal back some of the provisions of that contract. And as some of you who have worked there for a long time remember, the company had convinced an arbitrator that full-time employees should have to go through more than one full-time progression if they move, for example, from an air job to a package job. And in 2002, we were able to get language that stopped that practice, which meant lots of money and lots of dollars per hour for our members.

(Applause)

A lot has been said about forced overtime, and it has been a struggle. But I would point out that although it has been an issue for many, many years, the '02 contract is the first contract that there was ever national language that prevented the company — when it gave us an avenue to challenge the company and to win grievances over excessive overtime.

I'm also pleased to tell you that with enforcement around the country, we went from having over 100 grievances at the grievance panel to the last panel we had one grievance. Which means that either, one, someone is not filing grievances or they're getting settled as they should.

(Applause)

For the first time — it's a long day for package drivers and they want to be able to spend time with their families and go to a ballgame or one of their children's plays, and so for the first time in the 2000 contract we were able to get language that gives them limited rights to request eight-hour days.

And there's one area in which I must say that I have miscommunicated over the past six weeks. When we started talking about early negotiations, I tried to ensure people that our goal — we are not going to go to the table without a firm agreement that the terms of the current contract must stay in place. I was using examples to say if we start early negotiations in August, you'll still get your 90-cent-per-hour raise, and next year in '07 you'll get a dollar-per-hour raise. I must admit that I was mistaken about that, because one of the goals — or one of the clear directives that I received from the General President in the 2000 negotiations was that he wanted a real COLA, a real cost-of-living allowance. And so for the first time in 15 years I am pleased to announce that as of last week we agreed that August 1 our members will receive an additional 12 cents per hour as part of a cost-of-living allowance.

(Applause)

So that means I did misspeak. I said you would get your 90 cents per hour in August, you're actually going to get \$1.02. And if you happen to be a part-timer that's not red-circled, you get \$1.22.

But the contract — as Howard Redmond said, the contract is only as good as the success we have in enforcing it. So as you've heard some of

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our members and as you saw in the video, we have hired additional staff at the Parcel Division. And I want to thank General President Hoffa and Secretary-Treasurer Keegel for being willing to put those resources into our division. As UPS continues to expand, we must expand our enforcement. That means we need more people.

We now have an — in addition to more full-time staff around the country, we also have in our office in Washington three researchers. Two of those researchers spend their entire day researching issues regarding UPS, compiling information that the locals send in about subcontracting or about anything else that involves enforcement of our contract. They look at the Menlo or Cartage Services, Inc. They are now tracking this new company that UPS bought called UPS Freight or, as we know it, Overnight.

We had a third researcher who every day when he wakes up, he spends his entire day researching FedEx, because, yes, we are going after FedEx.

(Applause)

We're going to talk more about that in another segment, but we have launched a FedEx Web site. And I have talked to members during the past week while here at the convention. I have had numerous members from Wisconsin, from California, from several areas of the country that came up to me and said, "We've been participating in leafleting, as the division has asked us to do, and we're getting tremendous response from FedEx workers." And that's great news for us.

We're working closely with our locals to help them to enforce our contract. And I have to tell you that while we still have lots of problems — and you're always going to have problems as long as you are dealing with UPS — we have been very successful in subcontracting. While we still have issues with it, we must get every local working. We have to have grievances

where the company is subcontracting working. But I'm pleased to say that just here in the west, in the past six months two local unions, Local 396 and Local 533, because of the hard work of those stewards and their members and the local union, they filed grievances and have collected more than a quarter million dollars in back pay in those two locals alone.

(Applause)

And more importantly — back pay is always an issue that our members love. But more importantly, as a direct result of those grievances, UPS has been forced to put on 80 new feeder drivers. That translates into more than \$8 million per year in new wages and benefits for our members in just those two locals.

In fact, in Local 396 they've created over 250 new jobs just very recently. And as J. Phillips said, that's created opportunities for more than 230 part-time employees to be promoted to full-time package driving positions as the package drivers move to feeders.

Enforcing our contract is good for all our members.

Over the past two years, as a result of our contract enforcement, in addition to UPS's desire for lane enhancement and taking the work off the rails, UPS has been forced to create over 1800 new feeder jobs. When you consider that a feeder job with benefits equals about \$100,000 per year, that means in the past 18 months we've added \$180 million in new wages and benefits to the Teamster ranks.

(Applause)

Now, some can argue it's all lane enhancements. Some of it is, taking the work off the rail. But I will guarantee you this: If our locals wasn't enforcing that contract, when they took that work off the rail, you would be going directly to a subcontractor. Our locals have done a tremendous job. We still have more work to go in some areas.

Counting the contractually-provided new

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jobs as well as the new jobs that have been created through new contract enforcement, since 1998 this administration has been responsible for creating more than 17,000 full-time jobs at UPS.

(Applause)

And that, together with at least 5,000 more full-time jobs that are already guaranteed in the last two years of this contract, that brings the total to more than 22,000 full-time jobs since 1998, and that's great for our members.

