

PROCEEDINGS

28th Convention

International Brotherhood of Teamsters



SECOND DAY

Tuesday, June 28, 2011

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



SECOND DAY
TUESDAY MORNING SESSION
June 28, 2011

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

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

(Applause)

GENERAL PRESIDENT HOFFA: Let's take our seats.

All right. What I want to do is reconvene our meeting. We had a great day yesterday. I enjoyed it, I know everybody here did. We're going to have equally a great day today in the history of our union. So I want to reconvene this.

So please rise for the singing of our national anthem. We're going to welcome Vice President Fred Potter, from Teamsters Local 469 in New Jersey, to sing the United States national anthem.

(Applause)

...International Vice President Potter sang the United States national anthem.

(Cheers and applause)

INTERNATIONAL VICE PRESIDENT POTTER: Thank you.

GENERAL PRESIDENT HOFFA: Please remain standing.

I'm proud to introduce a Canadian sister from Teamsters Local 979 in Winnipeg, Manitoba, Debbie Dowhan.

(Applause)

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

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Please remain standing for the singing of the Puerto Rican national anthem. With us again today is Local 901 member Millie Orsorio.

(Applause)

...Sister Milianci Orsorio, Local 901, sang the Puerto Rican national anthem.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you, Fred, Debbie and Millie.

Please remain standing for our invocation. This morning's invocation will be given by Reverend Pedro Cardi, Jr., of Teamsters Local 210 in New York City.

Reverend.
(*Applause*)

INVOCATION
REVEREND PEDRO CARDI, JR.
Local 210, New York

Good morning. I heard yesterday said that they have the money, we have the boots and we have the votes. And I want you to know today that we also have prayer in this battle that we fight.

I'm reading from Second Chronicles, Chapter 7, Verse 14. "If my people, which are called by my name, will humble themselves, and pray, and seek my face, and turn from their wicked ways, then I will hear from heaven and will forgive their sin and heal their land."

Let us bow our heads. O Heavenly Father, in the name of Jesus, O Father God, we just come before You this day, O Lord. And though we repent of our sins, O Father God, before anything, O Lord, and we give You all honor and glory, O Father, as we come, O Lord, to ask for Your blessing, O Father God, we pray, O Lord, that You will bless and continue to bless this organization, O Father God, from our principal officer, James Hoffa, O Lord, to the newest, youngest shop steward, O Father God; that we may continue to go forward, O Lord, to stand for truth, O Father God, to stand for justice, O Father God, and, most of all, to feed our families, O Father.

In this we pray, O Lord, in Jesus' name. Amen.

(*Applause*)

GENERAL PRESIDENT HOFFA: Thank you, Pedro. You may be seated.

Our first order of business today is a nomination of International Vice Presidents At Large,

followed by the nominations for International Trustee.

I call on the Election Supervisor Richard Mark to come forward to preside over these nominations.

**NOMINATION OF INTERNATIONAL
VICE PRESIDENTS AT-LARGE**

ELECTION SUPERVISOR MARK: Good morning. The business of the convention under Rule 6 of the 2011 Convention Rules is now on the floor for nomination of candidates for Vice President At-Large for the International Brotherhood of Teamsters.

There are seven Vice President At-Large positions to be filled. The IBT Constitution and the 2011 Convention Rules provide that only elected delegates accredited by the Election Supervisor can participate in the floor nomination process. All others should leave the convention floor, and I ask the Sergeants-at-arms to assist in this process. We'll take a couple of minutes to allow the unelected delegates or guests to leave the floor.

Now, if anyone among you leaving is or expects to be a nominee, you may accept in person from the convention floor. If you are in that position, you should go to the forward door to your right — it says Vendome on the outside, near the Joint Council 87 flag — and an Election Office representative will escort you to microphone No. 2 to make an acceptance in that case.

Elected delegates. In advance of the convention, 10 members advised the Election Supervisor's Office of their intent to seek nomination as International Vice President At-Large. And on Sunday night my office held a lottery to determine the order in which the announced candidates would be nominated. They have all been informed of that order. And after all nominations of the announced candidates I will hold the microphone open and call for any other

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nominations from the floor. But it is not necessary to have been an announced candidate in order to be nominated today from the floor for International Vice President.

The Convention Rules allow each candidate one nominator and one seconder. A nomination speech is allowed two minutes, and a seconding speech is allowed one minute. You will be timed and we will expect you to keep the time so we will keep the proceedings moving ahead.

Nominators and seconders can refer to their candidates expected slate affiliation, if any. The candidate may make an acceptance statement, and I emphasize statement — name, union affiliation, slate affiliation. There will be no policy or campaign speeches as part of the acceptance. And by agreement actually among candidates, there will be no demonstrations of support.

Nominations will be made from microphone No. 1. Could we illuminate mike 1 now just as an example? Mike 1 is where the nominators will be. That's to your right on the convention hall, nominators. Seconders will be at microphone No. 3, which is to your left on the convention floor. And acceptances will be at the center aisle mike, microphone No. 2. That's illuminated now.

Nominated candidates must accept in person at the time of nomination or have submitted a written acceptance. If I have a written acceptance and there is no nominee to accept in person, I will announce that from the podium.

Will the nominators and seconders proceed to the microphones and line up in the order that was determined by lot? If there are any other members who intend to seek floor nomination who didn't participate in the drawing, you can line up at the microphones now behind those who have already secured an order.

All right. Nominations for the office of Vice President At-Large are now in order, and I call on microphone No. 1. Do we have a nomination?

DELEGATE FRED ZUCKERMAN, Local 89: Yes, we do. Thank you. I'm from Local 89 in Louisville, Kentucky. We have 18 delegates from our local union. It's my honor to be here to nominate a man who is a current International Trustee. He received more votes from the membership in the 2006 election than anyone else that ran for election. He is above reproach. He will not take a bribe. I'd like to nominate Henry Perry from Local 667 in Memphis, Tennessee.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Order, order.

ELECTION SUPERVIOR MARK: Order. Order.

Do we —

DELEGATE ZUCKERMAN: Yeah, I nominate Henry Perry from Local 667, Memphis, Tennessee.

ELECTION SUPERVIOR MARK: Do we have a second at microphone No. 3?

DELEGATE KEVIN EVANS, Local 89: Yes. Thank you, Chairman. Proud member at Local 89. It's a honor and privilege to stand here today to second the nomination of Henry Perry for Vice President At Large.

ELECTION SUPERVIOR MARK: Thank you.

Microphone No. 2. Do we have an acceptance?

DELEGATE HENRY PERRY, Local 667: Local 667, Memphis, Tennessee. I accept the nomination of Vice President At-Large for the International Brotherhood of Teamsters on the Gegare/Sheard Fighting for the Members slate.

(Chorus of boos)

ELECTION SUPERVIOR MARK: Microphone No. 1. Do we have a nomination?

DELEGATE THOMAS L. MILLONZI, Local 200: Mr. Chairman, I'm Secretary-Treasurer of Local 200 in Milwaukee, Wisconsin, which has five delegate. I nominate

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Sister Kelly Cassidy of the BLET Local 269 for Vice President At-Large.

ELECTION SUPERVIOR MARK: Do we have a second at microphone No. 3?

DELEGATE TIMOTHY PINTER, Local 200: Yes, sir, Mr. Chairman. I am Local 200 Vice President. We have five delegates here at the election.

(Chorus of boos)

I second the nomination of Sister Cassidy of the BLET Local 269 for Vice President At Large.

(Chorus of boos)

ELECTION SUPERVIOR MARK: Order.

My understanding is that microphone No. 2 — Ms. Cassidy is not here. I have a written acceptance from Ms. Cassidy.

(Chorus of boos)

Microphone No. 1, do we have a nomination?

DELEGATE SCOTT STANLEY, Local 926: Mr. Chairman, I proudly stand here before you to nominate Brother Marc Dreves from Local 926 for the position of Vice President At-Large as a member of the Gegare/Sheard Fighting for the Members slate.

(Chorus of boos)

ELECTION SUPERVIOR MARK: Microphone No. 3, do we have a second?

DELEGATE PAUL TAORMINA, Local 926: Yes, Mr. Chairman. Teamsters Local 926, Pittsburgh, Pennsylvania. I proudly second that nomination for Marc R. Dreves, Vice President At-Large, International Brotherhood of Teamsters.

ELECTION SUPERVIOR MARK: Microphone No. 2, do we have an acceptance?

(Chorus of boos)

Quiet, please.

DELEGATE MARC R. DREVES, Local 926: Mr. Chair, I proudly accept the nomination —

(Chorus of boos)

— for International Vice President At-Large.

My name is Marc Dreves, Secretary-Treasurer of Teamsters Local 926, for Gegare/Sheard Fight.

(Chorus of boos)

ELECTION SUPERVIOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE DAVID REARDON, Local 662: We do.

ELECTION SUPERVIOR MARK: Proceed.

DELEGATE REARDON: Good morning, Mr. Chairman. I'm Secretary-Treasurer, Teamsters Local 662, proud home of the World Champion Green Bay Packers.

(Chorus of boos)

UNIDENTIFIED DELEGATE: Hit the road!

DELEGATE REARDON: I'd like to thank the delegates for the warm reception, and I am proud to announce for a Vice President At-Large position my friend and a great Teamster, Floyd Prusinski. Thank you.

(Chorus of boos)

ELECTION SUPERVIOR MARK: Microphone No. 3, do we have a second?

DELEGATE RICK SKUTAK, Local 662: We do, Mr. Chairman.

ELECTION SUPERVIOR MARK: Proceed.

DELEGATE SKUTAK: I second the nomination of Floyd Prusinski for Vice President At-Large on the Gegare/Sheard 2011 slate.

(Chorus of boos)

ELECTION SUPERVIOR MARK: Microphone No. 2.

DELEGATE FLOYD PRUSINSKI, Local 754: Mr. Chairman —

(Chorus of boos)

Mr. Chairman, I, Floyd Prusinski —

(Chorus of boos)

— Secretary-Treasurer of Teamsters Local 754 —

(Chorus of boos)

— proud delegate of Joint Council 25, accept the nomination for Vice President At-Large.

