

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

AUGUST 2011

TEAMSTER

www.teamster.org



2011 CONVENTION

Vision Solidarity Action

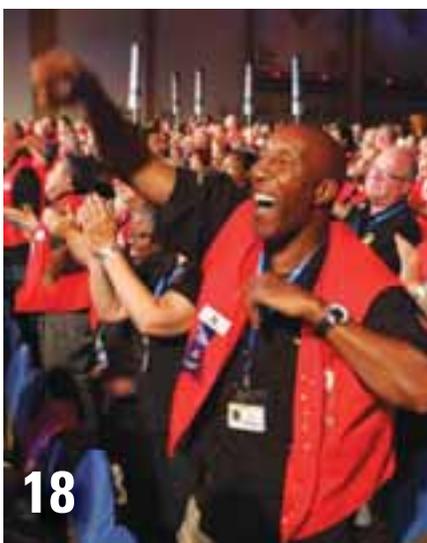


LAS VEGAS 2011

Vision Solidarity Action

The 28th International Convention

- 2** Pre-Convention
- 6** Day 1, June 27
- 12** Day 2, June 28
- 18** Day 3, June 29
- 24** Day 4, June 30
- 30** Day 5, July 1
- 32** Election Material
- 58** Court Material
- 64** Election Supervisor's Report



TEAMSTER

www.teamster.org



International Brotherhood
of Teamsters
25 Louisiana Avenue, NW
Washington DC 20001-2198
202-624-6800

The Teamster (ISSN 1083-2394) is the official publication of the International Brotherhood of Teamsters, 25 Louisiana Avenue, NW, Washington DC 20001-2198. It is published six times a year in January/February, March/April, May/June, July/August, September/October, November/December. Periodical postage paid at Washington, DC and at additional mailing offices.

AUGUST 2011 / VOLUME 108, NO. 4

© 2011 International Brotherhood of Teamsters. All rights reserved. Reproduction in whole or in part without written permission is prohibited. Postmaster: Send address changes to The Teamster, Affiliates Records Department, 25 Louisiana Avenue, NW, Washington, DC 20001-2198. Subscription rates: \$12 per year. Single copies, \$2. (All orders payable in advance.) Members should send address changes to their local union.

Organizing FedEx

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

Our 28th International Convention was held under the theme of “Vision, Solidarity, Action.” And that is exactly what it will take if we are to be successful in organizing FedEx.

We announced at the convention that we are taking on the most anti-union company in the country by launching an organizing campaign at FedEx Freight.

We have a coordinated, comprehensive campaign to take on FedEx and bring the protections and benefits of a union contract to all FedEx Freight employees. It is a massive undertaking and we will face many challenges, but I am confident we will succeed with solid planning and perseverance.

Rank-and-File Support

No one knows the benefits of Teamster representation more than you, our members. Rank-and-file Teamsters are able to best explain the value of union membership to FedEx employees, and once FedEx workers know the truth about our union they will want what we have—a Teamster contract.

FedEx CEO Fred Smith will do whatever he can to remain nonunion. He skirts laws and misclassifies

employees, and when all else fails, he threatens and bullies not only his employees, but the government. His corporate structure allows him to take advantage of legal and corporate loopholes that are not available to other companies in the same industry. He has also lavished millions of dollars on politicians in an attempt to make sure the playing field won't ever be leveled in the package delivery industry.

Standing Together

Our upcoming campaign at FedEx will be a difficult one but it is a necessary battle we must fight. Like I said, it will take vision, solidarity and action to prevail against FedEx. And I can't stress enough the importance of your involvement and support.

It is true that when we stand together, there is no fight too big. When we work together, anything is possible. We will be successful in providing workers at FedEx Freight with a brighter future. And by successfully organizing FedEx Freight, our entire union and every Teamster will become more powerful.





VISION SOLID

(PRE-CONVENTION)

The 28th International Convention of the International Brotherhood of Teamsters opened under the banner of “Vision, Solidarity, Action” on June 27, 2011. Meeting at the Paris Hotel in Las Vegas, approximately 1,800 delegates mapped out the future course of the 1.4-million-member Teamsters Union.

“Teamsters from all over the United States, Canada and Puerto Rico are gathered here with one purpose: to move this union forward,” said Jim Hoffa, Teamsters General President. “Together, we will make the changes necessary for our great union to adapt to the changing times and shifting political climates.”

According to the Teamster Constitution, the International Convention is the supreme policy-making body of the union, with the power and authority to modify the Constitution, establish programs, address fiscal issues and set priorities. During the Convention, delegates considered a number of constitutional measures and resolutions.

Delegates also had the important task of nominating

candidates for the International offices of General President, General Secretary-Treasurer, Vice Presidents and Trustees.

“On behalf of Teamsters throughout the West, I’d like to welcome you to the 28th International Convention,” said Randy Cammack, International Vice President and President of the host Teamster affiliate, Joint Council 42 in Covina, Calif.

In the weeks and months leading up to the 28th International Convention, officers and staff of the Teamsters Union were hard at work making preparations for a successful event. Rank-and-file members of Local 631 in Las Vegas even got in on the act with setting up the enormous Paris and Bally’s Hotel complex. These Teamster convention workers set up the main ballroom, the exhibit hall and many other areas.



GENERAL EXECUTIVE BOARD

James P. Hoffa
General President
25 Louisiana Ave. N.W.
Washington, D.C. 20001

VICE PRESIDENTS AT-LARGE
Randy Cammack
845 Oak Park Road
Covina, CA 91724

Fredrick P. Potter Jr.
3400 Highway 35
Executive Plaza, Suite 7
Hazlet, NJ 07730

TEAMSTERS CANADA
Robert Bouvier
President
Teamsters Canada
2540 Daniel Johnson
Suite 804
Laval, Quebec
Canada H7T 2S3

CENTRAL REGION
Brian Buhle
1233 Shelby St.
Indianapolis, IN 46203

EASTERN REGION
William Hamilton
2845 Southampton Rd.
Philadelphia, PA 19154

SOUTHERN REGION
Tyson Johnson
1007 Jonelle Street
Dallas, TX 75217

WESTERN REGION
Rome A. Aloise
2100 Merced St.
San Leandro, CA 94577

TRUSTEES
Ferline Buie
2120 Bladensburg Rd. N.E.
Washington, D.C. 20018

C. Thomas Keegel
General Secretary-Treasurer
25 Louisiana Ave. N.W.
Washington, D.C. 20001

Fred Gegare
1546 Main Street
Green Bay, WI 54302

Fred Simpson
20300 Civic Center Dr.
Suite 320
Southfield, MI
48076-4169

Tom Fraser
1890 Meyerside Drive
Mississauga, Ontario
Canada L5T 1B4

John T. Coli
5940 W. Montrose Ave.
Chicago, IL 60634

Daniel J. Kane Sr.
1308 Pierce Street
Rahway, NJ 07065

Ken Wood
5818 E. MLK Jr. Blvd.
Tampa, FL 33619

J. Allen Hobart
14675 Interurban Ave. S.
Suite 301
Tukwila, WA 98168

Frank Gallegos
207 North Sanborn Rd.
Salinas, CA 93905

Albert Mixon
5425 Warner Road
Unit 7
Cleveland, OH 44125

George Tedeschi
25 Louisiana Ave. N.W.
Washington, D.C. 20001

Stan Hennessy
1 Grosvenor Square
Delta, B.C.
Canada V3M 5S1

David Robinson
805 Bridgeview South
Saginaw, MI 48604

Brad Slawson Sr.
9422 Ulysses St. N.E.
Suite 120
Blaine, MN 55434

John Murphy
348 D Street
Boston, MA 02127

Rick Middleton
450 Carson Plaza Drive
Carson, CA 90746

Henry B. Perry Jr.
976 E. Brooks Ave.
Memphis, TN 38116

Gordon Sweeton
1601 Maiden Lane
Joplin, MO 64802



ARITY ACTION

Months of Planning Makes 28th International Convention a Success





Exhibit Hall

Teamster Legacy Comes to Life

The Convention theme of “Vision, Solidarity, Action” was reflected in the impressive exhibit hall located across from the main Convention ballroom. This exhibit area included more than 30 booths from Teamster divisions, conferences and departments.

The central exhibit featured interactive viewing and listening stations that tell the story of the Teamsters legacy. There were four listening and viewing stations with 12 choices of video and audio recordings, as well as four display cases with Teamster memorabilia. Delegates and guests could listen to a recording of Franklin Roosevelt, watch a video on Teamsters and the civil rights movement, hear a recording of the official Teamsters song and much more.

“This is incredible to see our history here and to be at this Convention to witness the important work that will be done to shape our future,” said Michael Petro, a UPS driver and 21-year member of Local 355 in Baltimore.



Working Together

GCC Delegates Hold Second Convention Since Teamster Merger



Local union officers representing Graphic Communications Conference (GCC) members in the United States and Canada gathered at the Flamingo Hotel prior to the 28th International Convention for their Second Quinquennial Convention since merging with the Teamsters Union in 2005.

“We have a lot of work to do during our Convention,” said George Tedeschi, President of the GCC and Teamsters International Vice President. “Since our merger in 2005 we have benefited greatly by being part of the Teamsters Union. The Teamsters, due to their size and expertise, have helped us with organizing projects, administrative support and other needs.”

During the three days of their Convention, the delegates considered and voted on resolutions which would help guide the union into the future.

There were a number of special guests who spoke to the delegates, particularly about the impact of the 2010 elections. Everyone at the Convention agreed that they have

to join the battle to stop the war on workers and let their collective, strong voice be heard.



Convention Committees

Union Leaders Meet to Plan Union's Future



In the days leading up to the Convention, various committees were hard at work. Those committees were:

The Appeals and Grievance Committee, co-chaired by Steve Mack, President of Local 853 in San Leandro, Calif. and Becky Strzechowski, Assistant Trustee of Local 700 in Park Ridge, Ill.

The Constitution Committee, co-chaired by Teamsters General President Jim Hoffa and Teamsters General Secretary-Treasurer Tom Keegel.

The Credentials Committee, co-chaired by Tom Ratliff, President of Local 639 in Washington, D.C., and Tom Stiede, Secretary-Treasurer of Local 703 in Chicago.

The Diversity Committee, co-chaired by Antonio Christian, Director of the Teamsters Human Rights Commission, and Betty Rose Fischer, Secretary-Treasurer of Local 538 in Worthington, Pa.

The Organizing Committee, co-chaired by Robert Rasch, President of Local 19 in Houston and Tracey Thompson, Secretary-Treasurer of Local 117 in Tukwila, Wash.

The Pensions and Benefits Committee, co-chaired by Rome Aloise, International Vice President and Tom Keegel, General Secretary-Treasurer.

The Political and Legislative Committee, co-chaired by Bob Morales, Secretary-Treasurer of Local 350 in Daly City, Calif., and Chuck Whobrey, President of Local 215 in Evansville, Ind.

The Resolutions Committee, co-chaired by Larry Griffith, Secretary-Treasurer of Local 14 in Las Vegas, and Greg Nowak, President of Local 1038 in Detroit.

The Rules Committee, co-chaired by Leticia Acosta, Secretary-Treasurer of Local 657 in San Antonio, and Sean O'Brien, President of Local 25 in Boston.



Tragedies Touch Convention

Teamsters Remember Stephen Pocztowski and Earl Walker

Two beloved Teamster leaders passed away shortly after the 28th International Convention, casting a pall over the joyous festivities.

On July 2, the Teamsters lost one of their top leaders when Local 705 Secretary Treasurer Stephen E. Pocztowski passed away suddenly. One day earlier, Local 614 President Earl Walker died in Utah in a motorcycle accident on his way home from the Convention.

Pocztowski had spent the previous two weeks at the Convention. His trip was highlighted by his nomination to the General Executive Board as Central Region International Vice President on June 29. He was preparing to return home to Chicago when he was rushed to a Las Vegas-area Hospital where he passed away. He is survived by his wife Linda and two sons, Stephen and Kevin.

Walker served as President of Local 614 in Pontiac, Michigan since 2005. Prior to that, he served as Local 614 Secretary-Treasurer and Vice President. He was a 35-year Teamster. Walker was co-chairman of the Central-Southern Carhaul Committee. Walker is survived by three children: Shannon Walker, Jeremy (Abbie) Walker and Katie Walker.

"We mourn the sudden passing of these two great Teamster leaders, both of whom had long records of fighting for their members," said Jim Hoffa, Teamsters General President. "My thoughts and prayers are with their families during this difficult time."

Hoffa Delivers Five-Year Report

Details Union's Successes Since Last Convention

Teamsters General President Jim Hoffa welcomed the thousands of Teamster delegates, guests and union officers on the first day of the 28th International Convention.