(Applause)

We are continuing to see UPS grow. Within the past month, UPS has announced that they are going to expand at their largest air hub in Louisville, Kentucky, which will add more than 4,000 additional Teamster jobs, many of which will be full time.

(Applause)

In addition to subcontracting as we work to enforce this contract, we've been successful in winning hundreds of grievances, as I said earlier, regarding excessive overtime as well as thousands of grievances over supervisors performing our work.

But we have to also look beyond UPS's regular package delivery business. As some of you know, UPS bought Menlo Worldwide Freight Forwarding in 2004, and they renamed that company UPS Cartage Services, Inc. When we started — when UPS bought them, we had about 900 employees spread over 28 individual contracts. As a result of hard work from both our UPS and freight locals who represented those 900 members, we have been able to negotiate midterm of the contract a new agreement that puts all 900 workers under one supplement to the UPS Master Contract. That means that when we start negotiations for the next contract, rather than negotiating individually in each of their areas, they will now have the strength of more than 200,000 Teamsters during their negotiations.

(Applause)

That new contract, also, for the first time in any agreement with UPS contains a card-check and neutrality clause so that we can organize those non-union CSI centers that are still out there.

Locals around the country — half those centers are already organized, and as I speak today, our locals are busy organizing the other half. So we've been very successful there.

But what is perhaps most important to UPSers, is that this whole Menlo CSI operation is actually a part of the UPS Freight and Logistics business segment. So that means that by organizing these workers, we're making inroads into getting into their Logistics business, which is somewhere we need to be representing members for the future of our members as well as the benefit of those non-union workers. As we continue to organize their non-union logistics companies and increase our power in that industry, that allows us to focus more on targets like their major competitor, Fed Ex.

So continuing our plan to ensure that all jobs in the industry are unionized, we've also begun an effort to organize the nearly 15,000 workers at UPS Freight, formerly Overnite Transportation. We're going to be talking more about Overnite in a segment later this afternoon. But it is absolutely important that we organize all of their supply chain, not only their package business. We also have to organize Overnite.

So let's talk about the negotiations. As you've heard, we first did a scientific poll which indicated overwhelming support from our members for entering early negotiations. After that, our National Negotiating Committee unanimously recommended beginning efforts to force UPS to the table early.

Next we surveyed our members. We sent a survey to every member, and the response was over 89 percent of our members saying we should begin negotiations early for lots of rea-

sons that you've heard our rank-and-file members talk about today.

But I just want to focus for one moment. Why is it so important that we start negotiations early to talk about pension and health care?

Typically, in fact in every negotiations that I'm aware of, the parties, UPS and the Teamsters, negotiate over non-economic issues first, which is typical for every negotiations. Then in the very last portion of negotiations we talk about wages and benefits. So despite what some people think, there's some real misunderstanding about what the role of negotiators are and what the authority is concerning pensions.

We negotiate in the national contract the amount of contributions to go to each pension fund. We don't have the authority to set the benefits. And over the years, that's worked fine. The funds have said, "Get us this much money, that's what we're going to need over the next contract." That's what's happened in every contract negotiations I've been in in 1990, in 1993, in 1997 and in '02.

But as one of our members said, no one in the room had a crystal ball. No one knew what was going to happen to the stock market. So, as a result of that, pension funds all over the country have suffered. Quite frankly, Teamster plans have fared much better than most industries.

But the reason for starting early is because this is not a typical negotiations. With what's going on in this country, we want to move that discussion up front. We want to make sure we get to the table. We can't depend on Congress. God knows George Bush is not going to do anything to help our pension plans, because his plan is to destroy them. So we need to get to the table early and take care of our problems the Teamster way, by negotiating them.

So our members have agreed. Once we got the results, we initiated a petition drive. I'm pleased to tell you that within the first week we received not thousands but tens of thousands of

petitions from our members. As a result of that overwhelming response, we formally requested that UPS come to the table.

Let me be clear. As I said earlier, when comparing '97 and '02, we intend — while we have serious issues to deal with pension and health care, we are going to deal with those. When we get to that bargaining table, we're going to negotiate a settlement that addresses those issues.

But that's not all we're going to talk about. We're going to talk about wages. We're going to talk about all the other economic and non-economic issues that our members believe need to be addressed. Keep in mind, this is our members' contract and we're going to be guided by the direction that they give us in surveys and in proposal meetings around the country once we get started.

I want to make it extremely clear, as long as we get our members involved, which we will be able to do as we always do, we will negotiate a contract that will exceed the \$10 billion contract negotiated in 2002.

(Applause)

And let me end by saying a couple of things. First of all, I come from a miscellaneous local and so I recognize that this entire union is not about UPS. But it is our largest contract, and employers all across the country will watch to see what happens in that largest contract. So it's extremely important that we are united, that we take the message to UPS that we're not going to come away from there without protecting our members' benefits. We need, frankly, to send a message to this entire country that the Teamsters will not accept the recent trend of corporate America to destroy pensions and health care for hard-working employees in this country.