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(Chorus of boos)

ELECTION SUPERVIOR MARK: Thank you.

(Applause)

Microphone No. 1

DELEGATE ROBERT RYDER, Local 463: Mr. Chairman —

(Chorus of boos)

Thank you for the warm reception.

I am proud to nominate —

(Chorus of boos)

— a man who's been a Teamster since 1973. He's worked his way through the ranks from the bottom to the top. I nominate John Farwell for Vice President At-Large.

(Chorus of boos)

ELECTION SUPERVIOR MARK: Microphone No. 3, do we have a second for the nominee?

DELEGATE JOHN D. FARRISH, Local 29: Yes, Mr. Chairman, Teamsters Local 29, Waynesboro, Virginia, proudly seconds the nomination of John Farwell, Vice President At-Large for the International Brotherhood of Teamsters on the Gegare/Sheard slate.

ELECTION SUPERVIOR MARK: Thank you.

Do we have an acceptance at microphone No. 2?

DELEGATE JOHN FARWELL, III, Local 529: Mr. Chairman —

(Chorus of boos)

ELECTION SUPERVIOR MARK: Order.

DELEGATE FARWELL: Mr. Chairman —

(Chorus of boos)

President, Principal Officer, Teamsters Local 529, Elmira, New York, Joint Council 18, accepts the nomination of At-Large Vice President —

(Chorus of boos)

— on the Gegare/Sheard Fighting for the Members slate.

(Chorus of boos)

ELECTION SUPERVIOR MARK: Thank you.

Microphone No. 1, do we have a nominee?

DELEGATE FRED ZUCKERMAN, Local 89: We do. Thank you.

Fred Zuckerman, Local 89 —

(Chorus of boos)

I'll wait until they all stop.

ELECTION SUPERVIOR MARK: Come to order, because we have the nominations to get through. If you want to delay your lunch, you can keep shouting.

(Standing ovation, cheering and applause)

(Chants of "Hoffa.")

Microphone No. 1, two minutes.

DELEGATE ZUCKERMAN: Mr. Chairman, Fred Zuckerman from Local 89. We have 18 delegates —

(Chorus of boos)

I'll stand here all day. It doesn't matter.

(Chorus of boos)

I'd like to nominate —

(Chorus of boos)

Mr. Chairman —

ELECTION SUPERVIOR MARK: We will wait.

DELEGATE ZUCKERMAN: Mr. Chairman —

ELECTION SUPERVIOR MARK: We will wait for order. We will wait for order and we will proceed with the nominations.

Microphone No. 1, two minutes.

DELEGATE ZUCKERMAN: Yes. Fred Zuckerman from Local —

(Chorus of boos)

I thought there was an agreement between the parties that there wouldn't be these types of demonstrations.

(Chorus of boos)

ELECTION SUPERVIOR MARK: There is an agreement; there is an agreement among all the campaigns.

There is an agreement among —

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(Chants of "Hoffa.")

There is an agreement among all the campaigns. There is an agreement among —

(Chants of "Hoffa.")

— there is an agreement, as I said, among all of the campaigns about floor demonstrations. All candidates will have an opportunity to have their nominators and seconders be heard. All candidates, and all will be heard, and we will take the time to go through the nominations.

I understand.

Microphone No. 1, two minutes.

DELEGATE FRED ZUCKERMAN, Local 89: I nominate Mike Philbeck from Local 651 as an International Vice President At-Large.

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

DELEGATE GARY BLAKE, Local 651: Yes, there is, Mr. Chairman. Local 651 out of Lexington, Kentucky. I second Mike Philbeck for Vice President At-Large and I strongly support the Gegare/Sheard slate.

ELECTION SUPERVISOR MARK: Microphone No. 2, is there an acceptance?

DELEGATE MIKE PHILBECK, Local 651: Mr. Chairman, I'm President of Local 651. I proudly accept the nomination for Vice President At-Large. Thank you.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Microphone No. 1.

DELEGATE MIKE GOLEN, Local 320: Mr. Chairman, I'm nominating Margaret Sik from 320 for the position of Vice President At-Large for the Gegare/Sheard slate. Thank you, brothers and sisters. Way to treat a brother.

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second?

DELEGATE DAVID DEAL, Local 320: Mr. Chairman, I second the nomination for Margaret Sik for the Gegare/Sheard slate, Vice President At-Large.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, do we have an acceptance?

DELEGATE MARGARET SIK, Local 320: Mr. Chairman, I, Margaret Marie Sik of Local 320, accept the nomination for Vice President At-Large on the Gegare/Sheard slate.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, do we have a nomination?

DELEGATE ANTONIO CHRISTIAN, Local 853: Mr. Chairman, brothers and sisters, Antonio Christian —

(Cheers and applause)

— Recording Secretary of Teamsters Local 853 in San Leandro, California, a proud Hoffa/Hall slate delegate. I stand here this morning proud and honored to nominate IBT Trustee Ms. Ferline Buie as International Vice President At-Large on the Hoffa/Hall slate.

Ms. Buie began her career as a customer service rep with Hertz rental car. She began her journey representing members, first as a shop steward on the Executive Board of Local 922 and later Recording — excuse me, later as Secretary-Treasurer of Local 922 in Washington D.C., but she didn't stop there.

In 2004, she became the first African-American woman to head a Joint Council as President. In 2006, she became IBT Trustee.

Ms. Buie continues to work for the members of this great union that she loves and she has set a great example of servant leadership.

I am proud this morning to nominate Ferline Buie, Vice President At-Large on the Hoffa/Hall Slate. Thank you.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for the nominee?

DELEGATE TYRONE RICHARDSON, Local 730: From Teamsters Local 730,

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Washington, D.C. I am proud to second Ferline Buie.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, is there an acceptance?

INTERNATIONAL TRUSTEE BUIE: I proudly and humbly accept the position as Vice President At-Large on the Hoffa/Hall Slate.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE TERRY POST, Local 853: Mr. Chairman, Local 853, San Leandro, California. I've been a Teamster Ready Mix driver for 30 years and a Shop Steward for 25. I care about this union. Because I care about this union, I'm here to nominate Rome Aloise for Vice President At-Large. Thank you.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, is there a second for the nominee?

DELEGATE BERNADETTE McCULLOCH, Local 210: There is. Rome Aloise is a 36-year Teamster and organizer, a skilled negotiator. And at the Western Conference of Teamsters Pension Plan he is responsible for providing security and retirement benefits for thousands of Teamsters on the West Coast.

On a national level, Rome has negotiated multi-local contracts in the liquor and warehouse industries.

I've worked with Rome for over ten years and I can tell you that there isn't a fight that he will not take on to defend this union and to move us forward.

Rome is also the son of our beloved Vincent Aloise. I wish he could be here today because, like his father, Rome is loyal, street smart, irreverent, competitive and a man of integrity.

The position of Vice President At-Large is perfect for Rome, because our members and leaders throughout this organization look to him for leadership, counsel and assistance. It's for

these reasons I, Bernadette McCulloch, a proud delegate from Local 210 in beautiful New York City, second the nomination for Rome Aloise, Vice President At-Large.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, do we have an acceptance?

VICE PRESIDENT ALOISE: I proudly accept the nomination very humbly and in memory of my dad. Thank you very much.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE DEMOS DEMOPOULOS, Local 553: Mr. Chairman, I'm Secretary-Treasurer, Principal Officer of Local 553 and Secretary-Treasurer of Joint Council 16 from the city that never sleeps and we'll never forget, New York.

(Applause)

...Delegate Demopoulos addressed the delegates in Spanish.

DELEGATE DEMOPOULOS: I'm honored to make the nomination of a brother that is dedicated his life to this great union and its members.

His Teamster career began over 40 years ago as a Shop Steward. Currently he's the Eastern Region Vice President, President of the 120,000-member Joint Council 16, and Secretary-Treasurer, Principal Officer of Local 210. He serves as Chairman of the board of directors of the Teamsters Airline Division and President of the Teamsters National Hispanic Caucus.

He has received honors from numerous organizations that improve the lives of people. He is highly respected and an inspiration. I've known him for over 20 years and I'm proud to serve with him at Joint Council 16.

Mr. Chairman, I nominate for Vice President At-Large, my brother, George Miranda.

(Cheers and applause)

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ELECTION SUPERVISOR MARK: Microphone No. 3.

Is there a second for the nominee? Proceed.

UNIDENTIFIED DELEGATE, Local 237: Mr. Chairman, I rise from the great state of New York City, New York, Teamsters Local 237, the biggest local in the Teamsters Union.

At this point in time I want to talk about a brother who has compassion, leadership, vision, direction, a brother that communicates across all cultures, a brother that will stand and fight for all workers.

...The brother addressed the delegation in Spanish.

For Vice President At-Large I'd like to second the nomination of Mr. George Miranda.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, is there an acceptance?

VICE PRESIDENT MIRANDA: Mr. Chairman, George Miranda, attending his ninth convention and a proud member of the Hoffa/Hall slate, I do accept the nomination for Vice President At-Large on the Hoffa/Hall slate.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1. Is there a nomination? Two minutes.

DELEGATE GARY TIBONI, Local 436: Mr. Chairman, I'm the president of Joint Council 41, Local 436 in Valley View, Ohio. This year I am celebrating my 50th year as a Teamster and my seventh convention.

(Applause)

I am witness to many changes over the years — okay? — and we have to realize that the nominations that we do today and the people that we elect — okay? — are the people that will take this union over for the next five years in a direction that we need to go. And as good as our leaders are with General President Hoffa and current Secretary-Treasurer Tom Keegel

and soon to be President Hoffa and Secretary-Treasurer Ken Hall —

(Applause)

— it is important because they will rely on the Executive Board. And the man that I plan to nominate is a 33-year Teamster, started as an organizer, steward, part of an Executive Board, President, and currently is the Secretary-Treasurer of Local 507. He also is the Secretary-Treasurer of Joint Council 41. He is the Chairman of the Teamsters National Black Caucus. Those are his credentials.