"We've all heard the saying, 'Whatever happens in Vegas, stays in Vegas.' Well, I don't agree with that," Hoffa said. "We want the world to know what happens here this week. I want you to leave here and let the world know that the Teamsters are stronger than ever."

In his five-year report, Hoffa thanked his partner, General Secretary-Treasurer Tom Keegel, before he talked about the challenges facing the union in the years to come and how far the union has come since the 27th International Convention in 2006.

"When we work together, we show workers what a union is," Hoffa said. "We are the ones, all of us in this room, that have to deliver hope to the middle class. The greatest social program in the world is a Teamster contract."

In the last five years, the Teamsters Union has organized 135,000 new members, more than any other union in North America. Hoffa mentioned the 30,000 new First Student Teamsters, victories in Teamsters Canada, all the new airline units organized, many new members in public services, and organizing

victories in right-to-work states. Hoffa also spoke about bad trade deals, the ugly reemergence of the Mexican trucks issue and the ongoing war on workers.

"They are trying to villanize teachers and nurses and police officers. They tell us not to worry, that they're not after Teamsters. But Teamsters are nurses, police officers, sanitation workers, road workers, corrections officers," Hoffa said. "The Teamsters represent 250,000 public workers. Teamsters know an injury to one is an injury to all and we will stand with our nation's public service workers."

Hoffa talked about the nationwide mobilization of Teamsters fighting back in one of the most critical battles the labor movement has ever seen: The War on Workers.

"They want to destroy what took us a century to build," Hoffa said of the new crop of anti-union governors, politicians and legislatures nationwide. "But they kicked a bee's nest... When we're done with Scott Walker in Wisconsin and John Kasich in Ohio and Chris Christie in New Jersey, they won't be able to get elected dogcatcher!"

"Vision, Solidarity, Action. That is the theme of our Convention. That's how we will stop the war on workers and win the war for the middle class," Hoffa said.

Teamsters Vow to Stop the War on Workers

The International Brotherhood of Teamsters opened their 28th Convention with a new resolve to stand up for the American dream. The opening ceremonies featured an energetic drum line, a throng of protesters waving “Stop the War on Workers” signs and dozens of motorcycles roaring through the Convention hall.

Teamsters General Secretary-Treasurer Tom Keegel set the tone early in the day with a vow: “There’s no way they’re going to bust us or take us down because it ain’t gonna happen.”

Delegates from the U.S., Canada and Puerto Rico passed resolutions to support public workers, to oppose job-killing trade deals, to keep the border closed to dangerous Mexican trucks, to fight against right-to-work bills and to stop the war on workers.

Teamster delegates unanimously resolved to “take the opportunity of this 28th International Convention to strengthen the unity and solidarity within our ranks and with all those who are committed to fighting and defeating the War on Workers as the only effective way to victory.”



The Teamsters, their families and guests heard from some of the central players in the battleground states over the past six months. Indiana Assembly Minority Leader Patrick Bauer thanked the Teamsters for organizing five weeks of protests in Indianapolis. Retired Teamster Dave Hansen, fighting for his state Senate seat in Wisconsin, said in a video greeting that the war against workers wasn’t just about unions. “This is

truly about the middle class,” Hansen said.

Charlie Andrew, PAC chairman for Local 407 in Cleveland, pledged that Teamsters would kill SB5, a new state law stripping government workers of their collective bargaining rights, in a referendum this November. “The public understands that the unions are the only shot the middle class has,” Andrew said.

Turning the tide means fighting against trade deals that allow unfair competition from workers in countries where wages and standards are lower, delegates were told. It means supporting public workers, stopping legislation to destroy unions and keeping the border closed to dangerous Mexican trucks.



Union Opens Convention with Resolve to Rebuild Middle Class

Tom Morello Rallies Teamsters

The Nightwatchman Plays a Solidarity Set at Convention



Wherever there's a fight and the livelihood of the working class is at stake, The Nightwatchman is there. On the first day's afternoon session, musician Tom Morello, who records under the name The Nightwatchman, rallied the delegates and guests at the 28th International Convention.

Morello grew up in a union home and has been a dedicated workers' rights activist his entire professional career, which spanned time with the bands Rage Against the Machine and Audioslave. He united the pro-union crowds in Madison in the thick of the protests, and he stood strong with the Teamsters Union at the L.A. rally and march for workers' rights. After joining hundreds of thousands marching in the streets in Wisconsin, Morello dedicated himself to writing songs to support the cause.

"It's up to us to turn the tide, not just to stop a few bad pieces of legislation,"



Morello said to the Convention crowd.

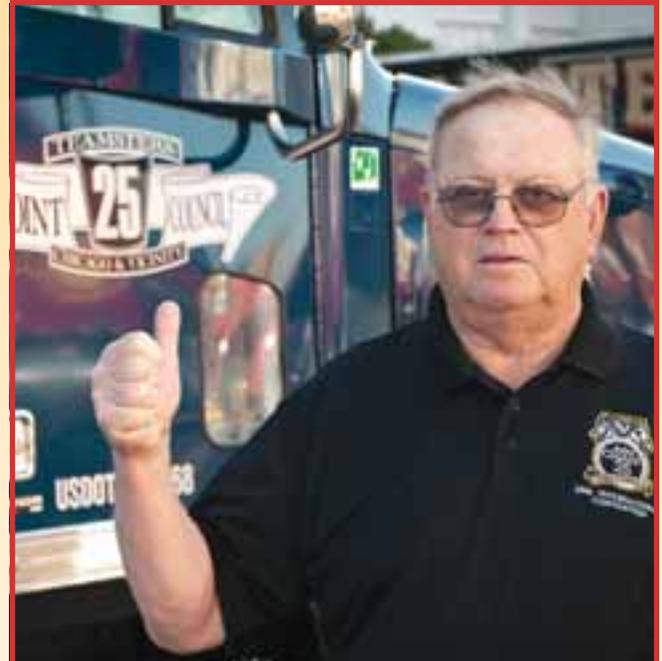
Morello's three-song set included his "Union Song" and the more radical, original version of Woody Guthrie's "This Land

is Your Land." He invited Teamsters to join him on stage for his last song and led the crowd in a sing-along in solidarity with workers everywhere.

Teamsters *Fighting Back*

“The public understands that unions are the only shot that the middle class has. Every working American should be worried about the current open season on workers’ rights.”

—CHARLES ANDREW,
Local 407, Cleveland



**First-Ever Rank-and-Filer
to Chair Convention**

Roy Lincoln Opens Afternoon Session

Roy Lincoln, a 44-year Yellow driver from Local 673 in West Chicago, was the first rank-and-file member to ever chair a Teamster Convention in its 108-year history. He opened the afternoon session of the first day and introduced musician Tom Morello.

“It’s an unbelievable honor,” Lincoln said of his Convention experience. “My father was a former Teamster before he passed away and he always told me to be a Teamster. I couldn’t have asked for a better union for me and my family.”

This year, Lincoln reached 4-million safe-driving miles—the equivalent of eight round trips to the moon. That’s an extraordinary achievement considering most American passenger vehicles log about 12,000 miles a year.



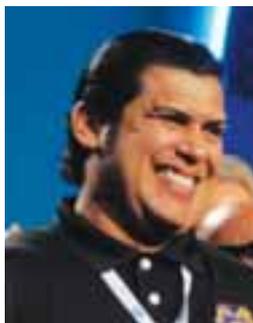
“Being a Teamster makes all the difference in the world. Brothers and sisters, my co-workers and I in Hernando County are proud to be Teamsters.”

—DAN OLIVER,
Local 79, Tampa, Fla.



“Everybody needs to take action on cross-border trucking. We need to write letters to our congressmen. We need to put a stop to it immediately.”

—MARIO LEVA,
Local 745, Dallas



“On March 26, we shut down downtown L.A.—we told corporate America that if you want to wage war against workers, then the Teamsters are here for a f**king fight.”

—THOMAS SIERRA,
Local 63, Covina, Calif.



President Obama Sends Greetings

“I want to thank your outstanding President, Jim Hoffa, for his tireless efforts on behalf of working families. I also want to acknowledge Secretary-Treasurer Tom Keegel and all the leaders and members of the International Brotherhood of Teamsters for everything you do to make life better for working men and women. Your work isn’t always easy, especially now. As Teamsters, you know better than most how difficult it can be for folks these days to find a good job, to provide for their families, and to feel like they’re moving forward,” said President Barack Obama in a video greeting to Teamsters at the 28th International Convention.

“We’ve got a lot done, but I’m not satisfied. I wake up every morning and fight to make sure the economy works for your members and people like you all across the country. I won’t be satisfied until every American who wants a good job can get one, every family can enjoy a sense of security, and every worker who wants to join a union can do so. I’m confident with the help of Teamsters we can get there,” Obama said.



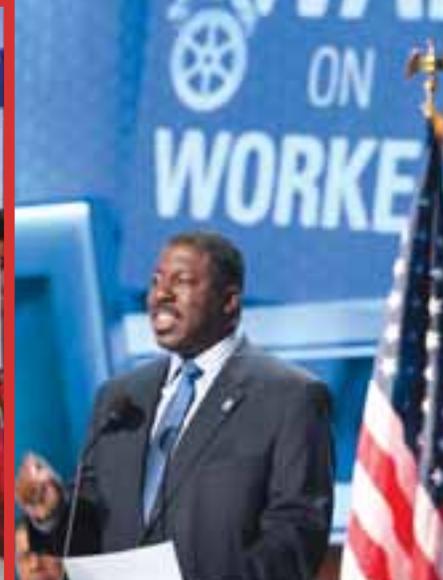
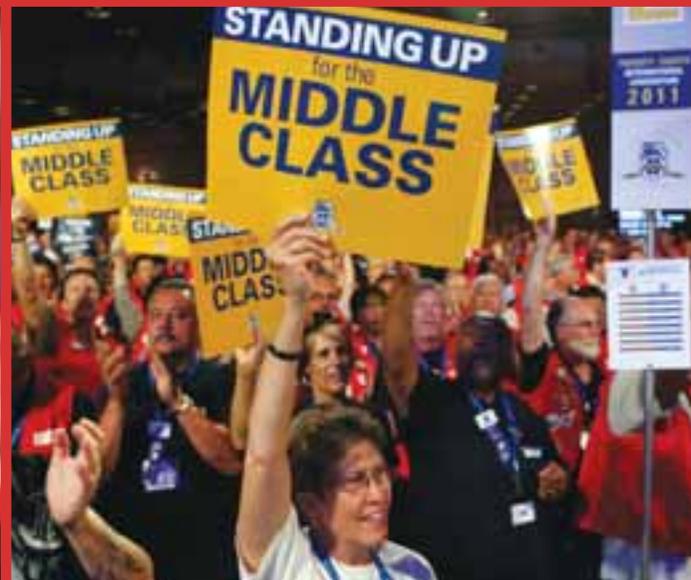
“I’M PROUD TO BE AN **AMERICAN**, PROUD TO BE A **SOLDIER**, AND I’M DAMN SURE PROUD TO BE A **TEAMSTER**,”