(Applause)

In fact, we need to send a message to other Teamster — once we're finished with these

negotiations, the message to other employers where our members are represented — the message to them should be, “If you mess with our members’ pension and benefits, you’re going to get the shit kicked out of you by the Teamsters.”

(Standing ovation)

So, finally, some have asked, “What’s your plan?” Here’s our plan: Our plan is, first of all, to get an outstanding contract for our members. We are going to organize Overnite. We are going to organize UPS Logistics. And then look out, Fred Smith, because we’re coming for Fed Ex.

(Applause)

So that begs the question: What is the very next step? And at this point I would ask General President Hoffa to join me at the podium for a very special announcement.

There’s been a lot of question about whether or not UPS would agree to come to the bargaining table. They have publicly said from time to time, “We have a contract, we don’t need to come till 2008.” They’ve always said, “We want early negotiations.” Now all of a sudden they didn’t want early negotiations.

What they don’t want is to talk about pension and health care first. What the General President has made clear to the CEO of this company, what we have made clear and what, most importantly, the overwhelming support from our members has made clear to UPS, that we demand to come to the table. We are going to make an announcement — we have told them that we’re going to make an announcement this week and it’s your choice. Either you reach an agreement with us or we will tell everyone at the convention that we’re going to have to start a war to try to get you to the table.

I am pleased to announce to you today that as of last Friday, UPS sent a letter to the General President agreeing to start early negotiations.

(Standing ovation)

GENERAL PRESIDENT HOFFA: That’s

good news. That is good news.

Okay, we have a special UPS resolution. It’s at page 69. Ken, go ahead.

VICE PRESIDENT HALL: First of all, I should tell you that there was a handout this morning. There was a change in the resolution and I will now read it.

...Vice President Hall read the following:

UPS

WHEREAS, United Parcel Service (UPS) is the single largest employer of Teamster members; and

WHEREAS, the position of UPS as the world’s largest package delivery company, and its increasing financial success is due to the hard work of the UPS Teamsters; and

WHEREAS, UPS Teamsters, along with millions of workers across the country, have expressed fears about their healthcare and pension protection; and

WHEREAS, the Teamsters and UPS remain far apart in finding a permanent solution to healthcare and pension security; and

WHEREAS, UPS Teamsters have expressed their desire for the Teamsters to pressure UPS into early negotiations, to face head-on our members’ healthcare and pension security issues; and

WHEREAS, the UPS negotiating committee unanimously decided it would support early negotiations to address healthcare and pensions, but not open up the contract;

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters will educate, mobilize, and unite all UPS Teamsters on one of the most important issues facing American workers today, and take the steps to enter into early negotiations with UPS to lead the fight for secure healthcare and pensions.

(Applause)

GENERAL PRESIDENT HOFFA: Make a motion.

VICE PRESIDENT HALL: I move for adoption.

GENERAL PRESIDENT HOFFA: Do we have a second? Mike 2.

DELEGATE ANDY MARSHALL, IBT Local 104, Phoenix, AZ: Thank you, Mr. Chairman. I'm secretary-treasurer of Teamsters Local 104, Phoenix, Arizona. Just as the overwhelming majority of delegates in this room, we, too, as an entire slate were elected to support the Hoffa-Keegel Slate. Take note, Mr. Leedham, wherever you may be. I say that because it's kind of hard to pick out so few delegates in such a large crowd.

(Laughter)

That overwhelming majority — I hope you do the right thing when the time comes for it.

But I would like to second the motion to adopt this resolution and reserve the right to speak on it.

GENERAL PRESIDENT HOFFA: Okay. We've got the second. Go ahead, Andy.

DELEGATE MARSHALL: We have the opportunity to pull off another miracle here. I want to commend both of you for already convincing UPS to come to the table. There's been a lot of concern from the members about that. That's already been taken care of.

The pension issues are going to take a lot of education. We have a unique opportunity. The company is out there daily trying to misinform our members about the benefits of single-employer pensions. We have a golden opportunity to educate them of the exact opposite using the airlines and the auto industry.

So I think that it's very important that everybody get behind this. I move that when it comes time for the vote, that you strongly support this. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Okay. Mike 4.

DELEGATE FRANK BURDELL, IBT Local

407, Cleveland, OH: Good afternoon. I'm president and principal officer of Teamsters Local 407, Cleveland, Ohio. I rise in support — and a Hoffa delegate.

I rise in support of this resolution. Recent polls, surveys, petitions have already demonstrated to UPS management that members are concerned and will support early negotiations to protect their futures and their family's future.

Early negotiations will show management that the Teamsters Union is serious and will do whatever it takes. By negotiating early, we can point out to the company that customer base can be protected with an early settlement. Their non-union competition will not be able to scare UPS customers to their side with any rumors of possible strikes and delays. It's to the company's advantage to keep labor peace and protect their company base.