But, more importantly, let me talk about the man. In 2009, when he was appointed as Vice President At-Large, Al came to me and said, "I need to talk to you." And I said, "Al, who you need to talk to is your wife, your family, and talk about the commitment that you intend to make if you intend to take this position. Because if you do — okay? — you will have to completely do everything that is asked of you."

He is a man for men. I am proud to place in nomination the name of Al Mixon for Vice President At-Large from the state of Ohio. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3. Is there a second to the nominee?

DELEGATE HARVEY JACKSON, Local 1150: Yes, sir, I'm President of Teamsters Local 1150, proud member of the Blackhawk family that built and serviced the aircraft that carried the special operations group into Pakistan and killed America's No. 1 terrorist, Osama Bin Laden.

(Applause)

Under the direction of Principal Officer Roco J. Calo, I proudly second the nomination of Vice President At-Large Al Mixon to the Hoffa/Hall slate. He is a champion of labor rights, a champion of working families and a general in the army of the war on workers. As the leader of the Teamsters National Black Caucus he is the

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moral leader of a movement to unite every Teamster everywhere in the world. It is my true honor to second the nomination to the position of Vice President At-Large, Brother Al Mixon.

(Applause)

ELECTION SUPERVISOR MARK: Is there an acceptance at mike 2?

VICE PRESIDENT MIXON: Mr. Chairman, I'm a proud Hoffa/Hall delegate on the Hoffa/Hall slate. It's an honor to serve. I proudly accept continuing the leadership of this great organization united. We need to come out of here united. I proudly accept the nomination as Vice President At-Large on the Hoffa/Hall slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1. Is there a nomination?

DELEGATE MICHAEL BRODERICK, Local 469: Mr. Chairman, I'm the Secretary-Treasurer of Teamsters Local 469, Hazlet, New Jersey.

Mr. Chairman, I rise today to place in nomination for International Vice President a name that is synonymous with the labor movement, a man who lives and breathes labor movement seven days a week, 24 hours a day. It is my pleasure, Mr. Chairman, to nominate my friend and the head of Local 469, Fredrick Potter, for the position of International Vice President At-Large.

Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second to the nominee?

DELEGATE MIKE TKATCH, Local 469: Mr. Chairman, I'm Vice President of Teamsters Local 469, Hazlet, New Jersey. And I'm proud to second the nomination of a long-time friend and President of Teamsters Local 469, Fred Potter, running on the Hoffa/Hall slate.

(Applause)

ELECTION SUPERVISOR MARK: Do we have an acceptance at microphone No. 2?

DELEGATE FRED POTTER, Local 469: Hi, I am Fred Potter. I am proud to be a Teamster, and I am very proud to accept the nomination for Vice President At-Large on the great team of the Hoffa/Hall slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, is there a nomination?

DELEGATE DENNIS PIERCE, BLET 150: Mr. Chairman, I'm President of the Brotherhood of Locomotive Engineers and Trainmen and President of the Teamsters Rail Conference.

(Applause)

It is honor for me to stand here today and place in nomination for Teamster International Vice President At-Large my friend and your current Vice President, Freddie Simpson. Fred and I work closely together within the Teamsters Rail Conference, and I've come to know him as a man that cares deeply about all Teamsters.

Fred started his career in the union as a rank-and-file member, as did I, working hard hours building this nation's railroads. Fred was elected by acclamation by his delegates at his convention last year. He has the support of the Maintenance of Way. He has the support of the Teamsters Rail Conference. And it is my honor to place his name, Fred Simpson, in nomination for the position of Vice President At-Large.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, is there a second for the nominee?

DELEGATE DENNIS ALBERS, BMWED: Yes, there is. I'm General Chairman of the Allied Federation, BMWED, and a proud Hoffa/Hall delegate.

It is my honor and privilege to stand here and second Freddie M. Simpson as International Teamsters Vice President At-Large. It is an honor for me. I've known Freddie all my life

and he's been very inspirational to me in all my struggles. But it's an honor, and he's a good friend of mine. I'd like to second his nomination.

(Applause)

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

VICE PRESIDENT SIMPSON: Mr. Chairman, I'm Fred Simpson, a proud member of the Hoffa/Hall slate, born and raised in the great state of Kentucky. And there is a right and wrong in the world, and I'm on the right side. I accept the nomination.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1. Is there a nomination?

DELEGATE JOHN AGENBROAD, GCC 508-M: Good morning, Mr. Chairman. I'm with District Council 3, Joint Council 43. I rise as a proud Marine to nominate another proud Marine as part of the Hoffa/Hall slate as a Vice President At-Large. He is the incumbent Vice President At-Large and the President of the Graphic Communications Conference, who led us in merger in January of 2005 to be proud Teamsters.

He's been a union member for 51 years, and we refer to him as King George. But he's been trying to convince us since he joined the union when he was two. That being said, he's still trying to convince us. But for those Marines out there, oorah. Go Teamsters.

(Applause)

ELECTION SUPERVISOR MARK: Is there a second at microphone No. 3?

DELEGATE JOE INIMER, GCC 16-N: Good morning, everybody, I'm President of GCC Local 16-N, Philadelphia, District Council 9. I stand before this great convention to proudly second the nomination of a man I've known for over 40 years, a fighter, a true fighter, a guy who's gotten in the ring many, many times to fight the battles. And as Michael Buffer would

say as he'd get in the ring prior to the fight, let's get ready to rumble. Let's support George Tedeschi on the Hoffa/Hall slate. I proudly second his nomination.

(Applause)

ELECTION SUPERVISOR MARK: At microphone No. 2, is there an acceptance?

VICE PRESIDENT TEDESCHI: Mr. Chairman, I am George Tedeschi, President of the Graphic Communications Conference and also a member of Local 406 in New York City and its past President. I hereby graciously accept the nomination for Vice President At-Large on the very proud, strong and united Hoffa/Hall slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, is there a nomination for Vice President At-Large?

Are there any other nominations for Vice President At-Large from the floor?

Are there any other nominations for Vice President At-Large from the floor?

Last call for Vice President At-Large nominations from the floor.

Hearing none, the nominations for Vice President At-Large are closed.

(Applause)

But it's not lunchtime yet.

(Applause)

NOMINATION OF INTERNATIONAL TRUSTEES

ELECTION SUPERVISOR MARK: Rule 7 of your Convention Rules make the next order of business the nomination of candidates for International Trustee. There are three International Trustee positions to be filled on the Board. Before the Convention, five members advised the Election Supervisor's office of their intent to seek nomination as International Trustee. We will follow the same procedure that we just did for International Vice President At-

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Large, and the announced candidates have been informed of the order in which they are to approach the microphones, so we will open nominations at microphone No. 1. Do we have a nomination?

DELEGATE SHIRLEY COBB, Local 783: Yes, Mr. Chairman, with five delegates here I'm proud to nominate Brother Durie Downey for the office of Trustee on the 2011 Gegare/Sheard Fighting for the Member slate.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

Is there a second at microphone No. 3?

DELEGATE JOHN STOVALL, Local 783: Yes, Mr. Chair. Local 783, Louisville, Kentucky. And I proudly second the nomination of Durie Downey for International Trustee for the share Gegare/Sheard slate, and I fully support him.

(Chorus of boos)

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

DELEGATE DURIE DOWNEY, Local 783: Yes, Mr. Chairman. I, Durie Downey, of Louisville, Kentucky, Local 783, with five delegates, proudly accept the nomination as International Trustee, part of the Gegare/Sheard team. Thank you.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, is there a nomination?

DELEGATE TOM MILLONZI, Local 200: Mr. Chairman, I'm Secretary-Treasurer of Local 200, Milwaukee, Wisconsin, which has five delegates. I nominate Brother Tom Bennett of Local 200 for Trustee on the Gegare/Sheard 2011 slate. Thank you.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

Is there a second at microphone No. 3?

DELEGATE TIM PINTER, Local 200: Yes, there is, Mr. Chairman. I'm Vice President of Local 200. I proudly second the nomination of Brother Tom Bennett for Trustee on the Gegare/Sheard 2011 slate.

(Chorus of boos)

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

DELEGATE THOMAS BENNETT, Local 200: Mr. Chairman, Thomas Bennett, Teamsters Local 200 President. I proudly accept the nomination as Trustee on the Gegare/Sheard 2011 Fighting for the Member slate.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, do we have a nomination?

DELEGATE JAY PHILLIPS, Local 396: Yes, we do, Mr. Chairman. I'm President of Teamsters Local 396 in Los Angeles, California. And I'm a delegate who proudly supports the Hoffa/Hall slate, as I supported the Hoffa/Keegel slate in 2006.

Let me tell you about my friend Ron Herrera, the Principal Officer of Teamster 396 and a Trustee with Teamsters Joint Council 42. Ron Herrera was raised near the ports of LA in a union family. Ron's father was a longshoreman and he instilled in Ron the values that have helped make him a great labor leader. Ron is a 36-year Teamster member and Ron is quite proud that 25 years of those were spent as a rank-and-file Teamster member driving a truck for UPS.

Since Ron was voted in as a Principal Officer of Teamsters Local 396, he has accomplished great things for our local union. Under his leadership he has created a debt-free local union and grown our local union treasury into one of the largest in our International Union. This, despite a historical economic recession.

Inspired by the leadership of International Vice President Randy Cammack, Ron has built

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Local 396 into one of the leading locals in the country in DRIVE participation, which has helped turn the Teamsters Union into a political powerhouse in the state of California.

Ron Herrera sits on the UPS National Negotiating Committee as an Article 43 Chairman. He is a Western Region Director of the Solid Waste Division. He is the Executive Director of the National Teamsters Hispanic Caucus and is a Vice President of the Los Angeles County Federation of Labor.