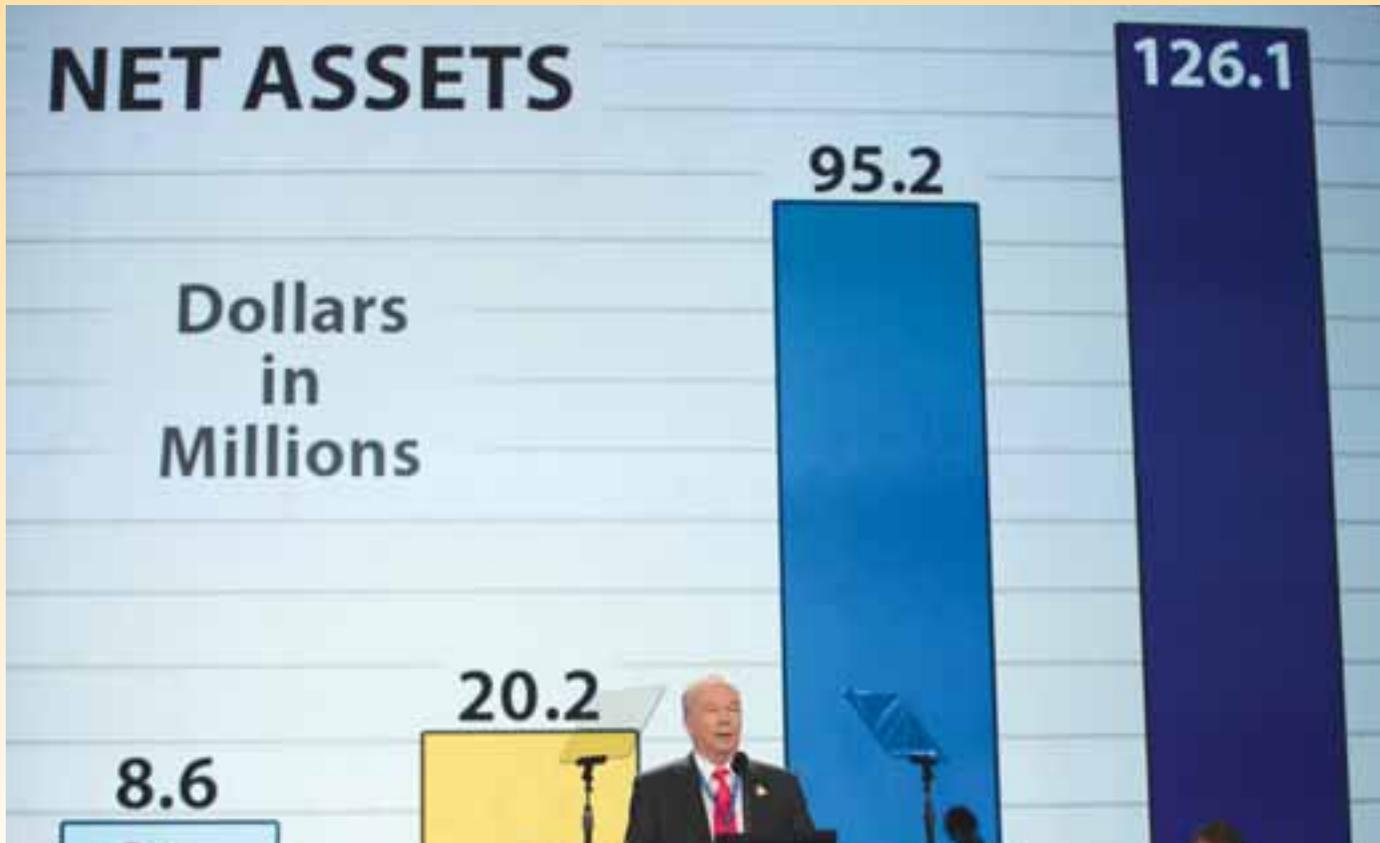
– **ANDREW DOOLEY**,

LOCAL 299 MEMBER WHO HAS SERVED TWO TOURS IN IRAQ AND ONE IN AFGHANISTAN.

At the Convention, Dooley presented Teamsters General President Jim Hoffa with an American flag that was flown on May 10, 2010, at Camp Victory in Afghanistan. The flag was then shown in the exhibit hall for the duration of the Convention.







IN THE BLACK Keegel Details Union's Strong Financial Position

A union needs strong financial footing to effectively fight back against the myriad forces conspiring to bring down the American labor movement. While corporations have nearly unlimited



funds to thwart labor, unions must rely on a strong membership and a union with secure finances. With that in mind, General Secretary-Treasurer Tom Keegel detailed the monetary situation of the union on the second day of the 28th International Convention.

"I reported at the last Convention that in 1999, the International Union reported net assets of approximately \$8.6 million," Keegel said, adding that net assets increased to \$126.1 million at the end of 2010. "This increase has been achieved in spite of the worst economic environment in generations."

In his last five-year report as General Secretary-Treasurer, Keegel proudly reported that the Teamsters Union is in much better shape financially than when he took office 12 years ago. One of the most important aspects of his

successful tenure has been to revitalize the Strike and Defense Fund, something that was practically nonexistent before he took office.

"We have to have a strong Strike and Defense Fund to defend the collective bargaining process," he said. "We now have a Strike and Defense Fund with approximately \$94 million of assets available to pay out-of-work benefits."

Keegel discussed some of the other ways he improved the economic situation of the union, including allocating money for organizing, forming the Teamster Trustee Education Program, establishing the Benefits Department and reviving the Finance Committee.

"I am serious about making sure our assets are utilized in the best interests of the membership," Keegel said.

New Members Address Convention

Some of the newest members of the Teamster family attended the 28th International Convention, many of them addressed their new union brothers and sisters.

“The International Brotherhood of Teamsters is alive and well. Our answer to the war on workers is a 91-percent ‘yes’ vote for a national contract with First Student, uniting 35,000-plus drivers,” said Marcus Oladell, a First Student bus driver with Local 671 in Bloomfield, Conn.

Shortly before the Convention, Teamster bus workers overwhelmingly approved the first-ever national agreement with First Student. This historic agreement improves working conditions and job protections and creates a national grievance procedure.

“In 2008, Cook County, Ill. employees voted to join Teamsters Local 700 and we haven’t looked back since,” said Paula Webber, a court clerk. Webber was emblematic of the new Teamsters who addressed the Convention; proud, unified and ready to take on any new challenges. “Because of the Teamsters, we are respected at work. We have job security. And we know that anything is possible.”

Teamsters from diverse backgrounds, various employers and

from all over North America talked about the struggles they faced and how the Teamsters Union has made their lives better.

“In October of last year, the Teamsters came through for us yet again with a five-year contract for Southern California grocery workers. This contract was one of the best I’ve ever seen,” said Frank Martinez, a member of Local 572 in Carson, Calif. who works in the grocery industry.

“Before becoming a Teamster, I worked in a nonunion shop where there was no respect and no job security,” Martinez said. “I look at our contract and I look at my Teamster brothers and sisters and I feel so proud to be standing here today...I’ve been in this industry for 20 years and in the time I’ve been a Teamster, this union has never let me, my co-workers or my family down.”

“I feel the power of the Teamsters when I am with my union brothers and sisters. I feel respected and dignified. Those are the same things I felt when my co-workers and I at CVS voted to become Teamsters in August 2010,” said Rayma Sagapolu, a member of Local 386 in Modesto, Calif. “I and my 630 co-workers at CVS are living proof that a Teamster contract is respect.”

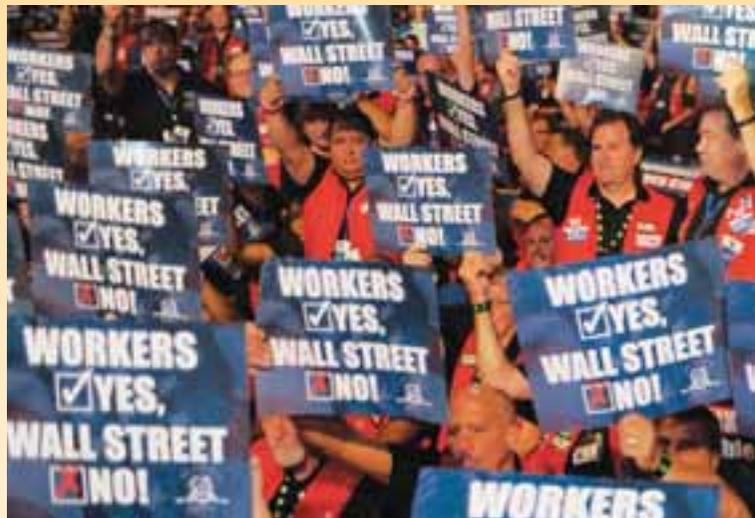




Rep. Steve LaTourette (R-OH)

“You probably didn’t expect to see a Republican here today, but I’m very, very, very happy to be here,” said Rep. Steve LaTourette (R-OH) at the Convention. “You know, sometimes we break down into red teams, blue teams; but, you know, your issues are our issues, they’re America’s issues. For you, Mexican trucks are about jobs and safety; for me and my constituents, they’re about unsafe trucks driving on highways where our families are going to and from work or to vacation. So it was a pleasure to work with President Hoffa on that issue and it’s been a pleasure to have a relationship ever since then.”

Rep. LaTourette has stood with working Americans on many issues, bucking his own party on countless occasions. “I want to talk about this 112th Congress. I am embarrassed as a Republican at the open assault that has occurred on organized labor since this Congress began in January.”



“As workers are being squeezed more and more by big corporations, you are harnessing Teamster power to stop the exploitation of truck drivers and other workers at our nation’s ports from Long Beach to Jacksonville, and the rest of the American labor movement thanks you for that stalwart effort of staying on the port campaign,” said Mary Kay Henry, President of SEIU and a guest speaker at the 28th International Convention. “Not only do we share a common vision, we’re also taking collective action. From the protests in Madison to the action in Los Angeles and actions at Target, Teamster members have stood side by side with our brothers and sisters in SEIU in solidarity.”



SEIU President Mary Kay Henry



International Solidarity

As Bob Bouvier, International Vice President and President of Teamsters Canada, said at the Convention, it isn't just America's working families under attack. Worldwide, union members are facing hostile lawmakers looking for scapegoats for their economic troubles. International solidarity is essential if the labor movement is going to successfully challenge the global race to the bottom for wage and benefits. Many Teamster allies from overseas attended the 28th International Convention, including labor leaders from Australia, China, Great Britain, India and Mexico.

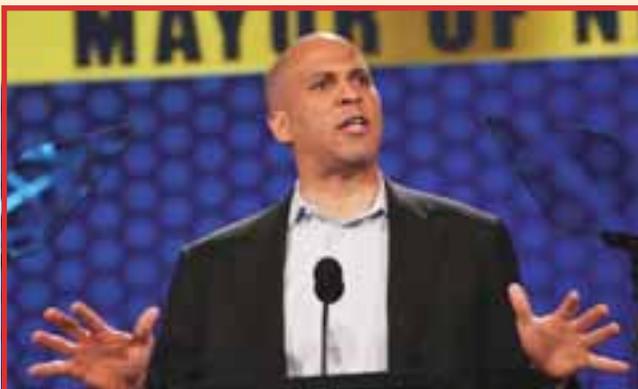
"We come here committed to forging an even stronger alliance and friendship in fighting with you across the globe to stop the war on workers," said Paddy Crumlin, President of the International Transport Workers' Federation and National Secretary of the Maritime Union of Australia, at yesterday's session.



**ITF President
Paddy Crumlin**

It was international union solidarity that freed Mansour Osanloo, president of the bus workers' union in Tehran, from an Iranian prison recently, and delegates passed a resolution making him an honorary member of the Teamsters Union. The delegates also adopted a resolution on global solidarity.

Steve Turner, a national officer with the UK's biggest trade union, Unite, also spoke at the Convention. Unite has been a key partner in the Teamsters Union's Driving Up Standards campaign on behalf of bus workers and our two unions have worked together on many issues. "Real global solidarity is not easy," Turner said. "When working people rise up, anything is possible."



Newark Mayor Cory Booker

"We are here because ordinary Americans believed that people should be able to retire with dignity, that people should have the security of health care. We are here because Americans stood up for the ideals of this country, who believed it was in their self-interests to stand up for the whole. So this gathering is not just about the Teamsters. For me, this gathering is about the unfinished business of America," said Cory Booker, mayor of Newark, N.J., at the Convention. "That's why I'm proud to stand here today, because the Teamsters have a vision for America, not where there are winners at the expense of others, but that we can all rise together in our country... The Teamsters are on the front lines of the fight to make our democracy what it must be every single day."

PROUD TO BE A TEAMSTER



“I have been driving at the ports for 10 years. My co-workers and I are willing to fight to become Teamsters. Together we’re going to take back this industry and take back the American dream.”

—LEONARDO MEJIA,
Port of Los Angeles

“Becoming a Teamster means being respected at work and it means being part of a strong brotherhood. That’s important. There is power in numbers.”

—CARLOS MARRERO,
Local 901, Puerto Rico



“I’m here today to proudly tell you that my dream of becoming a Teamster is finally going to come true. Thank you, Teamsters!”

—JOE STERKOWICZ,
Lead Ramp Worker,
United Airlines, Chicago



“The Teamsters restored our rights, The Teamsters have become our voice, and the Teamsters have enabled us to be treated with dignity and respect. We thank you so much for that.”

—AKRAM ALI SHAMIE,
Taxi Driver, Local 987,
Calgary, Alberta



“The Teamsters represent more than 65,000 aviation workers at dozens of carriers. We have seen first hand what Teamster power is all about!”

—AMANDA KAMARA,
Continental Airlines,
Local 210, New York City

“We made Durham respect us. And we know that other Durham workers can and will do the same. I am confident that one day all of Durham will be union.”

—LORRAINE NOVAK,
Local 952, Orange, CA



“We needed a union we could trust, a union with dedicated leadership and a union that would stand behind its members 100 percent. We found that and so much more in the Teamsters.”

—PAULA WEBBER,
Local 700, Chicago



“The International Brotherhood of Teamsters is alive and well. Our answer to the war on workers was a 91-percent ‘yes’ vote for a national contract with First Student uniting 35,000 bus drivers.”

—MARCUS OLADELL,
Local 671, Bloomfield, CT



“I and my 630 co-workers at CVS are living proof that a Teamster contract is respect. I am proud to be a Teamster and proud to have 1.4 million brothers and sisters standing behind me.”