Lastly, early negotiations will help build confidence in support of our members. The end result will be a Teamster contract, like the last one, that set standards in the industries. God bless Jimmy Hoffa.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 6.

VICE PRESIDENT CIPRIANI: Mr. Chairman, I'm a proud member of the Hoffa-Keegel Slate, President of Local 391 and Joint Council No. 9.

I'd like to rise in support of the resolution. I believe it's the right thing to do for our members and their families. It gives us time to educate our members on the issues. It gives us time to educate and prepare our members about the company's propaganda. It also gives us time to bargain for what is necessary to strengthen our members' pensions and to secure their futures. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

2.

VICE PRESIDENT MACK: Mr. Chairman, I'm also a proud member of the Hoffa-Keegel Slate and a delegate from Teamsters Local 70. I'm speaking in support of the resolution.

About a week ago I had the opportunity to visit our members in the Oakland terminal. As I was walking around the building and speaking with them, one of them asked me, he said, "Well, what's the story on the survey?" I said, "Well, did you vote?" And he said, "Yeah, I sent it in." I said, "Well, did you want it opened?" He said, "Yeah, I want to get into negotiations."

I said, "Well, okay, that's great." He said, "Do you know how long this contract is going to be?" I said, "No, I don't know how long it may be, but what do you think it should be?" And he said, "Eight years." And I said, "Well, why would you want an eight-year contract?" He said, "Because I've got eight years till retirement."

(Laughter)

The resolution is not only popular with our members but it speaks to the uncertainties that they're facing in the job and the economy in this country.

It gives us the opportunity to address some of the issues that are still out there contractually, where members are abused by the company, and it gives us the opportunity to address it sooner rather than later.

Third, it gives us the opportunity to separate United Parcel Service from some of the large profits that they're making and share that with our members, and that's a good thing to have happen, especially when you can do it early.

So I would urge the adoption of this amendment, and I would call for the question, Mr. Chairman.

GENERAL PRESIDENT HOFFA: Okay. I think we should move along. All those in favor of the UPS resolution, signify by saying aye.

Anybody opposed?

None being heard, it is passed. Thank you.

(Applause)

Now we're going to turn our attention to a major organizing campaign that is underway at UPS Freight, formerly Overnight. The Teamsters are going to organize UPS Freight and give the nearly 15,000 workers the respect and dignity that they deserve.

Please welcome International Vice President Tyson Johnson, Director of the Freight Division.

(Applause)

UPS FREIGHT

VICE PRESIDENT JOHNSON: Good afternoon, I would like to say before I give this presentation that there may be a few delegates in this room that I offend or make mad. And if that's the case, I really don't give a damn.

(Applause)

For more than a half a century, workers at Overnight Transportation have fought for a strong voice in the workplace trying to form a union with the Teamsters Union and a contract. This company has fired hundreds of workers, hundreds of NLRB violations. They are probably one of the worst NLRB violators in the United States.

As you'll all remember, organizing drives started with this company in the early '90s. When Jim Hoffa's administration took over in the latter '90s, locations had been in negotiations for six, seven and eight years, to no avail, no contract. And despite some of the rhetoric we have heard here today, there is a difference between organizing and organized. Organized is when an election is won, contract negotiations are concluded, that contract is ratified and the members are working under the benefits of that contract. As I just stated, negotiations had drag for a number of years.

In 1999, because of the intestinal fortitude of Jim Hoffa, the General Executive Board and former Director Phil Young, an unfair labor

practice strike was started at Overnight. Those workers were fed up with the years of abuse and ill treatment by Overnight Transportation. At the time, Overnight was owned by UP Railroad.

If you also recall, we didn't have a strike fund at the time. Hell, we barely had a general fund at the time. Misappropriation and people with the inability to handle money. And Jim Hoffa and Phil Young — because many of you are in this room today, Joint Council leaders, local union leaders at freight locals, stepped up at their request and created, through monthly donations, a strike benefit for these workers. That strike terminated in 2002. We had a change in the White House; a number, many, many NLRB charges, unfair labor practice charges, were at the national level, the Bush administration tanked. But again our local unions stepped to the plate, they kept that fight alive for a number of years through their donations.

Although we did not gain a contract with Overnight, there were substantial improvements in the conditions for those employees; wages increased over 4.50 an hour, improvements in health and welfare and pension, improvements in their working conditions.

As you are all aware — and you have heard today — in 2005, UPS, the company, our largest contract in this union, purchased Overnight Transportation for \$1.25 billion. Since that acquisition, many things at Overnight Transportation has changed, with the rare exceptions of Leo Suggs and his upper management and their anti-union tactics. That's why I was pleased in April to be a part of announcing and launching the campaign to finally win the Overnight workers, now UPS Freight, a strong contract and the respect they deserve in their workplace.