Mr. Chairman, Ron Herrera's experience and prudent management of the finances of a large local union and joint council are skills that make him uniquely qualified to serve the Teamsters membership as a Trustee on the General Executive Board.

The members of Teamster Local 396 and Joint Council are very proud that Jim Hoffa and Ken Hall have invited Ron Herrera to serve as Trustee of this great International Union. So it is with great pride that I nominate Teamsters Local 396 Secretary-Treasurer Ron Herrera as a candidate for International Trustee on the Teamsters General Executive Board. Thank you, Mr. Chairman.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, is there a second to the nomination?

DELEGATE DAVID CASTRO, Local 396: Yes.

ELECTION SUPERVISOR MARK: Proceed. You have one minute.

DELEGATE CASTRO: Mr. Chairman, delegates, I have been a proud Teamster and member of Local 396 for 24 years. I am a Hoffa/Hall delegate, and this is my second red vest.

The Teamsters Union, through the direction and leadership of Mr. Hoffa, has prospered, and it is an International that is moving forward.

The knowledge and dedication that Ron Herrera has brought and applied at Local 396

has equated to a membership that is motivated, that is dedicated and that is involved. As a Trustee, Ron Herrera will amplify the experience that currently exists at the IBT. I, David Castro, honorably nominate Ron Herrera for Trustee of the International Brotherhood of Teamsters.

(Applause)

ELECTION SUPERVISOR MARK: Do we have an acceptance at microphone No. 2?

DELEGATE RON HERRERA, Local 396: Mr. Chairman, I'm Principal Officer of Local 396, Trustee of the biggest Joint Council in the Teamsters, Joint Council 42. On behalf of 1.4 million Teamsters, I proudly accept my nomination on the Hoffa/Hall slate. Thank you very much.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, is there another nomination?

UNIDENTIFIED DELEGATE: Sisters and brothers, good morning. I come proudly before you to nominate one of the hardest working guys I've ever known in the Teamsters Union. He works tirelessly for the members. He is President of Teamsters Local 245 in Springfield, Vice President of Teamsters Joint Council 56 in Kansas City, Missouri-Kansas-Nebraska President. I proudly nominate Jim Kabell for Trustee.

(Applause)

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

DELEGATE MARVIN KROPP, Local 618: Mr. Chairman, I'm a third-generation Teamster. I'm the President of Teamsters Joint Council 13, which is celebrating its 100th anniversary this year. I'm also the Principal Officer of Local 618 in St. Louis.

For the last past 27 years I've been an officer and agent for Local 618. I'm a proud Hoffa delegate, and I'm also proud to say that there's no

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flip-flops in Local 618. We've been a Hoffa supporter since day one and remain so today.

(Applause)

No one has more dedication and compassion for this great union of ours than Brother Kabell of Missouri. I'm certain that Jim will serve the members in this role with the same vigor he has in every other position that he has held.

Jim leads by example. You heard him yesterday. He's a tireless worker and a great leader. The Teamsters of Missouri look forward to seeing Brother Kabell as one of our International Trustees. Therefore, I'm honored and privileged to second the nomination of Jim Kabell for International Trustee on the Hoffa/Hall slate.

(Applause)

ELECTION SUPERVISOR MARK: Is there an acceptance to the nomination at mike 2?

DELEGATE JIM KABELL, Local 245: Yes, sir, Mr. Chairman. I'm from Local 245 in Springfield, Missouri, a proud member of the Hoffa/Hall slate, and I do accept the position of Trustee. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, is there a nomination?

UNIDENTIFIED DELEGATE: Yes, there is. Mr. Chairman, I rise to nominate a great man in this International Brotherhood of Teamsters, a third-generation Teamster. His grandfather, his father, and now Kevin carries on the tradition in his family. Unfortunately, his father can't be here with us today, he's in the hospital. But Kevin will carry on that tradition of the pride and the honor that he's brought to the number one local in this union, Local 299. I place into nomination Kevin Moore for Trustee.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, is there a second for the International Trustee nomination?

VICE PRESIDENT AT-LARGE MIXON: Mr. Chairman, a proud Hoffa/Hall delegate out

of Cleveland, Ohio, and currently International Vice President At-Large. It's an honor for me recognizing one of the greatest locals there is in the history of this great organization, Local 299, the home of Mr. Hoffa.

Kevin Moore, like the first nominator said, the third generation. It's in his DNA. I knew the fact that his father wasn't going to be here; but he took another step, I had the opportunity of meeting his son. And his son, just like Kevin, probably will have the opportunity to put the wood in the barrels when you're out there on the strike line, cooking the hot dogs and bringing the water. That's part of the DNA of Kevin Moore.

I'm proud to second the nomination of Kevin Moore for the Trustee on the Hoffa/Hall slate.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, is there an acceptance?

DELEGATE KEVIN MOORE, Local 299: Mr. Chairman, with all the respect of the world for every delegate and member of this great union and on the love of my father, who is in the hospital trying to recover, and my son who is here today as a fourth-generation Teamster, I love this union, I love these delegates and these memberships. I am honored, extremely honored, to accept the nomination for Trustee on the Hoffa/Hall slate.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, is there a nomination.

DELEGATE MIKE THOMS, Local 662: Yes, sir, Mr. Chairman. I'm from Teamsters Local 662 in Green Bay, Wisconsin. I'm here today to nominate Beth Kircham from Local 662 for the position of International Vice President on the Gegare/Sheard slate —

ELECTION SUPERVISOR MARK: For International Trustee.

DELEGATE THOMS: For International Trustee.

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(Chorus of boos)

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

DELEGATE BOB SCHLIEVE, Local 662: Mr. Chairman, I'm from Joint Council 39. I second the nomination for Beth Kirchman for National Trustee.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Microphone No. 2, is there an acceptance?

DELEGATE BETH KIRCHMAN, Local 662: Yes. Mr. Chairman, I, Beth Kirchman of Local 662, Green Bay, Wisconsin, accept the nomination of International Trustee for the Gegare/Sheard slate. Thank you.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Are there any other nominations from the floor for the position of International Trustee?

Second call. Nominations for International Trustee?

Third call. Nominations for International Trustee?

Hearing none, nominations for International Trustee are closed.

(Applause)

Let me tell you what's going to happen next in this process so that everyone is clear.

Thirty minutes after the morning session ends, there's going to be a lottery for the order of the nominee names on the ballot. The nominees' individual names will be placed and picked that way. They will not be picked by slate affiliation.

The lottery will be held in the election office, which is in the Platinum Ballroom in Bally's next door to where you registered. All candidates or candidate representatives who want to see the lottery, go to the election office.

Ballots tonight will be voted and they'll be counted by an electronic system. Logic and accuracy testing of that system will be done at 4:00 p.m. in the Gold Room at Bally's. That's

the room where you registered as delegates. Observers, candidates who want to observe the logic and accuracy testing, 4:00 o'clock.

5:00 to 7:00 p.m., voting. That will be in the Gold Room as well at Bally's. Only delegates with a credential issued by the Election Supervisor can vote. We will check the credential of every delegate entering the voting area by bar code reader to verify that you are eligible to vote. Each of you who is a delegate with an identification badge, you got to bring that, the photo ID you have with the bar code. That's what we'll use to verify your eligibility to vote.

Voting will be by secret ballot. Let me be unambiguous about that. There's no way for anyone, not the Election Supervisor's office, not the IBT, not anybody, to know a vote cast by an individual voter or to — not even God, actually — or to identify the number of votes cast according to local, according to region, according to Joint Council, Division or Conference. The ballot each delegate receives identifies nothing about the voter who receives it. All that we record are the votes, and only total vote tallies will be released. We do not break down the vote for International At-Large offices, by Local Union, Joint Council, Division, Conference, Region, anything else.

The results will be announced shortly after 8:00 p.m. in Palace 5, which is the press room over at Bally's, and they'll be posted on the bulletin board outside the election office.

Candidates receiving 5 percent of the delegate votes cast will be nominated for the ballot. Candidates in particular, Article IV, Section 2d, of the IBT Constitution requires that if you are nominated for the ballot by receiving 5 percent of the votes, you have to accept that in writing as well. There is a form available at the election office for you to use to accept the nomination once the voting is done.

I ask that all of you follow the instructions of the election office staff when you enter and exit

the voting area. Obviously, no campaigning will be allowed in the voting area or in the corridor leading to it. All of the campaign paraphernalia — hats, pins, vests — have to be removed when you enter the voting area. That including jackets, T-shirts, badges, vests, and so on.

That concludes the floor nomination proceedings for this convention session. We will return tomorrow for the nomination of the Regional Vice Presidents.

Good day and good luck, and I return the floor to the Chairman.

(Applause)

GENERAL PRESIDENT HOFFA: I now call upon the Co-Chairmen of the Credentials Committee, Tom Stiede and Tom Ratliff, to give the final committee's report. This is the final report of the Credentials Committee.

(Applause)

FINAL REPORT OF THE CREDENTIALS COMMITTEE

COMMITTEE CO-CHAIRPERSON STIEDE: Good morning, General President Hoffa, General Secretary-Treasurer Keegel, members of the General Executive Board, brothers and sisters of this great union. It is my privilege and honor to present to you the final report of the Credentials Committee.

All aspects of the registration process, including coordinating with the OES, when warranted, was timely and effective due to the dedicated and highly competent staff provided by the International in conjunction with this committee.

I would like to take this opportunity to thank General President Hoffa for the appointment to this committee and would also like to give a specific thanks to my Co-Chair, Tom Ratliff, and the dedicated efforts of the 26 committee members with whom I served.

I'm happy to announce that at 9:00 a.m., Tuesday, June 28th, 2011, we have registered 1,633 delegates, 745 alternate delegates, and

2,019 guests, for the total registration of 4,397.

Mr. Chairman, I move the adoption of the final report of the Credentials Committee.

GENERAL PRESIDENT HOFFA: Is there a second?

Let's have a name.

DELEGATE JOHN MURPHY, Local 122: Mr. Chairman, I second the motion to accept the report.