—RAYMA SAGAPOLU,
Local 386, Modesto, CA

“Five years ago I talked about the importance of winning back delayed pay and layover pay at UPS Freight. Thanks to the Teamsters Union, I now have that.”

—STEVE MINJAREZ,
Local 63, Covina, CA



TAKING FLIGHT



Convention Looks at How Far Airline Division has Come

The 28th International Convention gave Teamsters an opportunity to look back on the successes of the union's Airline Division since the last Convention.

"Today the Teamsters Airline Division represents more aircraft mechanics than any other union and has grown by 30 percent in the last two years," Geoff Maloney, an aircraft maintenance inspector at Atlantic Southeast Airlines (ASA), said of the 64,000-member division. Maloney and his co-workers joined Local 528 in Atlanta in October 2010 under new National Mediation Board rules that Teamsters helped change.

"In 2010 the National Mediation Board, the governmental agency responsible for overseeing workers in the airline and rail industries, announced it was changing a 70-year-old rule that stacked the cards against workers like myself. Under the old rules, workers who didn't cast votes auto-

matically had their votes counted against union representation," Maloney said. "The National Mediation Board's decision to change the rules and base the outcome of elections on majority support was a direct result of Teamster intervention... And it is because of the Teamsters that my co-workers and I now have a voice at work."

The ASA organizing victory wasn't the only time Teamsters faced challenges in the airline industry.

"When the Teamsters organized the Continental fleet service workers, we had a lot of naysayers. After all, the fleet service workers tried to organize five times with no success with other unions," said Robert Rasch, President of Local 19. "But guess what? February of 2010, 8,000 Continental fleet service workers became Teamsters. As other unions had failed five times, the Teamsters got it done on the first try."

Some workers who spoke at the Con-

vention are currently in the middle of an organizing battle at the merged United and Continental airlines.

"Last year, our brothers and sisters at Continental joined the Teamsters. Soon we will unite with them," said Joe Sterkowicz, a lead ramp worker with United Airlines at Chicago's O'Hare International airport.

Another huge airline victory was also announced at the Convention. On June 27, the Teamsters Union won the representation election for all pilots employed by Indianapolis-based Republic Airways Holdings by a 2-to-1 margin. More than 3,000 pilots chose to either join or stay with the Teamsters in the newly-merged airline. Convention-goers in Las Vegas gave a Teamster-style cheer to their newly organized brothers and sisters, now part of the Airline Division. The Teamsters represent more airline workers than any other union in North America.

*Teamsters Fight Back
Against Political Foes*

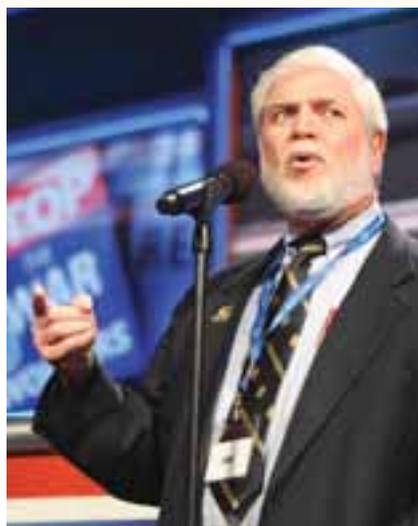


Mobilizing Members

Fighting back against escalating attacks by extremist, corporate-backed politicians was the focus of day three of the 28th International Convention. Some of the Teamsters' most politically active leaders emphasized that it's essential to raise money to counter the vast resources of anti-worker billionaires and Wall Street CEOs.

General President Jim Hoffa presented awards to the local unions that raised the most money for the Teamsters DRIVE fund, the union's political action committee. Two of the winning locals are based in Los Angeles; Local 63 and Local 396. Houston-based Local 988 and Local 769 in Miami were also winners.

Jim Kabell, Secretary-Treasurer of Local 245 in Springfield, Mo., described how Teamsters mobilized this year against a newly elected Legislature with an extremist agenda. Missouri lawmakers tried to pass a right-to-work law to destroy unions, repeal



child labor laws, undermine prevailing wage protections and weaken unions through a paycheck deception law.

"Those things are wrong," Kabell said. He then described how 1,500 shop stewards in Missouri were trained and then

made thousands of visits and phone calls and sent hundreds of thousands postcards. In the end, they beat back those efforts to shrink the middle class.

Steve Vairma, Secretary-Treasurer of Local 455 in Denver, said the Teamsters must hold elected officials in both parties accountable. "You need to stop hiding in the halls of Congress," he said. "You better be damn proud to say the word 'union.'"

"We need to build on the outrage of what happened in Wisconsin, Ohio, in Indiana and the other states," Vairma said.

Ed Slater, Vice President of Local 107 in Philadelphia, told the gathering about the Teamsters' effort to win Pennsylvania, a battleground state, for President Barack Obama. "We had to get the job done after eight discouraging years with George Bush," he said. Slater had a message for any politician who wants to take away collective bargaining rights: "Be prepared not for a fight, but for a war."

Remembering Fallen Teamsters

“When tragedy strikes one of our own, we all feel the loss,” said Jim Hoffa, Teamsters General President. “This was the case in January of this year when corrections officer and Local 117 member Jayme Biendl was killed on the job.”



Biendl’s murder shined a national spotlight on the dangerous conditions corrections officers face on the job, and reminded Teamsters everywhere just how important on-the-job safety measures are. The moment of silence for Biendl preceded a somber remembrance of recently fallen Teamsters.

On August 3, 2010, eight people lost their lives in a senseless workplace shooting at Hartford Distributors in Manchester, Conn. “Seven of our brothers from Local 1035 were among those killed,” Hoffa said.

“In a time of need, we put aside our differences, we put aside our politics and we take care of each other,” said Chris Roos, Secretary-Treasurer of Local 1035 in South Windsor, Conn., standing on stage with Patti Cirigliano, widow of Bryan Cirigliano, the President of Local 1035 who was killed in the tragedy.

Gordon Sweeton, International Vice President, talked about his hometown of Joplin, Mo., which was ravaged by a tornado on May 22. Of the 159 people who lost their lives, a Local 823 member, Heather Leigh Terry, was killed. Terry worked at LaBarge, an electronics manufacturing plant.

“Teamsters are the most caring people in the world when it comes to helping others,” Sweeton said. “No matter how tough you are, though, never be afraid or ashamed to give your kids or grandkids or family a hug and tell them how much you love them.”

A collection from the assembled delegates and guests was taken up and Teamsters gave generously. More than \$24,000 was raised.



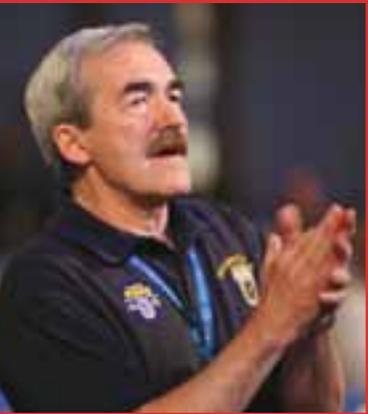
Patti Cirigliano and Local 1035 Secretary-Treasurer Chris Roos



1980 U.S.A. Hockey Team Members Jack O'Callahan and David Silk

Jack O'Callahan and David Silk, members of the Miracle on Ice hockey team that won a gold medal for the U.S. in the 1980 Olympics, visited the Convention and briefly addressed delegates and guests. “One of the great privileges of my life is to be here on this stage. You know, it’s interesting, they called us heroes after 1980; and when I look out here, you guys are the heroes. You are the people that are veterans. You send your sons and daughters to war to protect us and protect our freedom. You deliver to hospitals, you put food in supermarkets, you are America. It’s a privilege for me to be here. Vision, solidarity, action—it worked for us in 1980, it’s worked for you folks, and I’m proud to be here,” Silk said.







Bargaining TOGETHER

Teamsters Sing Praises of Coordinated Bargaining

Multinational corporations have more money at their disposal than unions ever will, but labor unions have tools of their own. Teamsters at the 28th International Convention spoke on how coordinated bargaining is one of the ways the union stands up to greedy employers on behalf of members.

The Teamsters have lifted tens of thousands of parking employees into the middle class by organizing them and negotiating and defending strong contracts for them. Today, the National Parking Council represents nearly 30,000 Teamsters. Coordination between locals that represent these workers is essential because a handful of national parking companies dominate the industry.

“Parking jobs are jobs that corporate America cannot move overseas,” said Ernie Yates, Secretary-Treasurer of Local 665 in Daly City, Calif., adding that the National Parking Council has coordinated with Teamster affiliates nationwide to bargain successfully for Teamster parking workers.

“We have strong contracts in our conference because we communicate with one another,” said David Laughton, Director of the Brewery and Soft Drink Workers Conference. “Since the last Convention we fought for and won a strong contract with Anheuser-Busch. The contract was a historic one because even though they were being swallowed up by the international conglomerate InBev, we still struck a deal which promised that all 12 breweries in the U.S. would stay open for the length of the contract.”

Teamsters also told of using coordinated bargaining strategies against Teamster employers like Coca-Cola, U.S. Foodservice, KAG West and others. In addition, a resolution was passed supporting coordinated bargaining and organizing.

DRIVE Awards

Big business spends big money in Washington to buy members of Congress and push an anti-worker agenda. The Teamsters fight back through DRIVE, the union’s political action committee. At the 28th International Convention, five awards were given to locals for their commitment to DRIVE.

“I would like to recognize those Teamsters that have gone above and beyond the call of duty in their work to build on our union’s DRIVE operations. They deserve our appreciation and recognition for their tireless efforts in raising funds and awareness of the impact of politics on so many aspects of our working and home lives,” said Jim Hoffa, Teamsters General President. The awards given were:

Most DRIVE Money Raised in 2010:
Local 63, Covina, Calif.

Most Member Contributions to DRIVE: Local 396, Covina, Calif.

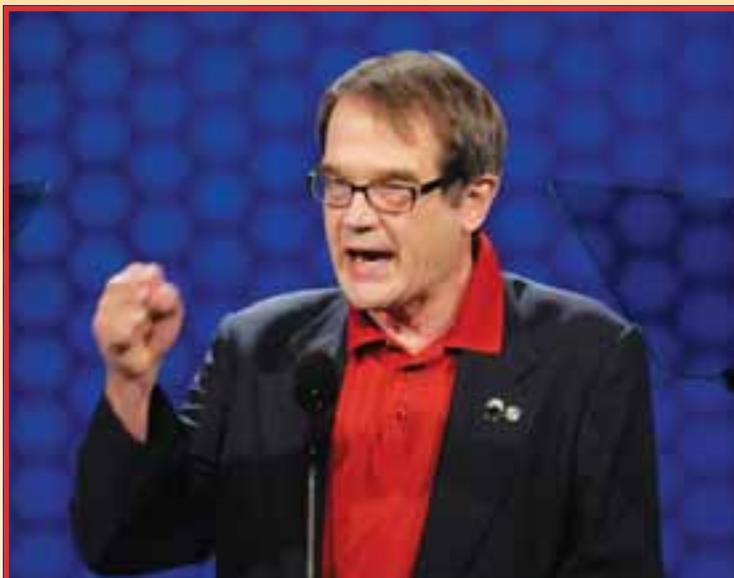
Highest Percentage of Members Contributing: Local 988, Houston

Most DRIVE Money Raised Since the Last Convention:
Local 63, Covina, Calif.

Most DRIVE Members Since the Last Convention: Local 769, Miami



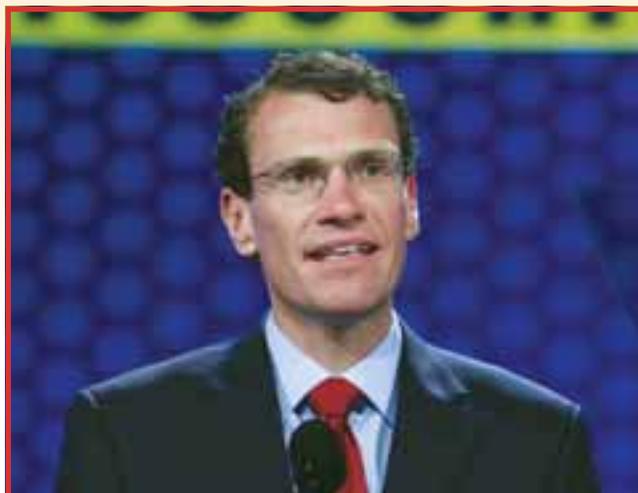
(DAY THREE)



“We’ve got to have a social justice movement in America that demands justice for working people. If Republicans try to block it, we’ve got to be in the streets. If Democrats don’t stand up, we’ll be in the streets,” said **BOB KING**, President of the United Auto Workers (UAW). “We are going to stand together, we’re going to change America, we’re going to rebuild the American middle class.”