Since UPS acquired Overnite, many things have changed for those employees. They have implemented many of the UPS work rules and standards and have gone overboard because

there is no contract there. More so now than ever, those employees are entitled and deserve a contract. In April, the Freight Division co-signed a letter with General President Hoffa to our locals and to our freight stewards calling on their assistance to help with this organizing effort.

After that acquisition, the Freight Division fielded many calls from our local unions and from many of the former Overnite employees, now UPS Freight employees. We maintain contact with those employees over the years, and they are eager.

But for an organizing drive to work, it has to be planned; there has to be strategy and things have to be put in place. And I stand here and tell you today, with your assistance, freight locals and freight stewards, we can achieve that. We have an upper hand now. UPS owns Overnite, not Union Pacific Railroad. I'm going to call on every freight local in this delegation. Step up and help this cause. Thank you.

(Applause)

VICE PRESIDENT HALL: Well, we've heard about where we've been, and one thing's certain: Tyson Johnson and the Freight Division and the freight members have done a tremendous job.

(Applause)

So the question is, what are we doing right now? As Tyson has talked about, we've launched a member education and mobilization campaign to reach out to UPS Freight drivers. We've sent materials to both Freight and UPS workers, and as Tyson said, they've done a tremendous job in member-to-member mobilization. We call our campaign "One Company, One Union." UPS drivers and freight drivers all across the country are talking to the UPS Freight drivers about becoming a Teamster member.

Our members are talking to them every day about wages and benefits and what it means to

have a voice on the job. Both our UPS Teamsters and our Freight Teamsters see how important it is that UPS Freight be organized.

Teamster members understand how critical it is to organize this company so that they can maintain and improve upon what they have. Our members have the best contracts in their industries, and they want to see UPS drivers have the same.

We've been getting reports from all over the country about how UPS Freight drivers want to be Teamsters. We're going to help them achieve that. We've made tremendous headway, organizing Overnite transportation terminals all over the country in the past. What happened to us in the past is that while we had tremendous support and tremendous momentum, the National Labor Relations Board failed us, and then came the Bush administration which destroyed our campaign.

So we realize today that we need a new kind of strategy. Some say — some have questioned whether or not we have some — I hear talk about secret plans and lots of things that people are talking about. Well, I have to tell you, it's not about secret plans; this is not a CIA operation. But I must say this: It would be incredibly stupid, as I have said before, to announce to UPS what our strategy is going to be before we implement it.

(Applause)

What it actually takes, it takes patience, it takes leadership, and as Brother Johnson said, it takes a strategy.

Now in regard to the patience, we've sort of went both ways with this. I think we've been patient, but I must say that on the morning that UPS purchased Overnite, I got a call about five minutes after they announced it from UPS management saying, "Oh, by the way, we just announced that we purchased Overnite." So I thought it might make some sense for me to call some key players in this union. So I called the

General President, the General Secretary-Treasurer, and Tyson Johnson, the Freight Director.

So I said we need patience, but I must say, we didn't start out that way, because when I told Jim Hoffa that UPS just bought Overnite, he said, "Well, I want them organized. When are we going to have them organized?"

I said, "Well, you know, I don't think it will be today, but if you'll give me some time." So he did. He asked me to come to D.C. to his office the next day and again asked me, "Have you made any progress on getting Overnite organized?"

The plan we have is, again, first of all, we have tried to be patient and to develop a strategy, and that strategy is that given the problems we have, particularly with the Bush Labor Board, and the inability to have justice for our members through the National Labor Relations Act, we have decided that the best strategy is to organize one location, to get them a strong contract that would include card check and neutrality, then to use that contract to organize the rest of UPS Freight all over the country. We have been working very, very hard on that strategy.

Just as we said to UPS concerning opening the contract early — we said to them, "You need to come to the table and be reasonable or you're going to leave us no choice but to take the fight to you in each and every location across the country."

The General President — after the DVD was sent by Overnite management, and UPS management said, "We didn't know that happened," the General President said, "If you truly didn't know that happened and you truly believe that workers should have the right to make their own choice, then we want to see something in writing that says that's how you believe, because right now, all we see is an anti-union, propaganda-filled DVD that was sent to Overnite workers — or UPS Freight workers around the country."

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As a result of all the hard work of our Freight members, our Freight Division, our UPS members, our division, and the pressure applied by this administration, and particularly by the General President, I would like for Brother Tyson Johnson to join me at the podium along with the General President. I have a presentation for them.

President Hoffa, I have a signed agreement with United Parcel Service that I would like to present you.

GENERAL PRESIDENT HOFFA: We have a signed agreement. The very letter says, "This agreement between the Teamsters and UPS Freight is a letter for card check and neutrality for Overnite."

(Standing ovation)

That is right! We did it! We did it!

(Standing ovation)

All the work! All the hard work! All the members who sacrificed! What a deal!

Congratulations!

Congratulations!

Here it is. Here it is. Well, we won it — card check, neutrality. UPS Freight. Wow!