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

None being seen, all those in favor of accepting the final report of the Credentials Committee, signify by saying aye.

Anybody opposed?

We have our Credentials report. Thank you very much, Tom. Thank you. Tom and Tom. Great job.

(Applause)

GENERAL PRESIDENT HOFFA: Our next speaker is a man who really needs no introduction. In his more than 50 years of dedicated service to the Teamsters Union, Tom Keegel has served in nearly every leadership position imaginable from steward to local principal officer to Joint Council President to General Secretary-Treasurer.

In his time as Secretary-Treasurer, Tom Keegel has transformed the office into a powerful force in our union and provided leadership to the rest of the labor movement. We all know that through Tom's leadership our financial house was put back in order. When we took over in 1999, the union was virtually insolvent. There was no Strike Fund and we had to beg our financial support from other unions.

Today our finances are restored, our strike fund is sound and growing, and we are mounting the largest organizing effort in North America.

Tom has not only been a leader for the Teamster Union, but his work in educating our

Teamster trustees and how he's done to leverage our capital have been models for the entire labor movement.

Ladies and gentlemen, it is a great honor for me to introduce a man who has given his life to the great Teamsters Union, our great friend, my partner, Tom Keegel, our Secretary-Treasurer. Let's hear it!

(Standing ovation)

TOM KEEGEL

IBT General Secretary-Treasurer

Thank you. Thank you so much. I've got a brief report to give today for the General Secretary-Treasurer's office and a little bit tomorrow; and then on Thursday, I'm looking forward to giving my farewell address to you wonderful people, you wonderful delegates. It's been a great, great run. It's been a pleasure, and I can't thank you enough.

But for my report —

(Applause)

Thank you.

My report for the General Secretary-Treasurer's office is that I really personally want to welcome everyone to the 28th Convention of the greatest union in the world. It's been an honor to serve as your General Secretary-Treasurer for over 12 years, and I am proud to say our union is in a much better financial position than when the Hoffa-Keegel administration first took office in March of 1999.

(Applause)

I reported at the last convention that in 1999 our International Union had net assets of approximately \$8.6 million. Under the stewardship of the Hoffa-Keegel administration, net assets increased by 20 million by December of 2000, to 95 million by December of 2005, and increased to 126.1 million at the end of December of 2010.

(Applause)

Brothers and sisters, this increase has been

achieved in spite of the worst economic environment in generations. It hasn't been easy. But I have a responsibility to make sure that the International Union continues to serve our membership, to providing assistance to our affiliate regardless of the economic environment.

We have a strong strike and defense fund. It's necessary to defend the collective bargaining process. You know, this wasn't the case when we took office. We had to change the entire culture of how our union's finances were controlled and overseen. From the beginning, we put in place sound, internal accounting controls and they are continually being reviewed and updated.

We established a real strike and defense fund. We allocated money for organizing, and it's paying off. While the financial operations of other unions have been adversely affected during the current crisis, we've held our own. We have succeeded in this adverse environment by going on the offensive instead of just playing defense.

We've organized 135,000 new members in the last five years.

(Applause)

I am proud of the structure of the General Secretary-Treasurer's Office and the services it provides. When I first took office, Teamster Benefit Trustees didn't even share information, strategies or ideas. The power of our assets in the capital markets was untapped.

I formed the Teamster Trustee Education Program and the IBT Benefits Committee to address this problem. Now we have the most advanced Trustee network in the labor movement. And \$100 billion of our assets fight every day for our members.

(Applause)

Our Strike and Defense Fund was restructured to where it is funded by 15 percent of the per capita tax from the membership dues of our

U.S. membership who have a legal right to strike. We now have a Strike and Defense Fund worth approximately \$94 million of assets available to pay out-of-work benefits and to defend the collective bargaining process.

I established a Benefits Department to identify benefit programs and services that can help our members. It also administers the operations of the Supplemental Benefits Trust, the Voluntary Employees Benefit Trust, and the Teamsters Legal Defense Fund whose entire money is used to benefit the members of this great union.

The Finance Committee was also nonexistent under the previous administration. When we took office, we revived it and scheduled regular meetings.

One of the recent tasks of the committee was to review the union's financial operations and report their findings to the General Executive Board. We are continually reviewing the budget process.

Each Department, Trade Division and Trade Conference is obligated to submit a detailed budget. I'm serious about making sure our assets are utilized to the best interests of the membership. And I am serious about making sure we are strong so we have the ability to fight when we are attacked.

I firmly believe that we have accomplished that mission through restoring our financial strength; and I know that you need quality services, you need a strong Strike and Defense Fund, and an International Union that can direct its financial strength to the benefit of our membership.

I've been a proud Teamster for more than 52 years. I'm incredibly proud of the work our members do. I am just as proud of the work you as delegates are doing this week.

It's been a privilege to have had the opportunity to serve with you. It's been an honor to serve as your General Secretary-Treasurer for the last 12 years.

I took my responsibilities seriously so that we leave our union in better shape than when I was elected. And I firmly believe that I, along with the General President and the General Executive Board, have proven to be good stewards of the International Union's finances. And, brothers and sisters, even if we don't agree, or our politics are different, it doesn't matter. We need to look out for one another. We are all brothers and sisters. We are one family.

(Standing ovation)

And because we are one family, that is what counts the most. God bless you and God bless the Teamsters.

(Cheers and applause)

Thank you. Well, we've got a little more business to take care of. Thank you very much for that.

Will the Co-Chair of the Pension & Benefits Committee, International Vice President Rome Aloise — oh, I'm sorry, Mike 2.

Mike 2. I didn't see that.

DELEGATE KEN HALL, Local 175: Mr. Chairman, Local 175 and proud member of the Hoffa/Hall slate.

(Cheers and applause)

I rise to request a point of personal privilege, Mr. Chairman. I request a point of personal privilege.

GENERAL SECRETARY-TREASURER KEEGEL: Go ahead. Go ahead, Ken.

DELEGATE HALL: I just want to stand here and say what a debt we owe to the Chairman, to Tom Keegel. I think we all need to recognize when you look at that chart that was behind him, he has taken our union from nearly bankruptcy to \$126 million. What a tremendous job he's done.

(Standing ovation)

(Chants of "Keegel.")

Under his leadership, working together with General President Hoffa, we now have a Strike Fund that strikes fear in the hearts of even the largest companies we represent.

(Applause)

And Tom Keegel, as you heard him talk about the Benefits Funds — I've been in this union 35 years, and for the very first time — we were all out here with our own individual funds. There was no communications. Tom Keegel put together a program that's been incredibly beneficial to our members across the country and our Pension and Health and Welfare Funds and is coordinating the efforts. It's going to be because of those committees that we're able to get the action necessary taken in Congress to be able to protect our benefits.

One last thing that I want to say. Tom, together with the Blue Ribbon Commission and the General President, didn't play politics with our Strike Fund. They put together a formula that not only would make sure that we had adequate resources to take on the companies, but they put a formula in where as our members' pay increased and their dues increased, their benefits increased, so that they protect our members on the inflationary basis, and it stopped the silly, irresponsible people who wanted to play politics with our Strike Fund.

Thank you, Tom Keegel.

(Cheers and applause)

GENERAL SECRETARY-TREASURER
KEEGEL: Thank you.

(Chants of "Keegel.")

Thank you. Thank you so much. I really appreciate that.

Well, we're going to move on. I would ask the Co-Chair of the Pension & Benefits Committee, International Vice President Rome Aloise, please join me to deliver the committee's report.

(Applause)

REPORT OF THE PENSION & BENEFITS COMMITTEE

COMMITTEE CO-CHAIRPERSON

ALOISE: If I may, Mr. President, I'd like to take a point of personal privilege, also. I'm not sure

there's a lot more that can be said about Tom Keegel; but when I was very young and a student, I read a book called "The North Will Rise Again." That book talked about using our pension assets to help unions and as another weapon other than strikes, and it was going to be the weapon of the future.

When Tom Keegel called me and asked me to co-chair this Benefits Committee, and we sat down and talked about what he wanted to accomplish, he said we need to use our assets for our members in other ways but just providing them pensions. It was like music to my ears. It was like somebody was telling me about what I dreamed about doing, because I believe that our pension assets are a weapon that needs to be used for our members.

Under Tom Keegel's leadership, his integrity, his ability to get our locals and our trust together, we've been able to use that, through our Capital Strategies Department and the leadership of Carin Zelenko, to pound away at some of these Wall Street companies that own some of our employers, some of the very employers that we deal with that take our pension money as investments and then screw over our members. Tom Keegel has helped us and shown us the way to use our pension money in order to beat those attacks down.

He's been a mentor. I wouldn't be standing up here without Tom Keegel. I just want to thank him for everything he's done for all of us, and especially our members.

(Applause)

Okay. So now I have the report of the Pension & Benefits Committee that I co-chair with Tom.

Good pensions and health care benefits are what set our members apart from their non-union workers. Union members are still much more likely to receive health and pension coverage than non-union employees.

The Teamsters have been, and continue to be, the leaders in providing superior benefits to our

members through our hard work at the bargaining table.

The current economic climate continues to put our health and pension plans at risk. The continued rampant inflation and health care costs, poor investment returns during the last decade, a low-interest rate environment, and loss of Teamster jobs in some sectors have put unprecedented strains on the contribution rates that we have negotiated to sustain our benefits plans.

Defined benefit pension plans are collapsing all over our nation in almost every sector of the economy. Our own multi-employer defined benefit plans continue to struggle, but have managed to remain intact, at least for now. Many plans have had to make significant changes to protect the benefits offered our members.

Despite these challenges, the Teamsters continue to preserve and move forward in providing the best possible benefits to current, future, and our retired members. We have the size, the strength, the leverage to make improvements in our members' working lives and in retirement, even with the anti-worker environment in many parts of our country.