“I know that there is no way I could ever thank or repay this organization for all the opportunities it has given me in my life. There is no doubt—and I think you would also agree—that the greatest gift ever given to hardworking men and women all over this country was the right to organize and form labor unions... Labor unions are the champions of the middle class. And as Teamsters, we are the champion’s champion.”

—**CARL BARELLI**, Local 41, Holland



“You have shaped me in so many different ways—the opportunities that I’ve had, the journeys that I’ve been able to make, and the values that my wife and I hold dear, the values that we want to pass on to our children. Those are values, folks, that organized labor gave me,” said **CLINT ZWEIFEL**, Missouri’s State Treasurer who worked at Local 688 in St. Louis before being elected.





Teamster Hero

John P. Murphy, a member of Local 25 in Boston, serves as a specialist in the Army's 10th Mountain Lake Infantry Division. His father is John Murphy, Vice President of Boston's Local 25.

Two weeks before the Convention, Murphy was injured when a 40-pound explosive detonated, killing an Afghan soldier and injuring other American and Afghani soldiers. Murphy's commanding officer is recommending him to receive an Army Commendation Medal of Valor.

"As a Teamster and a soldier, I know what it's like to fight the fight on both fronts. I also know how much the Teamsters support our military and appreciate the efforts that we put forward on a day-

to-day basis. What you may not realize is how much the American military appreciates the men and women like yourselves," Murphy said.

"As soldiers serving overseas, we are constantly thinking about our future and the welfare of our families. As men and women return from combat and conclude their careers in the military, there are no guaranteed jobs for us waiting. However, with the help of the people in this room and the International Brotherhood of Teamsters, soldiers can take

comfort in knowing that while we defend America's freedom overseas, men and women like yourselves are fighting for us and the rights of every worker in this country," Murphy said.



**Local 25 VP
John Murphy**





Keegel Says Goodbye

Looks Back on 50-Year Teamster Career

Tom Keegel took the stage on the fourth day of the Convention to chants of “Keegel! Keegel! Keegel!” by delegates and guests who knew it was the last time they would hear him address a Convention as the Teamsters’ beloved General Secretary-Treasurer.

Keegel profusely thanked his family for standing with him during his 52-year career with the Teamsters Union. He talked about moving up through the ranks after joining the union in 1959. He worked his way from steward up to General Secretary-Treasurer,

where he enacted financial reforms that put the union on secure financial footing.

“My heritage is in the labor movement. I remember how I became inspired,” Keegel said, detailing how his first co-workers were strong Teamsters who had fought in the famous Minneapolis Strike of 1934. “These men loved their union and taught me that the Teamsters never give up, Teamsters never give in or run from a fight.”

The Teamsters who gave their lives in that struggle led directly to the passage of labor reforms, and since then, Keegel said, Teamsters have fought tooth and nail to make lives better for every working man and woman in North America.

“That is what our mission remains today. That is what everybody in this room is fighting for. It is the most American of fights. Our Constitution spells it out... ‘We the people, in order to form a more perfect union.’ And that is why we are here this week. To form a more perfect union. That is what I have given 50 years of my life for. A more perfect union,” he said.

“I’ve been fighting for 50 years. I never thought I’d say these words; it’s time for me to say goodbye.”

On the last day of the Convention, a resolution was unanimously passed making Keegel the General Secretary-Treasurer Emeritus for life.





Delivering Justice

Teamsters Vow to Organize FedEx Freight

UPS is the Teamsters Union's largest bargaining unit, and on the fourth day of the 28th International Convention, members and leaders spoke about remaining vigilant there and the challenges faced by workers at UPS' main rival, FedEx.

In a big announcement, International Vice President and Package Division Director Ken Hall revealed that the International, along with Joint Council 42, is launching an organizing campaign for FedEx Freight workers in Southern California, and that the Teamsters Union has decided to take on organizing all of FedEx Freight.

UPS Teamsters spoke to the crowd about the difference a Teamster contract has made in their lives and the importance of staying vigilant as UPS continues to test that contract.

"I've seen the good times. When our economy was flourishing, we all benefited," said Nancy Aleccia, a 33-year member of Local 396 of Covina, Calif. "And when our economy went into a

downturn, we faced challenges...Going through that time has made me appreciate more than ever the value of my Teamster contract. We have seniority and recall rights, something nonunion employees do not have."

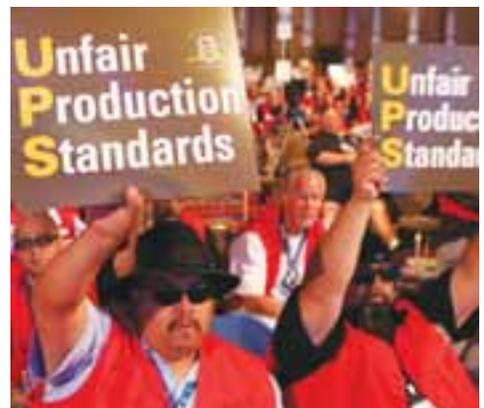
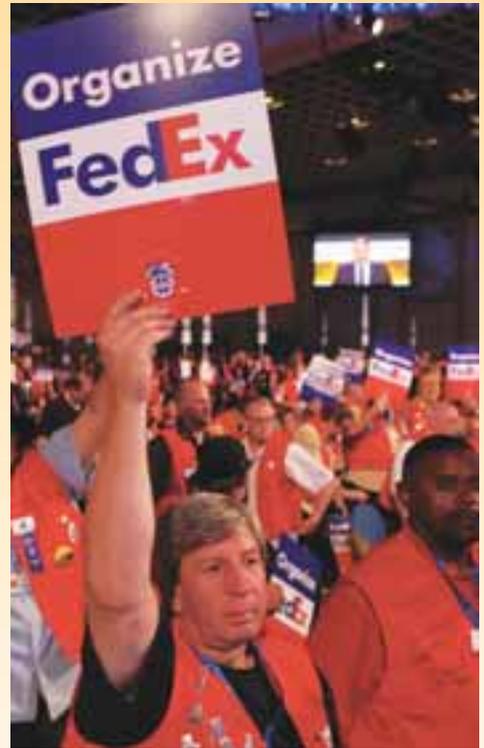
Some of the nonunion workers Aleccia spoke about also addressed the Convention.

"I know you have heard many success stories this week about organizing and getting contracts. Now it's our turn and we are ready," said Rudy Hernandez, a FedEx Freight worker.

One of the Teamsters' key allies in the FedEx fight has been Montana Attorney General Steve Bullock, whose determination on righting misclassification wrongs has essentially forced FedEx to change its entire business model across the country (to a multi-route model). "They may have the money, but we have two things they don't; we're right and we'll work harder than them. It will be labor leading the resistance to the war on workers," Bullock said.



Montana AG Steve Bullock



An Inspiring Voice

Inspiration is hard to define, but attendees of the 28th International Convention were able to sum it up in a single name: Christopher Duffley. Born blind and autistic, Duffley graced the convention with his dynamic voice. Duffley sang the National Anthem and a rousing rendition of “Lean On Me,” which brought the audience to its feet.



Duffley was introduced by Sean O’Brien, President of Local 25 in Boston. O’Brien and other Teamster leaders, including Local 731’s Terry Hancock, have raised thousands of dollars for autism research, outreach and organizations such as Autism Speaks.

After Duffley thrilled the delegates with his singing, he was made an honorary member of the Teamsters Union by a unanimous vote from the delegates.

“As union leaders, we are always looking to find inspiration,” said O’Brien. “I found that inspiration in this young man who has brought me to another level to think about what is really important in life. He’s a 10-year-old warrior in my eyes.”



Danny DeVito Energizes Convention

Actor and Director Talks Union Representation with Delegates

Actor, comedian, director and producer Danny DeVito addressed the Convention with a message of solidarity. A strong supporter of the labor movement and member of the Screen Actors Guild, DeVito thanked the Teamsters for their hard work and professionalism.

“It’s an honor to be here at your 28th International Convention. I feel the love, and I feel the strength of the union,” DeVito said. “It gives me such peace to know that I’m not alone out there. I’m truly your brother in the labor movement. I’ve worked with Teamsters my entire career.”

“It really makes me as mad as hell to see politicians waging class warfare on people who are trying to provide for their families and put food on the table for their children. These are politicians in the pocket of big business who have probably never worked an honest day in their lives,” DeVito said. “I mean, come on. I’ve gotta say it. We’ve gotta say it: What these low-life, greedy mongers seem to forget is that without you, without the people who actually make the stuff and move the stuff, they’d be out of a job.”

BEN JEALOUS, President of the NAACP, spoke to delegates and guests at the Convention about the bond shared between civil rights and labor rights. “At this moment it is not just one set of rights that is being attacked in our country, it is several,” Jealous said. “Opponents of civil rights, the opponents of labor rights, the opponents of immigrants’ rights, the opponents of women’s rights—at the end of the day they are the same group of forces in this country.”



The TEAMSTER Difference

“I’m proud of the work I do for the American people, and I’m proud of my union for protecting me as I do this work.”

—RENATO RUFO, Northeastern System Federation, Amtrak Boston, MA



“When I read what this contract gave us, I was amazed. What’s even more outstanding is knowing the difference the Teamsters have made in my life.”

—FRANK MARTINEZ, Local 572, Ralphs, Carson, CA

“Brothers and sisters, when our families are attacked, this is why we’re Teamsters; because we know we can always join together and fight back.”

—ALBERT BATISTA, Local 495, BMW, Covina, CA



“As a UPS steward, I understand and am grateful for our UPS Teamster contract.”

—KEN WILLIAMS, Local 79, UPS, Tampa, FL

“Going through the economic downturn has made me appreciate more than ever the value of my job and a contract. We have seniority and recall rights, something nonunion employees do not have.”

—NANCY ALECCIA, Local 396, UPS, Covina, CA



100-Year-Old Joint Councils Honored

A Century of Service

The Teamsters Union has a history as strong and as colorful as its members. Part of what makes the union’s history so durable are the Joint Councils that have worked diligently to ensure workplace dignity and justice. Four Joint Councils celebrated a century of service to their members since our last convention in 2006. Those Joint Councils acknowledged during the 2011 Convention were:

Joint Council 7
Rome Aloise, President
San Francisco, CA

Joint Council 10
David Laughton, Secretary-Treasurer
Manchester, NH

Joint Council 13
Marvin Kropp, President
St. Louis, MO

Joint Council 25
John Coli, President
Chicago, IL





Rail Members Garner Delegate Support

Locomotive engineers, trainmen and maintenance of way worker delegates came to the 28th International Convention with two main issues of importance: support for funding of high-speed rail and solidarity for rail contract bargaining. In the past year Congress and state lawmakers have tried to put barriers up to the continuation of funding for high-speed rail.

“President Obama has recommended \$56 billion to start a high-speed passenger service in 10 corridors across this country,” said Fred Simpson, President of the Brotherhood of Maintenance of Way Employes (BMWED) and International Vice President. “All this is under attack by right-wing politicians.”

Thousands of BMWED and Brotherhood of Locomotive Engineers and Trainmen (BLET) members work on Amtrak. Renato Rufo, a welder in the Boston-area for Amtrak and a BMWED member, spoke about how the threat of privatization might affect his family. “Amtrak’s investment of the high-speed rail stimulus funds has been a major success by adding nearly 3,000 jobs. However, the Republicans want to sell Amtrak to their friends in the private sector. This is the same attack that is occurring all across America on public workers. It’s an attack on my family and yours.”

Solidarity among the rail unions for the current freight rail contract bargaining was



tested recently. Dennis Pierce, President of the Teamsters Rail Conference and President of the BLET, said one of the unions in the 12-union coalition gave in to employer demands for lower wages and benefits while trying to convince others in the coalition to join them.

“We must all put every ounce of energy that we have into fighting and defeating this attack on our members,” Pierce said. “The 11 other unions in the rail bargaining coalition have told the National Mediation Board that we will not accept this concessionary contract. And I know that working together and unleashing some good old, ass-kicking Teamster power, our coalition will prevail.”

Resolutions supporting continued funding for high-speed rail and rail coalition bargaining were passed unanimously by the Convention delegates.



“RISH” MICKY WARD, a member of Local 25 in Boston and the inspiration behind the movie “The Fighter,” addressed the Convention, where he drew comparisons between boxing and union representation. “You know, it’s funny, boxing and the Teamsters are a lot alike. When I’m boxing, I’m in there fighting, but I’ve got a team with me, behind me. I need them to pull for me, and you guys all pull for each other. That’s huge,” Ward said. “You’ve got to come together, stay together, fight together. That’s what it’s about. There’s no giving up.”