VICE PRESIDENT HALL: It appears to me that you might be a little bit excited about that announcement, so I just want to make one thing clear. We haven't had any time to work on how we're going to kick this off, but understand this: As I said, our plan for the past several months has been to organize one location and negotiate a strong contract and extend, once again, the same kind of neutrality and card check to those locations.

There are provisions of this agreement where there's certain notifications that we have to give, so I ask you — I know we're all excited; I'm certainly excited about it — but I ask you, just be calm. Let's get through the rest of this great convention. Next week, probably on a Thursday or Friday, we will notify you at your locals once you get back. We will be having a conference

call to tell you more about the direction so that we can apply the strategy. We hope to have them actually organized in a very, very near future.

(Applause)

GENERAL PRESIDENT HOFFA: Okay. Wow! Mike 4.

DELEGATE SEAN M. O'BRIEN, IBT Local 25, Boston, MA: Mr. President, I'm a Hoffa delegate, proud member of this great organization. I'm a fourth-generation Teamster with a local that has the biggest legacy in my eyes. We've led by example. Fortunately, I was able to be a part of what happened in 1999. It was necessary that that had to happen, and we support it in relation to the Overnite strike in 1999. That was an extremely difficult strike. It was extremely violent and not well received by the Overnite drivers.

However, it was necessary.

In 2001, I was elected as a Hoffa delegate again. And a lot of times, as leaders in this great union, we have to make commitments. As I stated earlier, I'm a fourth generation Teamster that learned about unionism over the dinner table. One thing I was taught when representing members in this great union is that the only thing you have left in this business is your word and your commitment to the membership.

In 2001, you, Mr. President, made a commitment to this membership that you would organize Overnite Freight. And I'm proud to be a part of your legacy going forward and helping to move this local and organize UPS Freight for the coming members. We need to make sure that in order to deliver our future, we have to look to our past. So it's a great testament to you and Ken Hall and your leadership abilities in this fight against UPS. I applaud your leadership. Thank you very much.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Sean.

Mike 6.

SECOND DAY—AFTERNOON SESSION

DELEGATE BRAD SLAWSON, IBT Local 120, St. Paul, MN: Mr. President, I'm vice president, Local 120. Sorry for my voice but I got a story I must tell. My members want to thank you for a lot of different things. This is my fifth convention, my third convention supporting yourself. We had a very strong strike on the Overnite situation. This is Tom Keegel's local, we took it very serious. We went on strike when we were asked to. We struck for over two-and-a-half years. Our local paid our members on strike over \$600 a week in strike benefits for every week that they were on strike at Overnite. We bought all of their groceries the entire time that they were on strike.

We take it very serious on the Overnite situation. We want to thank you for not forgetting. We want to thank you and Mr. Tyson and Mr. Hall for being a man of your word, standing in the trenches and not making our two-and-a-half year fight where people lost their jobs and stood in the trenches to be a Teamster — you didn't forget and we're not going to forget either. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Thank you.

Mike 2.

VICE PRESIDENT LYTLE: General President Hoffa, Secretary-Treasurer Tom Keegel, Tyson Johnson, our National Freight Director, and Ken Hall, our UPS Freight Director. I'm Walt Lytle, Central Region International Vice President and Central Region Freight Coordinator. There's one reason — and this delegation needs to understand this — that UPS has given you a neutrality agreement to organize Overnite or UPS Freight, and that's because of the fear of the Teamsters Union.

(Applause)

That fear, General President Hoffa, comes from, as I spoke or read a resolution yesterday, from your forward and out-of-the-box thinking,

from the Special Convention that restored the financial condition of the International so we could instill the fear to UPS to give us a neutrality agreement, the fear that we put in them through the National Master Freight Agreement when the prior administration gave up our right to strike over grievances and you had the courage and supported the National Negotiating Committee and the National Master Freight Agreement to return the hammer and our right to strike which gives us solid support in the National Master Freight Agreement and a way to win grievances. That's what causes these type of things, not TDU, not empty promises; promises that are made, promises that are kept.

(Applause)

You, I and other members of the General Executive Board have been the recipient of vicious attacks by these outside people. When we fail, they're there to say so. When we win, they're there to tear it apart. When they're asked for answers, they don't have any. They didn't have any when they run this union.

I sat on the Executive Board for two years, unfortunately, with that administration. I sat on the Finance Committee while our International was near bankruptcy. And there was never a finance meeting called. And the individual who intends to run against you also sat on that Finance Committee but never once sent a letter to the General President, as I did, to request a meeting of the Finance Committee to talk about the dire straits that our International was in.

They damn us for the failed attempt to get Overnite under contract. They were part of that problem. They were part of that failure because we were weakened by what they left behind, a broke International, no strike fund —

(Applause)

— and an International that was trying to gain their legs back and direction. And that direction was given to us by two of the finest individuals in this country, our General President James

Hoffa and our General Secretary-Treasurer Tom Keegel.