In our meetings over the past few days, the Pension & Benefits Committee discussed many of the difficult issues facing Teamster members. We reflected upon past experience, pooled our knowledge, and applied both to the challenges before us. We discussed the complex area of pension funding and regulatory issues that have had and will continue to have a significant impact upon the financial status of our pension plans. We discussed at length the good points and the bad points of the Patient Protection and Affordable Care Act that I'll refer to as PPACA in the next sentence.

Going forward, we resolve to continue to support the proper implementation of PPACA and to work diligently with regulators to ensure our Taft-Hartley health funds can compete fairly

and effectively with the mammoth health insurance companies and preserve our members' hard-won health benefits to the maximum extent possible.

We also resolve to focus our efforts and assure that the legislators responsible for passing PPACA are well aware of the Teamsters issues concerning the preservation of our health funds and the health care exchanges starting in 2014.

We discussed the continued development of new and improved member benefit programs by the Benefits Department, group purchasing of benefits such as stop-loss insurance for multi-employer health funds, the continued exchange of information among Teamsters Pension and Health Funds and the International and the continuance of Trustee education to further the policies and positions advocated by the Capital Strategies and Benefit Departments.

The committee heard the report from the Capital Strategies Department and discussed the need to continue efforts to hold investment managers and their service providers accountable; to expand our network of investor allies around the world; analyze the management strategies and operations of portfolio companies, of private equity fund managers and the limited partners of those private equity funds; and promote transparency and accountability concerning the corporate political expenditures made by our service providers, investment managers and the companies in which we invest.

All of these matters are referenced in the following five resolutions approved by the Pension & Benefits Committee. Thank you very much.

(Applause)

GENERAL SECRETARY-TREASURER
KEEGEL: Thank you, Rome.

You know, one of the biggest challenges facing all working Americans is the guarantee of a secure retirement. We're fighting every day in the halls of government and at the bargaining

table to ensure that Teamster members get the pensions they have earned and deserve.

Now, will the reader, Steve Myers, please come up to read the “Secure Pensions and Retirement Income” resolution?

READING CLERK MYERS: “Secure Pensions and Retirement Income.”

...Reading Clerk Myers read the following:

SECURE PENSIONS FOR RETIREMENT INCOME

WHEREAS, retirement benefits are part of the compensation negotiated in collective bargaining and earned by covered participants as they perform their labor over the years; and

WHEREAS, the entitlement of workers to receive retirement benefits earned as part of their compensation should be protected from any impairment under our law; and

WHEREAS, in the last four decades, there has been a trend among employers to switch from offering defined benefit retirement plans (DB retirement plans) to defined contribution plans (DC plans) as the preferred vehicle for providing retirement benefits to employees; and

WHEREAS, the percentage of active employees who are also participants in private-sector employment-based DB retirement plans has declined from 62 percent in 1980 to less than 20 percent today; and

WHEREAS, many large employers that sponsor DB retirement plans have frozen these plans for some or all plan participants, as recently happened at Caterpillar, Inc., Kraft Foods, Inc., The New York Times Company, Qwest Communications, Dow Jones and Wells Fargo; and

WHEREAS, along with Social Security, DB retirement plans provide an important source of retirement income for millions of American workers and, when compared to DC plans, provide better benefits, are more professionally administered and managed and offer greater

protection against investment and other risks; and

WHEREAS, many Teamsters who participate in single-employer and multiemployer DB retirement plans have earned guaranteed and predictable lifetime retirement benefits under those DB retirement plans; and

WHEREAS, steep stock market declines occurring twice during the last decade, in conjunction with consistently low interest rates, have caused many single-employer and multi-employer DB retirement plans to face serious funding shortfalls; and

WHEREAS, those employers that contribute to single-employer and multi-employer DB retirement plans are responsible for making up funding shortfalls for these plans, obligations that, in general, can only be extinguished for a particular employer if it goes out of business and/or goes through bankruptcy; and

WHEREAS, employers that go out of business and/or go through bankruptcy can transfer their single-employer DB retirement plan liabilities to the Pension Benefit Guarantee Corporation (PBGC) but can transfer their portion of their unfunded liabilities under a multi-employer DB retirement plan to the remaining employers that sponsor the plan, all of which will continue to be collectively responsible for ensuring that the retirement benefits of “orphaned” participants, i.e., former employees of the employer that went out of business, are fully funded; and

WHEREAS, multiemployer DB retirement plans saddled with liability for “orphaned” former employees of contributing employers that have gone out of business or gone bankrupt are required to take appropriate steps to ensure that this liability is covered including, in many instances, increasing the contributions required from the remaining employers; and

WHEREAS, the deregulation of some Teamster industries in which employees are typ-

ically covered by multiemployer DB retirement plans has exacerbated the problem of unfunded pension liabilities for “orphaned” participants being increasingly shifted to a smaller and smaller pool of contributing employers; and

WHEREAS, the International Brotherhood of Teamsters has consistently urged Congress to provide relief to multiemployer DB retirement plans by, among other things, permitting those plans to transfer their unfunded pension liabilities for “orphaned” participants in whole or in part to the PBGC, by increasing the PBGC maximum guaranteed benefit for participants in multiemployer DB retirement plans and by adopting statutory provisions that would facilitate the merger of multiemployer DB retirement plans; and

WHEREAS, the failure by Congress to provide this relief could force many employers that contribute to underfunded multiemployer DB retirement plans into bankruptcy because of the unsustainable funding obligations imposed by current law; and

WHEREAS, both the Senate and the House of Representatives have entertained bills that would ease the rules covering multiemployer DB retirement plan mergers, increase the PBGC maximum benefit guarantee for participants in multiemployer DB retirement plans and permit “orphaned” participants in multiemployer DB retirement plans to be “spun off” to a separate plan controlled by the PBGC or to the PBGC itself, thereby transferring the unfunded pension liabilities for those “orphaned” participants to the PBGC or a PBGC-controlled plan in whole or in part.

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters will continue to fight to preserve the defined benefit retirement plan system and will continue to join with other organizations in the struggle to preserve retirement security for all workers and their families; and

BE IT FURTHER RESOLVED, that the International Brotherhood of Teamsters will continue to call upon Congress and the President to provide permanent and effective relief to multiemployer defined benefit retirement plans that will protect the retirement benefits earned by all Teamster participants through the adoption of legislation that would ease the rules covering multiemployer DB retirement plan mergers, increase the PBGC maximum benefit guarantee for participants in multiemployer DB retirement plans and permit “orphaned” participants in multiemployer DB retirement plans to be “spun off” to a separate plan controlled by the PBGC or to the PBGC itself, thereby transferring the unfunded pension liability for those “orphaned” participants to the PBGC or a PBGC-controlled plan in whole or in part; and

BE IT FURTHER RESOLVED, that the International Brotherhood of Teamsters will fight in all of its contracts and in all upcoming bargaining sessions to establish and preserve good retirement benefits for all Teamster members and retirees.

(Applause)

GENERAL SECRETARY-TREASURER KEEGEL: Let’s go to Mike 2.

DELEGATE JOHN WILLIAMS, Joint Council 28: Mr. Chairman, I’m a delegate for Joint Council 28, covering the states of Alaska, Washington and Northern Idaho.

(Applause)

I move to accept this resolution, and would reserve the right to speak on it after a second.

GENERAL SECRETARY-TREASURER KEEGEL: Very good.

Is there a second to the motion?

Mike 2.

DELEGATE DAVE HAWLEY, Local 137: Teamsters Local 137, Northern California. I second that motion and would like to speak on the issue.

GENERAL SECRETARY-TREASURER
KEEGEL: Very good, okay.

We're going to go back to Mike 2 and let John speak on the motion.

DELEGATE JOHN WILLIAMS, Joint Council 28: Sisters and brothers, this resolution doesn't just come to you from this convention, it comes from a lot of hard work. Under the sponsorship of Secretary-Treasurer Tom Keegel, we've had a Benefits Department at the International Union since the Hoffa administration took over. The Director, John Slattery, has gathered trustees from around the country to really have the International Union play a role in how we succeed on these benefits.

Who knows? Is health and welfare or is pension the tougher issue? They're both tough, they're both critical to all of us.

Regarding the pension issue, the meat of this resolution is really the commitment to go after the legislation that we need to allow for the pension funds that are troubled to regain their solvency.

And in the Western Conference of Teamsters Pension Trust, where I proudly am one of the trustees, we had legislative success this year to allow us to amortize out the 2008 losses more effectively. But this legislative success doesn't just come by saying this in a resolution here. It's going to require the work of us at Congress to make these things happen.

We were fortunate to have Chuck Mack, who is now the Chairman of the Western Conference of Teamsters Pension Trust, formerly with, of course, your General Executive Board, who was able to move this legislation in Congress. But it took a particular action with people getting to their legislators. I would note that Joe Dwyer, Secretary-Treasurer of Teamsters Local 190, was able to approach his Senator Baucus, and it was critical to the success of this legislation. So, it's not something that's going to happen without us making a commitment. It's huge for our members.

I started as a Business Representative at Local 117 covering the grocery, produce and food service industries in 1975. Many of those members that were out picking orders on night shift and who I would be visiting are now enjoying retirements, and they are planning their retirements, enjoying their retirements under the Western Conference of Teamsters Pension Trust. Some of them are delegates with Local 117 here.

I think that in the work that we represent and the members that we represent, it's critical that we provide a living retirement. It is why people belong to unions.

I thank you very much, and I please ask that you support this resolution.

(Applause)

GENERAL SECRETARY-TREASURER
KEEGEL: Thank you.

Let's hear from Mike 2. Speak on the resolution.

DELEGATE DAVE LAUGHTON: Yes, thank you, Mr. Chairman. I happen to be the Co-Chairman for the New England Teamsters Pension Fund — on the union side, naturally. The other side doesn't help much.

But I want to speak on the fact that I every day think about — and the other trustees that sit with me — we work together in a unified way for the 75,000 families that depend upon us and the decisions that we make collectively as we move forward, and to protect and preserve the benefits so they'll be there for the long time.