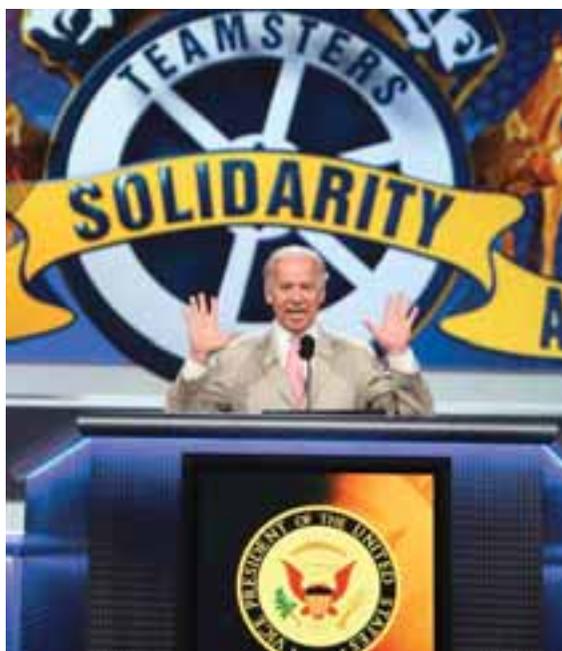


Vice President Addresses Convention

Biden to Teamsters: "You Protect the Middle Class"

Vice President Joe Biden spoke on the last day of the Teamsters' 28th International Convention and said that unions are the only institution protecting the middle class from assault by concentrated power and wealth. Biden said recent attacks on working people by politicians in state capitals and Congress represent "the most direct assault on labor in modern American history."

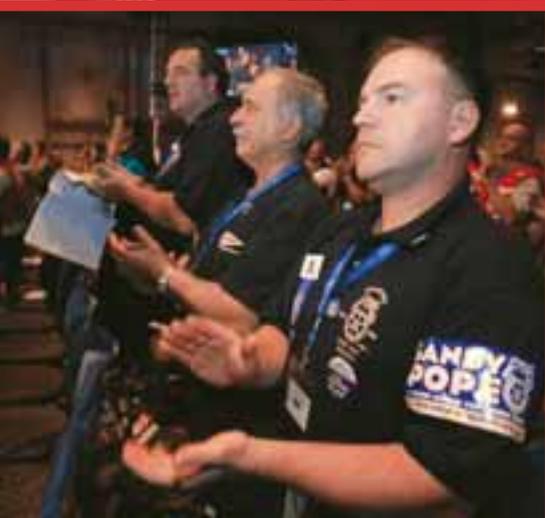
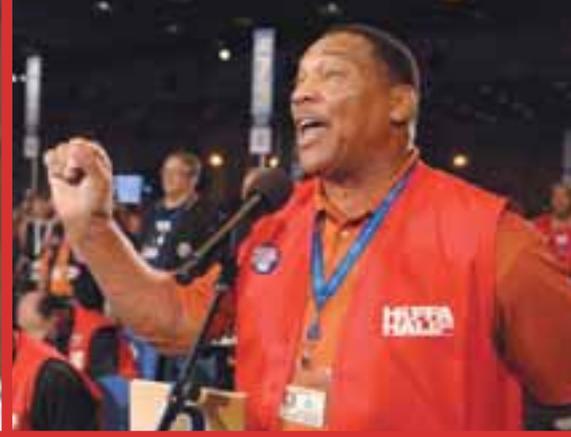
During the five-day Convention, Teamsters focused on the war being waged on workers by extremist politicians in the states and in Congress. Biden's remarks echoed the union's message that attacks on unions are attacks on the middle class.



"What other institution in America has the power to take on this concentration of power and wealth?" Biden said. "It's you."

Biden said the difference between the Obama administration and Republicans is their commitment to the middle class.

"Look at Wisconsin, Ohio, New Hampshire, Missouri, Iowa, Pennsylvania, on and on. Did you ever think that in 2011 you'd be fighting against right-to-work for less again?" he said. "Without you there is no American dream. There is no possibility. We stand with organized labor because you're standing with the people who are struggling to get a chance."



IBT INTERNATIONAL OFFICER ELECTION – CANDIDATE PAGES

CONTESTED ELECTION – The delegates you elected to the 28th International Convention nominated 45 candidates to compete for 21 International offices. There are contested elections for the positions of General President; General Secretary-Treasurer; At-Large Vice-President; Central Region Vice-President; Eastern Region Vice-President; Southern Region Vice-President and International Trustee. The secret ballot election will happen this fall. We plan to mail ballots in October and to count the returned ballots in November.

LEARN ABOUT THE CANDIDATES FOR INTERNATIONAL OFFICE who want your vote. The campaign literature in this magazine is one source. There are more ways to get information about the International officer candidates. You may receive mailings directly from them; you may see candidates or their representatives campaigning; there are websites where you can read about the candidates; candidate literature tables are maintained at local union halls.

CONVENTION VIDEO of candidate acceptance speeches can be viewed at the Election Supervisor's website, www.ibtvote.org. We have made available the complete acceptance speeches the candidates for General President and General Secretary-Treasurer delivered to the Convention on Friday, July 1, 2011. You can watch the videos anywhere you have an internet connection.

THIS MAGAZINE CONTAINS CAMPAIGN LITERATURE FROM NOMINATED CANDIDATES. Candidates on a slate have the right to pool their space and make a slate-wide presentation. The order of presentation of each slate or candidate's material in this magazine was determined by a lottery held in July 2011, although all slate material is published before that of individual, unaffiliated candidates. Nominated candidates have the right to publish campaign literature again in the September and October 2011 *Teamster* magazines.

YOU ARE ABOUT TO READ THE CANDIDATES' OWN STATEMENTS. These materials were created by each campaign or nominated candidate. They do not in any way reflect the views of the IBT, any affiliated Unions, or the Election Supervisor. The IBT and the Election Supervisor did not in any way screen, edit, or alter this material. It comes to you straight from the nominated candidates.

Richard W. Mark
Election Supervisor

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: June 17, 2011

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Report Number 4 for 2011 to you on its activities conducted pursuant to the Consent Order. In this Report we will discuss matters that are currently before us, including three new reports, and the progress of existing charges about which you were previously informed.

II. NEW REPORTS

A. LOCAL 630, LOS ANGELES, CALIFORNIA

On May 12, 2011 the IRB issued an Investigative Report to General President Hoffa recommending that Local 630 be placed in Trusteeship.

As of December 2010, Local 630 had 6,414 members and is located in downtown Los Angeles. Since approximately 2004, Paul A. Kenny has been the Local's principal officer.

As detailed in the report, it appears that Mr. Kenny embezzled and breached his fiduciary duties by causing Local 630 to pay approximately \$168,168 for food and alcoholic beverages, for himself and other officers and employees of the Local without a union purpose. In addition the IRB recommended that charges be filed against Local 630 business agents Messrs. Moreno and Guillory for embezzling from the Local when, upon their submission of expense reimbursement requests, the Local reimbursed them for restaurant charges in the Los Angeles area when only officers and employees were present. There was no union purpose for these charges. Mr. Moreno was reimbursed approximately \$39,595 and Mr. Guillory was reimbursed \$32,217. More details of these charges are provided immediately following in Section II.B.

In addition, the several Local 630 Bylaws that were violated demonstrated additional financial malpractice and that the local lacked adequate financial controls as follows:

- The Local's President and Secretary-Treasurer were required to authorize all expenditures in the Bylaws but the Executive Board voted to give the Local's principal officer, Mr. Kenny, the sole authority to authorize expenditures.
- Mr. Kenny, and the President of the Local, Ms. Sylvia Garza, did not obtain the requisite prior Executive Board or membership approval for a Deed of Trust entered into as security for a \$400,000 loan.

- There was not membership approval for an increase in the car allowance the Local paid to Mr. Kenny and other full-time Local employees.
- In 2009 and 2010, the Local failed to hold the requisite number of membership meetings.
- In a suspicious circumstance, an unlicensed contractor who was paid approximately \$335,690 to perform work at the Local, also performed work during the same period at the homes of Mr. Kenny and Ms. Sylvia Garza, the Local's President. The Local did not have complete records of payments to the contractor and it was contended that the contractor was paid partially in cash.

On June 3, 2011 General President Hoffa imposed an emergency trusteeship over Local 630. On June 6, 2011 Mr. Hoffa appointed two temporary Co-Trustees over Teamsters Local 630.

B. PAUL A. KENNY, ABRAHAM MORENO, GARY GUILLORY, -LOCAL 630, LOS ANGELES, CALIFORNIA

On May 12, 2011 the IRB issued an Investigative Report to General President Hoffa recommending that Messrs. Kenny, Moreno, and Guillory be charged as follows.

While an officer and member of Local 630, Mr. Kenny violated his fiduciary duties to the Local and its members, embezzled and converted Local 630 funds to his own use, and brought reproach upon the IBT in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1),(2)and (3) of the IBT Constitution, to wit:

Between approximately January 1, 2007 and October 2010, while Secretary-Treasurer of Local 630, Mr. Kenny embezzled \$168,168 from Local 630.

While an employee and member of Local 630, Mr. Moreno violated his fiduciary duties to the Local and its members, embezzled and converted Local 630 funds to his own use, and brought reproach upon the IBT in violation of Article II, Section 2 (a) and Article XIX, Section 7(b)(1),(2) and (3) of the IBT Constitution, to wit:

Between approximately January 1, 2008 and October 2010, while a business agent of Local 630, Mr. Moreno embezzled \$39,595 from Local 630.

While an employee and member of Local 630, Mr. Guillory violated his fiduciary duties to the Local and its members, embezzled and converted Local 630 funds to his own use, and brought reproach upon the IBT in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2)and (3) of the IBT Constitution, to wit:

Between approximately January 1, 2008 and October 2010, while a business agent of Local 630, Mr. Guillory embezzled \$32,217 from Local 630.

The report discusses these charges in detail. The following are indicative of those charges.

- Mr. Kenny caused the Local to pay approximately \$168,168 for food and alcohol for himself and other officers and employees of the Local between January 2007 and October 2010 without a union purpose. All these charges were in the Los Angeles area where Local 630 is located and only officers or Local employees were present. Mr. Kenny was present approximately 598 times when restaurant bills in the Los Angeles area were charged. The total cost of these 598 charges was \$154,929. A minimum of \$41,459 of these charges was for alcohol.
- In addition to the approximately 598 restaurant visits when Mr. Kenny was present, Mr. Kenny as the Local's principal officer and signatory on Local checks, also authorized the Local to reimburse Mr. Moreno \$6,056, for 26 charges in the Los Angeles area when only Local officers and employees were present and Kenny was not present. Similarly, Mr. Kenny authorized the Local to reimburse Mr. Guillory for \$7,182 for 44 restaurant charges in Los Angeles when only Local officers and employees were present and Mr. Kenny was not present. There was no union purpose for these restaurant charges that Mr. Kenny and the business agents caused the Local to pay. In February 2009 and May 2009, an IBT auditor and the IBT General Secretary-Treasurer warned the Local officers, including Mr. Kenny, that such charges were inappropriate. Despite that, Mr. Kenny continued his frequent charges and approval of the business agent's charges at Los Angeles restaurants with Local officers and employees.
- The report also recommended that charges be filed against Local 630 business agents Mr. Moreno and Mr. Guillory for embezzling from the Local when, upon submission of expense reimbursement requests, the Local reimbursed them for restaurant charges in Los Angeles area when only officers and employees were present. There was no union purpose for these restaurant charges. Between January 2008 and October 2010, at his request, the Local reimbursed Mr. Moreno approximately \$39,595 for 119 restaurant charges in Los Angeles when only Local officers and employees were present. Similarly, between January 2008 and October 2010, at Mr. Guillory's request, the Local reimbursed Guillory for 109 charges in the Los Angeles area when only Local officers and employees were present. The Local reimbursed Guillory \$32,217 for these charges.

In a letter from Mr. Hoffa to the IRB dated May 19, 2011 the IBT determined to adopt and file the charges and to appoint a panel to hear the proposed charges.

C. JOSEPH WOJCIECHOWSKI, LOCAL 812, GREAT NECK, NEW YORK

On May 12, 2011 the IRB issued an Investigative Report to General President Hoffa recommending that Mr. Wojciechowski be charged as follows:

While an officer, employee and member of Local 812, Mr. Wojciechowski violated his fiduciary duties to the Local and its members, embezzled and converted Local 812 funds to his own use, and brought reproach upon the IBT in violation of Article II, Section 2(a) and Article XIX, Section 7 (b) (1), (2) and (3) of the IBT Constitution, to wit:

Between approximately December 2008 and April 2010, while President of Local 812, Mr. Wojciechowski embezzled approximately \$23,038 from Local 812.