(Applause)

Not only UPS, employers fear unions for one reason, because of their strength, and the strength comes from, as Jim said, money and knowledge. Jim has put together a team to run this union. He is an individual that is outstanding, to take the chance to think out of the box.

General President Hoffa, General Treasurer Tom Keegel and General Executive Board and especially today the Director of UPS Freight Division Ken Hall and the Director of the National Freight Division Tyson Johnson, I salute all of you and thank you from the bottom of my heart and for every Teamster in this country. Thank you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Mike 4.

DELEGATE KEVIN MOORE, IBT Local 299, Detroit, MI: Thank you, General President. I'm the president of Local 299, Detroit, Michigan, the home of James R. Hoffa.

(Applause)

General President, I'm a third generation Teamster from the city of Detroit, Michigan, Local 299. My grandfather and your father are looking down on you today, and they are saying to this delegation, "That's how you do it in the Teamsters business."

As I look upon this delegation today — and I seen six years ago our General President and C. Thomas Keegel and this Executive Board said, "We will bring Overnite to a contract, we will get them."

They didn't bring it to fruition a couple years ago because of the way that the laws and the NLRB was treating our union. But that didn't mean our General President was going to back away and not bring this to fruition.

As I look around this delegation today and I see some of the people from my home state that

have been walking in the backyard with Tom Leedham and Ken Paff, I need to ask you one thing today — you've been here for two straight days watching this Executive Board and this administration put this International at a level it's never been in its history. I've got one question for you: I know you've been drinking the TDU Kool-Aid, but the Hoffa team has got the antidote. Come to our side, do what's right, tell Ken Paff and Tom Leedham to go home, save \$20 million and let's move forward.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE PAT FLYNN, IBT Local 710, Chicago, IL: Mr. Chairman, Pat Flynn from Teamsters Local 710 in Chicago.

(Applause)

A Hoffa delegate, currently incognito.

Not unlike Walt Lytle, I, too, had the misfortune of being elected in 1996 and serving on the other Executive Board for two years. I stand here to applaud my current Executive Board members, my current Executive Board brothers, Ken Hall and Tyson Johnson. It's an amazing feat that you have accomplished here, and I'm proud of you, and I've been proud to work with you ever since you both have been on the Board and I thank you for what you've done.

I'm going to take a point of personal privilege, though, and I'm going to respect the decision you gentlemen make and I'm going to support the decision you gentlemen make. But I am going to tell you this, I come from the city of Chicago, from one of the largest locals in this country. My brother Steve Poczowski from 705 runs one of the other largest locals in this country. And our Joint Council 25 and its President John Coli has been recognized throughout this convention as one of the most progressive Joint Councils in this country. We have a large Overnite facility located in Chicago, Illinois. And I'm not trying to influence you, but if you

want to make that number one, I stand here on behalf of those two other gentlemen and I pledge to you our 100-percent support in getting that facility organized.

And if you choose not to make it number one, whenever you go, we're going to be there to help you, and we're going to wait our turn and we're going to take ours out when you decide. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Tyson Johnson.

VICE PRESIDENT TYSON: Point of privilege, Mr. Chairman, if I may.

GENERAL PRESIDENT HOFFA: Certainly.

VICE PRESIDENT TYSON: Delegate brothers, Ken Hall has near accomplished the impossible, absolutely.

(Applause)

Do as he says, wait until after the convention.

And, General President Hoffa, there is important business at hand. As bad as I would love to give this Freight report, I'm going to ask you to suspend the order of business for the balance of the day and let Joint Council 58, Joint Council 80, Joint Council 75 and Joint Council 87 get to the voting booth, sir.

GENERAL PRESIDENT HOFFA: Well, we're almost there, Tyson, okay. Do you have one more thing to do?

Okay. We're going to wrap up with one more thing that Ken has to do, and then we're going to go back and we're going to let everybody get a chance to vote. Ken, why don't you finish up, then you're going to hear from Tyson tomorrow morning.

Go ahead, Ken.

VICE PRESIDENT HALL: Finally, I would ask the delegates, alternates and guests to welcome Steve Minjarez, an employee of UPS Freight, who hopes to be a Teamster soon.

(Applause)

BROTHER STEVE MINJAREZ **UPS Freight Driver, Paris, CA**

Good afternoon. I'd like to thank Local 63 for inviting me here today. My name is Steve Minjarez and I am a line driver for UPS Freight, formerly Overnite Transportation. I've worked at the company since April, 2004 —

GENERAL PRESIDENT HOFFA: Let the brother talk.

BROTHER MINJAREZ: As you know, UPS recently bought Overnite and has renamed it UPS Freight. I know I speak for many of my co-workers in saying that we look forward to becoming Teamsters. The Teamsters have launched a member mobilization and educational drive to organize UPS Freight, with the transition to UPS policies have been put in place that make organizing even more of a priority.