I think about it day and night. And for some of the delegates in this room that may be here for the first time, or some that haven't been here many times, I can say that this is my seventh convention, so I've been here many times. I can tell you that as you look back on it, where did the problems begin and what happened to us and where have we been along the way? It's been a government situation from the beginning. Most of the funds, the larger funds, were

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based on the trucking industry. And when they deregulated the trucking industry, what did the employers do? As they gradually struggled with it, they started picking up freight for less money, letting their equipment go, running the business down and eventually bankrupting.

When they went into bankruptcy, and if there was a withdrawal liability, we weren't very high on the pecking order. Government did the change, did the deregulation, then they came along and hurt us again in the bankruptcy.

We moved along, we struggled, and we didn't really communicate well together, and I was as guilty as anybody of that. Oftentimes, unfortunately, it became a political thing, until the Hoffa administration came along and our General Secretary-Treasurer started making the change, bringing us together, talking about our problems openly, not being used politically, but it being used in a means to try and coordinate and do different things. We've seen those changes.

The next thing that comes along is the worst decade in the history of all of us in this room from an investment side of it and an employment side of it. It's been very, very difficult for all of us, and as a result of it, more bankruptcies, more companies going, more companies wanting to get out. Guess what? We sit together and work together and are trying to work legislatively. We also have to work collectively with new ideas; and we're working on those ideas together as a group, not as an individual political ploy, but as a group for the interests of the people. And when we all work for that interest, look how good we get.

We are a great union, we're the greatest union, and I can tell you I couldn't be happier or more proud to see what's happening in exchanging those ideas. I've gained great ideas that I take back to New England, and the other people do the same thing.

We're not done. Our job is difficult, it's still

ahead. If you look at the PBGC, which is guaranteeing these benefits behind us, which their benefits are far lower than us, their funding is worse than any of us. That's the government at work. That's our legislators at work. That's the courts at work. All against us. And, yet, we continue to survive and make the right choices and the tough choices.

Anybody can be critical of a choice, but each and every one of you in here in this room are leaders and you have to make choices, and somebody is always around to second-guess that choice. I can tell you when I put my head on the pillow at night and I think about those 75,000 families that I directly, along with my other trustees, have to make decisions, we make the right, tough decisions to make sure it's there for the future.

I support the resolution, I thank the Chairman for all that you've done. None of this could have been accomplished without you. And I see going down the road when we're unified in Washington, in the electoral process, in the DRIVE program and so forth, we're going to win the things that we need to win for the members. That's what we should all be about, the members.

Thank you very much.

(Applause)

GENERAL SECRETARY-TREASURER
KEEGEL: Thank you, Dave.

I have a motion and a second. Are there any speakers opposing the resolution?

A call for the question?

(Shouts of "Mike 4.")

Okay. I have a motion and a second. All those in favor of the resolution, signify by saying aye.

Those opposed?

(Shouts of "Mike 4.")

Okay. There we go. The resolution is passed, the ayes have it.

(Standing ovation)

GENERAL SECRETARY-TREASURER

KEEGEL: Can we have the Reader, Brother Myers.

(Shouts of “Mike 4.”)

Look, the resolution was passed. I asked if there was any opposing, I had no response to that. I see no lights go on, and you know what mikes you’re supposed to be if you’re opposed, and that’s the odd mikes. So the resolution passed.

(Standing ovation)

(Shouts of “Keegel.”)

Before we go on with the Reader, I just want to reaffirm what I’ve said before, but everybody knows. If you have an amendment or you oppose a resolution, you must go to the odd mikes. The even mikes are for support.

We will continue on with the resolutions and have Brother Myers read the next resolution.

(Shouts of “Keegel.”)

READING CLERK MYERS: “Health and Welfare Benefits.”

...Reading Clerk Myers read the following:

HEALTH AND WELFARE BENEFITS

WHEREAS, the International Brotherhood of Teamsters has fought for, and presently sustains, some of the most generous health and welfare benefits in the United States through collective bargaining; and

WHEREAS, Teamster-affiliated health and welfare funds make up one of the largest purchasers and providers of health care benefits in the United States; and

WHEREAS, Teamster employers are constantly pushing for health and welfare benefits reductions and for shifting the cost of those benefits onto our members and may attempt to drop health care coverage completely and shift their responsibility for such coverage onto the federally funded health care exchanges scheduled to open in 2014, as required under the Patient Protection and Accountable Care Act (PPACA); and

WHEREAS, the cost of health care benefits, including prescription drugs and retiree medical care, still continues to increase faster than the general inflation rate, even with the passage of PPACA; and

WHEREAS, over the past fifteen years, the International Brotherhood of Teamsters has attempted to defray the cost of health care and related benefits by offering various voluntary and group purchasing plans such as TeamsteRx, TeamVision, the Teamster retiree medical program and, most recently, the Medicare Part D prescription drug plan sponsored by the IBT Voluntary Employee Benefits Trust, which, as required by PPACA, has begun to provide enhanced coverage to participants who are in the “doughnut hole”; and

WHEREAS, although PPACA is likely to accomplish its goal of reducing health care costs and increasing the availability of health care coverage in the long term, certain PPACA requirements are likely to increase the costs to Teamster and other health and welfare funds of providing health care in the short term, and the manner in which certain provisions of PPACA will eventually be interpreted and implemented is still somewhat uncertain; and

WHEREAS, PPACA requires health and welfare plans to increase the annual maximum limit on individual health care claims to \$750,000 in 2011 and to remove the annual and lifetime limitations on the amount of individual health care claims by 2014; and

WHEREAS, many Teamster health and welfare funds will be required to raise the annual and lifetime maximum limits on individual health care claims over the next few years in order to meet the requirements of PPACA, actions which will necessarily create additional actuarial risk for those funds because of the potential for very large individual medical claims;

NOW, THEREFORE, BE IT RESOLVED,

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that the International Brotherhood of Teamsters will continue to communicate to Teamster health and welfare funds and Teamster bargain-ers about all of the legislative, regulatory and lobbying efforts aimed at preserving and pro-protecting Teamster multiemployer and other col-lectively-bargained health and welfare funds, concerning enhancements made to Teamster group purchasing programs, concerning upcom-ing trustee education programs and materials and, in particular, concerning the forthcoming establishment of a new national stop-loss health insurance program intended to reduce the costs of Teamster health and welfare funds by spread-ing the risk to those funds exposed by large cat-astrophic medical claims; and

BE IT FURTHER RESOLVED, that this 28th Convention of the International Brother-hood of Teamsters strongly encourages all Teamster-affiliated health and welfare funds and Teamster bargainers to support these collective efforts, to share information and to work togeth-er to develop cost-saving strategies such as pur-chasing coalitions, retiree health initiatives, benefits bargaining strategies and new innova-tive benefit programs such as those provided through the IBT Voluntary Employee Benefits Trust or other avenues to preserve our strong tradition of providing meaningful health and welfare benefits to our membership.

GENERAL SECRETARY-TREASURER KEEGEL: You heard the resolution. Do I have a motion?

Mike 2.

DELEGATE KEVIN McCAFFREY, Local 707: Mr. Chairman, I'm President of Local 707 in New York and Joint Council 16 in New York.

(Applause)

I rise in support of this resolution and I would like to make a motion to pass this resolution, and I would like to reserve a moment to speak on it.

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

Do I have a second to the motion?

I got Mike 2.

DELEGATE DONNIE VON MOORE, Local 743: Mr. Chairman, I'm President of Teamsters Local 743 out of Chicago, Illinois.

(Applause)

I would like to second the motion to this res-olution, and I would like to speak on the resolu-tion.

GENERAL SECRETARY-TREASURER KEEGEL: Thank you very much.

Okay. We're going to go back to mike 2 and let Kevin — you can speak on the motion.

DELEGATE KEVIN McCAFFREY, Local 707: Thank you, Mr. Chairman. I also serve on the Pension Benefit Committee and the Health Care Reform Committee that General Secre-tary-Treasurer Keegel put together; and we're doing much work on trying to figure out where we're going to go with this health care reform act, how it impacts us and our members on our health benefit funds. This law, you'd have to say, was hastily drawn without Taft-Hartley funds in mind when they did this.

There are many good benefits to this. It adds access to care for many people who were unin-sured in the past. It was for — children under 26 now have coverage. But the problem for most of our funds is that it's great that we have these benefits, but many of us are locked into long-term contracts that make it difficult for us to fund these new benefits that come along.

But in the end, I think we have to look at this as an improvement. We need to know that this is going to have many more insured. Uninsured people are now going to be provided coverage; and, as we all know, that we are now — those of us that are paying for coverage are also paying for those who are uninsured. When someone goes to the emergency room or to the hospital and they have no benefits, they don't have to pay, they are not refused, but the burden of pay-ing for them goes to all of us that are.

So, I think in the long run that this legislation is going to be something that's going to be good for all of us, all of the Teamsters, all of our members, all for organized labor. We have some hard work in front of us to make sure that we can have the health care — the health and benefit funds participate as exchanges in 2014; and with some changes in some legislation, some prodding on the people that wrote this law and some fine tuning, I think at the end of the day, as this resolution proposes, this is going to be a good thing for our members. Thank you, Mr. Chairman.

(Applause)

GENERAL SECRETARY-TREASURER KEEGEL: Thank you.

We'll go back to mike 2. You can speak on the motion.

(Applause)

DELEGATE DONNIE VON MOORE, Local 743: Mr. Chairman, as chairman of my own Local 743 Pension Fund, and also from a local that has represented health care workers for the last 75 years in nursing homes and hospitals throughout the Chicagoland area, we feel that this resolution is probably one of the most important parts of resolutions that can be passed in an effort to assure that, as our members, that everyone has affordable health care.

(Applause)

GENERAL SECRETARY-TREASURER KEEGEL: Thank you very much.

Mike 2.

DELEGATE JOHN BULGARO, Local 294: I'm President of Local 294 and Joint Council 18 out of Albany, New York.