The charge filed against Mr. Wojciechowski, President of Local 812, including his additional positions as the Recording Secretary of Joint Council 16, and as Executive Assistant to Joint Council 16's principal officer, is for embezzlement and breaching of his fiduciary duty by causing Local 812 to assume his lease of a 2009 Cadillac CTS. He did this without Executive Board approval required by the Bylaws. There was no union purpose for this unapproved transaction. As the report discusses in detail, it does not appear that the Local had a need for this car which was described as a "spare" and was not assigned to any Local employee. Moreover, in April 2010 Mr. Wojciechowski caused the Local to terminate the lease and sell the 2009 Cadillac without the required Executive Board approval which transaction resulted in the embezzlement of \$7,491 that the Local paid as part of the transaction. By his conduct, Mr. Wojciechowski embezzled approximately \$23,038 from the Local.

In a letter dated May 27, 2011 from Mr. Bradley T. Raymond, IBT General Counsel to the IRB, IBT transmitted an agreement executed by Joseph Wojciechowski and the IBT to resolve the charges recommended by IRB. The IRB has this matter under consideration.

III. PROGRESS OF EXISTING CHARGES

A. LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

We have previously informed you in report No. 5 in the Nov/Dec 2010 issue of the Teamster magazine, of the several IRB findings dealing with Local 82 members' work in the show and moving industries. General President Hoffa determined it was appropriate to impose a Trusteeship on an emergency basis pursuant to Article VI, Section 5 of the IBT Constitution.

In a letter dated October 13, 2010 to Bradley T. Raymond, IBT General Counsel, the IRB requested that the IBT General Counsel's Office provide the IRB every 90 days with a status report on Trusteeships imposed pursuant to an IRB recommendation.

In a reply dated January 14, 2011 from Bradley T. Raymond, the IRB was provided with a status report on the Local 82 Trusteeship. The report states that the Trustee took charge of the affairs of Local 82, and removed the officers. The report lists several other actions including the following:

- Records are now being kept by each contractor with respect to who is hired.

- An ex-felon identified as referring workers to employers, despite being statutorily barred because of his criminal record from serving in a Union representational capacity, has not been authorized to perform this function.
- A written document will be developed that lays out how the referral process works.
- The “speculation hall” is currently under new supervision. This concerns additional applicants who have communicated their availability for work.
- The Trustee removed all Chief Stewards at various contractors, and has conducted elections among the seniority list of members at active contractors.
- The Trustee has been and continues to be in charge of the Local’s financial condition.
- Agreements allocating certain costs to the Local’s benefit funds have been completed, executed, and implemented.

A panel hearing was held on December 7, 2010 to determine whether to continue with the Trusteeship. Although the hearing panel has not made its recommendations concerning continuation, no members spoke in opposition to the Trusteeship, and several members spoke in favor of it.

In a letter dated April 4, 2011 IBT General President James P. Hoffa informed Mr. Denis J. Taylor, Trustee of Local 82, of his decision to continue the Trusteeship over Local 82. Reasons for this decision included the establishment and implementation of a lawful and transparent referral system as well as the finalization of various collective bargaining agreements. In addition, it was pointed out that those Local 82 members who spoke at the hearing on this matter were nearly unanimous in their sentiment that the trusteeship continue.

B. MICHAEL DOE, LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

We have previously informed you in greater detail in the June/July 2011 issue of *Teamster* magazine No. 3 that Local 82 member Michael E. Doe allegedly brought reproach upon the IBT by failing to appear for his scheduled IRB sworn examination on April 9, 2010. We also reported that The Executive Board of Local 82 filed the charge and held a hearing on July 7, 2010. Mr. Doe failed to appear for that hearing.

We further reported that an unsigned decision, submitted by the Executive Board of Local 82 to the IRB on July 20, 2011 was rejected by the IRB. We also reported that on September 23, 2010, a revised decision of the Executive Board of Local 82, which added additional penalties, was also rejected by the IRB.

Since Local 82 is under trusteeship, and the Executive Board is not in office, the IRB scheduled a *de novo* hearing. Mr. Doe was served with an IRB Notice of Hearing on the charges and evidence to be presented against him to commence on November 10, 2010 at the offices of the IRB in Washington, D.C. Doe did not appear for that hearing.

On February 15, the IRB issued its opinion and decision that included the following penalties: Mr. Doe will be permanently barred from holding membership in or any position with the IBT or any IBT-affiliated entity or from seeking or accepting from IBT or any IBT-affiliated entity any salary, severance payment, allowance, fee, payment for unused vacation, or compensation of any kind except fully vested pension compensation and fully vested welfare benefits; and permanently barred from the date of expulsion from having any contributions made on his behalf by any IBT entity to any pension, health and welfare, severance, or other benefit fund.

On February 15, 2011 the IRB submitted Application 146 on this matter to Chief Judge Preska for review. On May 10, 2011 Chief Judge Preska affirmed the IRB opinion and decision thus granting Application 146.

C. LAWRENCE MAGUIRE – LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

On November 10, 2010 the IRB issued an Investigative Report to General President Hoffa recommending that Mr. Maguire be charged as follows:

While a member of Local 82 of the IBT on December 11, 2007 you conducted yourself in a manner to bring reproach upon the IBT in violation of Article II, Section 2 (a) and Article XIX, section 7 (b) (1) and (2) of the IBT Constitution, to wit:

While an IBT member, on December 11, 2007, you intimidated a witness and assaulted a police officer. Your convictions for these crimes on November 21, 2008 established the facts as outlined in the above report.

On November 17, 2010 General President James P. Hoffa advised the IRB that a hearing would be held for charges filed by IRB against Mr. Maguire. The hearing was held on February 15, 2011. IBT General President James P. Hoffa, informed the IRB by letter dated March 24, 2011 of his decisions on the hearing panel’s recommendations concerning several IRB charge reports involving several members of Local 82 including the charges against Mr. Maguire.

The IRB has this matter under review.

D. JOHN PERRY AND PATRICK GEARY, JOSEPH BURHOE, JAMES DEAMICIS, THOMAS FLAHERTY, AND JAMES YOUNG - LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

We have previously informed you in some detail in reports Number 1 of the Jan/Feb 2011 and in report Number 2 of the March/April issues of the *Teamster* magazine of several charges placed against two officers of Local 82, Mr. Perry and Mr. Geary and four members of Local 82, Mr. Burhoe, Mr. Deamicis, Mr. Flaherty, and Mr. Young.

These charges include:

- Selectively enforcing contract provisions and abandoning the Local’s contractual obligations to refer workers through a lawful referral system.

- Interfering with the union's obligation to comply with federal law because a barred member was acting as a representative of the union.
- Injuring members by creating and arbitrarily enforcing unauthorized rules concerning members' voting eligibility on proposed collective bargaining agreements.
- Injuring members by engaging in a scheme to collude with a non-union employer to provide workers less pay than they would have been paid under Local 82 collective bargaining agreements.
- Failing to comply with Local Bylaws and the IBT Constitution because a member, while under continuing suspension, continued to exercise all rights of membership.

In a letter dated October 4, 2010 to the IRB from IBT President Hoffa, Mr. Hoffa determined to adopt and file the charges referred to him by the IRB and that a panel would be appointed to hear the proposed charges. An IBT hearing was held on February 15, 2011 regarding all the charged parties except for Mr. John Perry.

On February 8, 2011, several days before the February 15 hearing was held, General President Hoffa submitted to the IRB an Agreement signed by Mr. John Perry. The IRB approved the Agreement on February 10, 2011.

The IRB issued two Investigative Reports to IBT General President Hoffa recommending charges against Mr. Perry for bringing reproach related to several matters. It was agreed by IRB that the Agreement as briefly discussed in this Section D. also applies to Mr. Perry as one of the parties that brought reproach as discussed in the immediately following discussion in Section E.

The Agreement stipulates several conditions which includes the following:

Effective February 10, 2011, Mr. Perry has agreed to permanently retire from the IBT and Local 82. From February 7, 2011 forward, he has further agreed not to:

- (1) Hold membership in the IBT or hold any position with Local 82, or any employment, office, position or consulting or similar relationship, whether paid or unpaid, with Local 82, or any IBT entities;
- (2) Participate in any manner in any of the activities or affairs of Local 82, or any other IBT entities.
- (3) Accept any pay, salary, allowance, fee or compensation of any kind, except that he may receive any fully vested pension benefits; accept any contributions on his behalf to any pension, health and welfare, severance or other benefit fund;
- (4) Receive any gratuities, severance payments or gifts of any kind whatsoever from Local 82, or IBT entities; and,
- (5) Further associate for a period of five years with any member officer or employee of Local 82, the IBT or any affiliate of the IBT.

The IRB found the Agreement serves to resolve the matter in a fair and equitable manner and submitted Applica-

tion 147 dated February 15, 2011 respectfully requesting that the Court execute the Agreement.

IBT General President Hoffa informed the IRB by letter dated March 24, 2011 of his decisions on the charges against Messrs. Geary, Burhoe, Deamicis, Flaherty, and Young. The IRB has this matter under review.

E. JOHN PERRY, PATRICK GEARY, LEIF THORNTON, CHERYL MILISI, FRANCIS DIZOGLIO, JOHN LOGAN, AND NICHOLAS MURPHY - LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

We previously informed you in reports No. 1 in the Jan/Feb 2011 and report Number 2 of the March/April issues of the Teamster magazine of two recommended charges against the officers of Local 82.

These charges include:

- * Violation of the IBT Constitution and Bylaws of Local 82 by causing or allowing Local 82 to make substantial non-routine expenditures without membership approval which is required by the Local's Bylaws for such purchases; and
- * Failing to perform IBT Constitutionally mandated duties as Trustees which included, among other things, verifying the Local's bank balances.

In a letter to the IRB dated October 18, 2010 from IBT General President Hoffa, Mr. Hoffa determined to adopt and file the charges referred to him by the IRB and that a panel would be appointed to hear the proposed charges. On February 15, 2011 IBT held a hearing on this matter.

As discussed in the previous Section D. the terms of the agreement entered into with Mr. John Perry on February 8, 2011 also applies to these charges and is included in Application 147 submitted to Chief Judge Preska on February 15, 2011.

IRB General President James P. Hoffa informed the IRB by letter dated March 24, 2011 of his decisions on the charges against Patrick Geary, Leif Thornton, Cheryl Milisi, Francis Dizoglio, John Logan, and Nicholas Murphy.

The IRB has this matter under review.

E. ROBERT PERRY, LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

On November 10, 2010, the IRB issued an Investigative Report to General President Hoffa recommending that Mr. Robert Perry be charged as follows:

While a member of Local 82, Mr. Perry embezzled and converted Local 82 funds to his own use, and brought reproach upon the IBT in violation of Article II, Section 2 (a) and Article XIX, Section 7 (b) (1), (2) and (3) of the IBT Constitution and Section 15 (F) of the Local's Bylaws to wit:

Between approximately January 1, 2005 and December 2008, while a member of Local 82 Mr. Perry embezzled approximately \$2,485 from Local 82, as described above.

On November 18, 2010, President Hoffa advised the IRB that a hearing would be held on the charges filed by IRB

against Mr. Perry. The hearing was held on February 15.

IBT General President James P. Hoffa informed the IRB by letter dated March 24, 2011 of his decisions on the charges against Mr. Perry.

The IRB has this matter under review.

G. BERNARD PISCOPO, LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

On October 13, 2010 IRB issued an Investigative Report to IBT General President Hoffa recommending that Mr. Piscopo be charged with conducting himself in a manner to bring reproach upon the IBT in violation of the IBT Constitution by committing the felony of manslaughter while an IBT member, as detailed in the IRB report.

In a letter to the IRB dated October 15, 2010 from IBT General President Hoffa, Mr. Hoffa determined to adopt and file the charges referred to him by IRB against Mr. Piscopo and that a panel would be appointed to hear the proposed charges. In a subsequent letter to the IRB dated October 29, 2010, Mr. Hoffa decided to refer Mr. Piscopo's charges back to the IRB for adjudication on the basis that Mr. Piscopo was incarcerated and could not attend an IBT hearing.

The IRB sent a Notice of Hearing to Mr. Piscopo on December 15, 2010 that a hearing was scheduled for the charges against him on January 6, 2011 in the offices of the IRB in Washington, D.C.

On January 5, 2011, the day before the scheduled hearing, IRB's Chief Investigator's Office received a letter from Mr. Piscopo dated December 26, 2010, requesting an adjournment of the hearing until the appeal of his conviction could be heard; or, until he is released from incarceration.

In a letter to the IRB dated February 28, 2011, Mr. Piscopo requested a 60 day continuance. His request was approved by the IRB on March 16, 2011.

On May 9, 2011 Mr. Piscopo sent a letter to the IRB which included three letters from Local 82 members on his behalf. The IRB sent a memorandum to Mr. Piscopo considering these letters and requesting that he respond within 10 days of receipt of the memorandum. In a letter dated June 2, 2011 to the IRB, Mr. Piscopo requested another 60 day extension. His request is under consideration by the IRB.