One example was delay time. We used to get paid at the start of a delay, but now we face up to one hour unpaid delay time each time it occurs. We lost layover pay as well, which amounts to about \$1,000 per year. UPS Freight also makes drivers do dock work at the end of their line runs, even if we're exhausted. We don't have guaranteed runs anymore, which can result in a steep loss of pay.

Earlier in my career I was a Teamster for 12 years when I drove for Von's Supermarkets. I know that being a Teamster means security and a better life.

UPS Freight workers look forward to having better pay and benefits and more secure retirement and a stronger voice on the job. I ask all of you here to support the Teamsters effort to organize UPS Freight so that I and my nearly 15,000 co-workers will have a brighter future. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Mike 6.

DELEGATE KEN WOOD, IBT Local 79, Tampa, FL: General President Hoffa, and

there's no doubt in my mind and there should be no doubt in anybody's mind I'm an elected delegate for the Hoffa-Keegel Slate. I'm proud to announce this is my fifth convention and I'm a 37-year Teamster.

I had the opportunity to start my career as a package car driver in Tampa, Florida. When I started that career, we were not continental United States, and there were many things we didn't have. One of the things we didn't have was a pension. And through the efforts of the Teamsters, through our contract negotiations, we've got a pension.

And I have seen how UPS has grown in the continental United States and all throughout the world, and they have grown only through the efforts of the Teamsters. And now there's an opportunity to help UPS once again to get bigger and stronger against the non-union competitors out there, and that is with Overnite. And it is with our efforts and through the leadership of this great International Union that that's going to happen.

And I had the opportunity back in the early '90s to become acquainted with Ken Hall. And in the 1997 contract when the first time ever there was a nationwide strike, I had my doubts as to where we were going; but in the end it turned out right. And in '02 — in my thoughts in those negotiations, how are we going to top what we did in '97? As I told Ken Hall, "You pitched a winner in '97. In '02, you pitched a perfect game."

And now we've got to do it one more time. I know through the efforts of Ken Hall and Tyson Johnson, with the leadership of our General President, it's going to happen. I applaud you for having the right people doing the right job. The only way this is going to continue to happen is to have responsible people and not hypocrites doing the job.

In 1977, I got a call from an individual that was an upstart rag organization — for those of

y'all who have been around, you remember UPSurge & PROD — and that was TDU. And I told them my allegiance is to one union and one union only, and that's the Teamsters. The Teamsters got me where I am and the Teamsters is going to take me where I want to go. I'm proud to be a Teamster, I'll die a Teamster.

For that, General President Hoffa, I call for the motion on the resolution for the neutrality with the Overnite Freight. God bless you and God bless the Teamsters.

GENERAL PRESIDENT HOFFA: There's no vote; it's all done.

Mike 2.

DELEGATE GARY KITCHEN, IBT 880, Windsor, ON, CAN: Point of personal privilege, Mr. Chairman.

GENERAL PRESIDENT HOFFA: Go ahead, Gary.

DELEGATE KITCHEN: I'm the secretary-treasurer of Teamsters Local 880 in Windsor, Ontario, Canada. Mr. Chairman, my point of personal privilege is based on earlier today we had nominations for the positions of International Trustee. It's come to my attention now — I've just been handed a document that I need some clarification on and I feel the delegates to this convention need clarification on prior to them going to vote tonight.

We were assured earlier there was two absentee trustees from the Leedham TDU Slate that were not here to accept their nominations. We were assured on one case by Sister Pope that the proper paperwork had been signed and turned into the Election Officer. The document I hold in my hand right now not only indicates that Millie Gonzalez did not put the proper paperwork in, but also neither did Bill Gibson, which are both trustees on the Leedham TDU Slate, which based on those facts, both of those candidates have been withdrawn from the Leedham Slate and the delegates need to know that before they go in to vote tonight.

Now, I and the rest of the delegates would like to know two things. We were assured by Sister Pope that the proper paperwork had been turned in prior to that nomination meeting, so we want to know — 98 percent of us here want to know, was she lying when she came to the mike and said the paperwork had been filed?

And No. 2, what the other 98 percent of this delegation would like an answer on is will Tom Leedham step up and do the right thing, stop this election based on the numbers that are here and let's keep this union moving forward. Thank you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Well, thank you. Evidently there's a lot of developments with regard to these two trustees. I'm not the Election Officer and I really don't want to make that announcement. I understand there has been some developments along that line, but we're going to see it. But since we don't have the Election Officer here, I'm not going to make that announcement because it might change the vote.

But we will go on from here. I know that each of you will vote for the person you're going to vote for. But I do think there might be an announcement when you get to the voting polls. So we'll go from that.

Okay. Now, let me just tell you this: Everybody who is a delegate has to vote. Nobody get lost between here and the polling place, 5 to 7.

Let's be in recess, and let's go vote. Thank you very much.

(Applause)

(At 4:55 p.m., Tuesday, June 27, 2006, the Convention was recessed, to reconvene at 9:00 a.m., Wednesday, June 28, 2006.)