H. LOCAL 107 TRUSTESHIP

We have previously informed you in report No. 2 in the May/June 2010 issue of the *Teamster* magazine, that the IRB recommended to James P. Hoffa, IBT General President that the IBT place Local 107 into Trusteeship. On March 3, 2010 Mr. Hoffa placed Local 107 into a partial trusteeship limited to the motion picture/television and trade show industries. Since then the two interim reports sent by IBT to IRB on the status of Local 107 were discussed in report No. 3 in the June/July 2011 issue of the *Teamster* magazine.

In correspondence to the IRB dated April 19, 2011, a third Local 107 update report was received from IBT. This report states that several procedural monitoring controls have been put into place within the referral system. These include that: every 4 months or so, the referral list will be updated periodically to include individuals who have applied since the last update; the referral list will also be updated annually so that workers can move up in numerical ranking based on experience; and these controls will include how "documentation" will be defined.

In addition, the collective bargaining agreement with the sole employer covering the Pennsylvania Convention Center has recently expired and is likely to be extended for at least a year without major revisions.

The report states that once these projects are completed it is IBT's intent to release Local 107 from partial trusteeship. Thereafter, it is IBT's intent to follow up with Local 107 periodically to review adherence to the newly installed referral procedures.

I. JOHN CASTELLE, LOCAL 282, LAKE SUCCESS, NEW YORK

We previously informed you that while a member of Local 282 Mr. Castelle brought reproach upon the IBT by violating his oath of membership in violation of the IBT Constitution and of the March 14, 1989 Consent Order by being a member of, and knowingly associating with members of the Luchese La Cosa Nostra Crime Family. This includes Steve Crea whom the FBI identified as being the head of the Luchese LCN family.

Mr. Castelle also brought reproach upon the IBT and violated his oath of membership in violation of the IBT Constitution by unreasonably failing to cooperate with the IRB while an IBT member. Mr. Castelle willfully failed to appear for a sworn examination on February 12, 2010 as required, pursuant to the Rules and Procedures for Operation of the Independent Review Board; and, as detailed in the report.

In a letter dated October 15, 2010 to the IRB from Mr. Hoffa, the IBT adopted and filed the charges referred to against Mr. Castelle. In accordance with past practice, these charges were referred back to the IRB for adjudication. In a letter dated October 20, 2010 the IRB served a Notice of Hearing to Mr. Castelle that a hearing to present the evidence regarding charges against him was scheduled for November 10, 2010 at the IRB offices in Washington D.C.

Mr. Castelle did not appear for the hearing. A Post Hearing Memorandum submitted by IRB's Chief Investigative Officer to the IRB recommended that the IRB find that Mr. Castelle while an IBT member was a member of the Luchese LCN family and unreasonably failed to cooperate with the IRB. This recommendation was accepted by the IRB and on March 16, 2011, IRB's opinion and decision was is-

sued and included the following:

Mr. Castle is permanently barred from holding membership in or holding any position with the IBT or any IBT-affiliated entity. Mr. Castle is permanently barred from seeking or accepting from the IBT or any IBT-affiliated entity any salary, severance payment, allowance, fee, payment for unused vacation, or compensation of any kind except fully vested pension compensation and fully vested welfare benefits; and permanently barred from the date of expulsion from having any contributions made on his behalf by any IBT entity any pension, health and welfare, severance, or other benefit fund.

The opinion and decision was submitted to Chief Judge Preska on March 16, 2011 for her review in Application 148. On March 24, 2011 Chief Judge Preska affirmed IRB's opinion and decision thus granting Application 148.

J. MICHAEL PRELLI, LOCAL 1901, LONG ISLAND CITY, NEW YORK

On November 11, 2010, the IRB issued an Investigative Report to General President Hoffa recommending that Mr. Prelli be charged as follows:

While a member of the IBT, you brought reproach upon the IBT and violated your oath of membership in violation of Article II, Section 2 (a) and Article XIX, Section 7(b) (1), (2) and (9) of the IBT Constitution and Paragraph E (10) of the March 14, 1989 Consent Order in *United States v. IBT*, 88 Civ. 4486 (S.D.N.Y.), to wit:

While a member of the IBT as described above, you were an associate of the Luchese La Cosa Nostra Family and knowingly associated with members of the Luchese La Cosa Nostra Family.

On November 17, 2010 Mr. Hoffa determined to adopt and file the charges referred by IRB, and in accordance with past practice referred the charges back to the IRB for adjudication.

On December 15, 2010 the IRB issued a Notice of Hearing to Mr. Prelli scheduled for January 6, 2011 at the IRB offices in Washington, D.C. In a letter dated January 4, 2011 the IRB informed Mr. Prelli that it was necessary to cancel the January 6, 2011 hearing and that he would be notified as soon as arrangements were made for rescheduling his hearing.

In a letter dated January 6, 2011, Mr. Prelli was advised that a new hearing was scheduled for February 10, 2011 at the IRB offices in Washington, D.C. The hearing was held as scheduled. Mr. Prelli failed to appear at that hearing. On May 12, 2011, the IRB submitted Application 151 to Chief Judge Preska for review. IRB's decision and opinion in the application included the following penalties: Mr. Prelli is hereafter permanently barred from holding membership in, or any position with, the IBT or any IBT-affiliated entity. He is permanently barred from seeking or accepting from the IBT or any IBT-affiliated entity any salary, severance payment, allowance, fee, pay-

ment for unused vacation or compensation and fully vested of any kind except fully vested pension compensation and fully vested welfare benefits; and permanently barred from the date of expulsion from having any contributions made on his behalf by any IBT entity to any pension, health and welfare, or other benefit fund.

Chief Judge Preska's Order of March 18, 2011 affirmed IRB's determination in Application 151 in its entirety.

III. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 90 calls reporting alleged improprieties. As in the past, all calls appearing to fall within IRB jurisdiction were referred for investigation.

Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by an IRB investigator. The recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigations Office in New York City. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

IV. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org. The website also makes available a copy of the Consent Decree.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

ELECTION SUPERVISOR'S REPORT No. 8

Candidates Nominated for International Office at the 28th IBT International Convention – 1,635 delegates registered at the 28th International Convention of the IBT in Las Vegas, Nevada. The convention adjourned on July 1, 2011. International officer candidates were nominated and seconded from the convention floor and the delegates voted on the floor nominees by secret ballot. Only those candidates that received at least five percent of the delegate votes cast in their nomination contest are nominated to the ballot. All those who passed that threshold and were nominated to the ballot accepted their nominations at the convention. There are contested elections for the offices of General President, General Secretary-Treasurer, Vice-President At-Large, and Vice-President for the Central, Eastern and Southern regions. The candidates nominated for the ballot are listed here by office sought and in the order in which they appeared on the nomination ballots. No slate affiliation or groupings are shown or implied by this listing (the deadline for filing slate declarations is August 31, 2011).

General President Candidates

James P. Hoffa
Sandy Pope
Fred Gegare

Southern Region Vice-President Candidates

Tyson Johnson
Kenneth "Ken" Wood
Aaron Belk

General Secretary-Treasurer Candidates

Jim Sheard
Ken Hall
Gary Marquart

Eastern Region Vice-President Candidates

John D. Farrish
Robert Ryder
William Hamilton
Dan Kane, Sr.
John F. Murphy
Sean M. O'Brien
Rick E. Bauer
James Anderson

International Trustee Candidates

Tom Bennett
Durie Downey
Beth Kirchman
Ron Herrera
Jim Kabell
Kevin D. Moore

At-Large Vice-President Candidates

Henry Perry
Kelly Cassidy
Margaret Marie Sik
Floyd F. Prusinsky
Mike Philbeck
Marc R. Dreves
John Farwell, III
Rome A. Aloise
Ferline Buie
George I. Miranda
Al. R. Mixon
Fredrick Potter
Freddie Simpson
George Tedeschi

Central Region Vice-President Candidates

Jerry Connor
Tony Jones
Brad Slawson, Sr.
Fred Zuckerman
Brian R. Buhle
John T. Coli
Stephen E. Poczowski
Gordon Sweeton

Officers Duly Elected at the 28th International Convention – The number of candidates nominated at the Convention for Western Region Vice-President and for Teamsters Canada Vice-President did not exceed the number of positions available. Accordingly, on the last day of the convention the Election Supervisor certified these International officers as duly elected:

Western Region Vice-Presidents

Randy Cammack
Rick Middleton
Steven Vairma

Teamsters Canada Vice-Presidents

Robert Bouvier
Stan Hennessy
Craig McInnes

These duly elected officers will not start their term until the final certification of the results of the rank-and-file election for the contested International offices.

Acceptance Speeches Online – Candidates for General President and General Secretary-Treasurer addressed the 28th Convention on July 1, 2011. Want to hear what the candidates have to say? Watch their full speeches on-line at www.ibtvote.org

Death of Central Region Vice-President Candidate Steven E. Poczowski – Steven E. Poczowski was duly nominated as a candidate for Central Region Vice-President, and accepted his nomination at the 28th International Convention. On July 2, 2011, the day after the convention adjourned, Mr. Poczowski died. Article XXII, § 4(a) of the IBT Constitution provides that, in local union elections “If any nominee should die before the election, his name shall nevertheless appear on the ballot. In the event the name of the deceased nominee shall receive the requisite number of votes to be elected, the position shall then be filled in the same manner as vacancies are filled when they occur during a term of office.” The Court that supervises the *Rules* has been asked to make an order that would apply this Constitutional provision to the International officer election.

General Election Dates – Every IBT member will have an opportunity to campaign, support and vote by secret ballot for any candidate in the International officer election. The Office of the Election Supervisor will conduct a secret-ballot election, by mail, for the contested offices. We expect that ballots will be mailed to the entire IBT membership on October 6, 2011, and that the ballot count will start on November 14, 2011 continuing each day to completion. Details of the balloting and count will be published in coming issues of this magazine, and on www.ibtvote.org.

Election Protests – Recent protest rulings imposed sanctions on IBT members who violated the Rules. OES disqualified Maria Ashley Alvarado from serving as a delegate from Local Union 601. Alvarado had protested that her adversary in the delegate election violated the *Rules* prohibition against the use of union resources to campaign and she obtained a significant remedial order against him. After the election ended, persons once affiliated with Alvarado’s delegate campaign provided facts showing that Alvarado had committed violations similar to those of which she complained. In the investigation, Alvarado ultimately admitted certain aspects of the protested conduct. The decision is *Reyes*, 2011 ESD 281 (June 18, 2011), *aff’d*, 11 EAM 50 (June 24, 2011)

Rome Aloise is the secretary-treasurer and principal officer of Local Union 853, president and principal officer of Joint Council 7, IBT vice-president at-large, and a candidate for election as vice-president at-large. Aloise filed internal union charges against a member who had accused Aloise of misconduct in connection with the delegate election. The Election Supervisor held that Aloise violated the member’s right to free speech under the LMRDA, which courts have interpreted to bar filing internal union charges over even libelous criticisms of union leadership. The Election Supervisor fined Aloise \$5,000, ordered the posting of remedial notices, and directed withdrawal of the internal charges. The decision is *Bales*, 2011 ESD 281 (June 28, 2011).

In *Lytle*, 2011 ESD 282 (June 23, 2011), *aff’d*, 11 EAM 51 (June 30, 2011), the Election Supervisor concluded that Dennis Arnold, principal officer of Local Union 414 retaliated against Brian Lytle for having exercised his right to run as a candidate for delegate. The Election Supervisor ordered Lytle reinstated to his business agent position with back pay.

On the second day of candidate nominations at the 28th Convention, William Hamilton, a candidate nominated for Eastern Region Vice-President on the Hoffa-Hall 2011 slate, made an improper campaign statement as part of his acceptance statement. Surrounding and in response to that statement, screaming and yelling by Hoffa-Hall 2011 supporters was so loud as to interrupt nominating and seconding speeches for opposing candidates (all of those nominations were ultimately completed successfully). In *Gegare*, 2011 ESD 289 (June 29, 2011), the Election Supervisor ruled that Hamilton’s campaign statement violated the Rules, ordered Hamilton and all other members of the Hoffa-Hall 2011 slate to cease and desist from improper statements during acceptance of nominations, and imposed a \$1,000 fine on Hamilton.

You can read these decisions at www.ibtvote.org, and print out copies from the website. We will sanction members for misconduct that interferes with the election process, and we will protect the members’ right to exercise their free choice to vote in the election.

Richard W. Mark
Election Supervisor



Your Right

Your Responsibility

Ballots Mailed October 2011



FOR THE ELECTION OF INTERNATIONAL UNION OFFICERS