(Applause)

I would like to speak in support of this resolution. Right now, the Patient Protection Affordability Care Act is — we should salute it. It's going to add a lot of young people for coverage and it's also down the road going to have coverage for a lot of other people.

But there is a problem with it, with our Taft-Hartley funds. When the exchanges come on line in 2014, the exchanges are going to be giving an amount of money to each middle class person to encourage them to join the exchange. This is going to be a problem and a disadvantage for our Taft-Hartley funds. The employers, without question, are going to be looking to not negotiate for health care and look for the exchange to pick up these people.

Under this resolution, the funds and the Teamsters, fund representatives and the Teamsters, have the ability and requirement to talk with the White House, talk with legislators, and to talk with regulators of this fund. Therefore, I support this resolution. Thank you.

(Applause)

GENERAL SECRETARY-TREASURER KEEGEL: Thank you.

All right. I have a motion and a second. Are there any that want to oppose this motion?

Okay. Seeing none, all those in favor of the motion, signify by saying aye.

Those opposed?

Carried. Thank you very much.

(Applause)

...Sarah Jessica Parker addressed the convention via video as follows:

SARAH JESSICA PARKER
Actress

Congratulations to the Teamsters Union on your 28th International Convention.

...A video regarding the Clean and Safe Ports Campaign was presented to the delegation.

GENERAL SECRETARY-TREASURER KEEGEL: Among the most exploited drivers are really the misclassified independent contractors working our nation's ports. The Teamsters are continuing to fight for these drivers who need the protection of a Teamster contract.

We have two truck drivers with us today from

Southern California. Please welcome Jeff Hoover and Leonardo Mejia.

(Applause)

JEFF HOOVER

Local 848, Southern California

Good morning, brothers and sisters. My name is Jeff Hoover, and I'm a proud Teamster member out of Local 848, and I drive Ready Mix.

(Applause)

I've seen firsthand the low wages and the deplorable conditions that these men have to endure on a daily basis in the Ports of Long Beach and Los Angeles. These are men and women — and there are women in the ports down there that do the same amount of work that these guys do — they move America. Why should we have a collective bargaining agreement when they don't? They have the same exact training that we have, they have the same desire to have a better life for themselves. They have the same capacity to do that. But these companies hold them hostage for the conditions that they have to endure down there.

You know, a lot of these men and women have to sleep in their trucks in fear of not getting that next load that might mean putting clothes on their kids' backs. It might not mean feeding their kids for the day. It might not even mean the opportunity to take their kids to the doctors happen.

It's my pleasure to introduce to you Leonardo Mejia.

(Applause)

LEONARDO MEJIA

Port of Los Angeles

Good morning. My name Leonardo Mejia. I have been driving at the ports for ten years. I work for Shippers Transport Express at the Port of Los Angeles, the biggest port in America. My company is a subsidiary of a normal terminal operator called SSA Marine. It's half owned by

the people responsible for the recent foreclosures — Goldman Sachs.

Goldman Sachs has stole from homeowners, and now they are robbing truck drivers. We are employees disguised as independent contractors. They use this tactic to deny us collective bargaining rights.

BROTHER HOOVER: You know, I may not work at the port, but I'm a truck driver. And just like these brothers and sisters, you know, we all do the same thing, we're moving America in one capacity or another.

I know that my union is very near the Ports of Long Beach and Los Angeles, you know. This treatment really has to stop, and I'm here to do my part today. I won't turn the other way because I already have a union card. I know, I know, that as long as these companies have the capacity to misclassify these workers, that your job and my job is at stake; your good benefits and my good benefits, they're at stake day in and day out. These brothers and sisters in the ports want to have the same opportunity that you and I have.

BROTHER MEJIA: My company is a Wall Street giant. They can afford to pay for their own trucks, clean trucks that don't poison the air. Instead, they pin all the costs of doing business and cleaning up their operations on me and my co-workers. We are professionals who work in a dangerous and important American industry. We are ready to unite so our families can have a better future.

(Applause)

We might not be able to form a union yet, but no one can stop us from acting like one. My co-workers and I want to be Teamsters, and we are willing to fight to become Teamsters.

(Cheering and applause)

BROTHER HOOVER: We're going to make it happen. We're going to make it happen in a big way, ladies and gentlemen.

(Applause)

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Like I said a minute ago, I might not be a port driver, but I am a truck driver. My local is very near the Ports of Long Beach and Los Angeles. I've never been so proud to represent my co-workers as a shop steward. I became a shop steward several years ago because I saw a fight. We have to fight.

I see the industry getting rich and, you know, the population, you know, they're getting poorer. Us, the working people. We are truly the working poor if we let that happen.

You know, as a labor activist I decided to get involved, and so I got down to the port campaign and I've walked the lines at the terminals meeting these ladies and gentlemen at the terminals. I've also been to the house calls, making sure that they know that we're here to support them.

I have also marched on the streets of downtown Los Angeles recently in conjunction with the brothers and sisters in Wisconsin. I've never been more proud of my local, Local 848. I'm a proud member of that local. We recently housed the port office in our local, and it just put us in such a capacity to be readily available for these brothers and sisters, and it's my honor. I mean, it's my privilege to come here before you and ask for your assistance.

(Applause)

BROTHER MEJIA: But no matter how ready we are to fight, we cannot do this alone. Local 848 members, like my friend Jeff, this union, the community, environmentalists, we need all of you. With your help, we will finally feel proud to be America's port truck drivers again.

Together we're going to take back this industry and take back the American Dream.

BROTHER HOOVER: Together.

(Standing ovation)

BROTHER MEJIA: I personally want to thank General President Hoffa and the Executive Board for standing up for drivers. Thank you.

BROTHER HOOVER: Thank you.

(Applause)

BROTHER MEJIA: It is my pleasure to introduce our leader and champion Teamsters, Vice President and Port Division Director, Mr. Fred Potter. Thank you.

(Applause)

GENERAL SECRETARY-TREASURER KEEGEL: Thank you, Brothers. Thank you very much.

We will bring justice to America's ports. I have been out there with the General President involved in demonstrations, and they are the most exploited workers we have in this country, and it's a shame. We've got to continue to fight to stop it.

Now I'll ask Brother Fred Potter to give his report. Thank you.

INTERNATIONAL VICE PRESIDENT POTTER: Thank you, Brother Keegel.

Good morning, Teamsters.

Thank you, Leonardo, for those kind words. And thank you, Jeff, for what you do for the Teamsters Union. This kind of Brotherhood is what made me become a Teamster over four decades ago.

Brothers and sisters, the war on workers is raging. With the support of the Koch brothers, the Tea Party, they started this war 30 years ago when they deregulated the trucking industry. So over this past 30 years they have tried to kill us through a thousand cuts.

Governor Scott Walker ignited the nation's working families when he launched his assault on Wisconsin's teachers, firefighters, and other public employees; but politicians stripped poor truck drivers of their collective bargaining rights years ago. The 1980 deregulation allowed companies to misclassify drivers as independent contractors, robbing drivers of their union, their wages, the American Dream, and the basic rights that all workers deserve.

These men and women are responsible for

keeping the economy moving. Good Teamster jobs became sweatshops on wheels. And now entire communities are dealing with the diesel-soaked consequences of the pollution that now takes place in our ports.

Now our enemies are going in for the kill. They want to ruin America by turning it to the land for, by and of the rich and powerful, and we cannot let that happen.

We must stop the war on workers and destroying our rights. In order to win, we cannot just play defense, we must go on offense to take back America for us and for all workers.

I'd like to thank General President Jim Hoffa and Tom Keegel, because they understand how the struggle to restore the American dream for all workers is important and that it starts at the port.

Part of our strategy is to organize the global supply chain starting at our ports. We've got to represent port drivers to have the power in our core Teamster industries. There's no middle of the road. We must succeed. We have to fight to get a fair shake for all Teamster members, and especially for these port drivers.

Truck drivers like Jeff will lose everything that we've gained if we don't also fight for Leonardo, and the 110,000 port drivers who move everything from mattresses to MP3 players or televisions and tennis shoes, from our shores to America's stores. Because if it's your job to safely command the wheel of an 80,000-pound rig with a container full of hazardous materials, with imported goods to stock the stores of Walmart, Target and Best Buys, you should earn more than \$29,000 a year for your more than 60 hours of work and have access to health benefits and to have a pension so you can retire with dignity.

Think about it. Leonardo is one of over 12,000 port drivers responsible for moving extremely heavy cargo containers every day filled with billions of dollars of goods through

America's enormous port complex. Does this sound like a minimum-wage job? Does it?

(Shouts of "No.")

I say no. The port drivers say no. And the Teamsters say no. And you as delegates reinforce that. Thank you.

(Applause)

Los Angeles Mayor Antonio Villaraigosa championed a new policy at the Port of L.A. that he wants to be his legacy. The L.A. Clean Trucks Program is good for the environment, it's good for the economy, it's good for the community, and it's good for restoring dignity to the port drayage drivers.

We formed an unprecedented environmental and community coalition. Already the partners in our coalition are helping other key Teamster campaigns, like the Waste Industry Campaign in Southern California; and we thank them for that.

But the enemies of workers are fighting hard. The Trucking Association sued the Port of Los Angeles and Mayor Villaraigosa, but we won in court. But the Trucking Association's appeal has created real obstacles and loopholes. The trucking industry and the shippers got taxpayers to give them clean trucks that are better for the environment, but now the trucking industry companies are using the same old dirty tricks to make the drivers pay all the cost of that equipment.

We know that if we're going to win this appeal — we know we are going to win this appeal — but we can't wait for the judge to decide our fate. These are the mayor's last two years in office, so it's time for us to do something now.

The trucking industry has consolidated as a result of the Clean Trucks Program. We are not going to let the companies that have been hiding behind the scenes, avoiding their responsibility to the workers, stay in the shadows anymore. We've mapped out the port economy and identi-

fied the key companies to hold responsible, and we're going to throw everything we have at them.

We're coming after you, Goldman Sachs and SSA Marine, and the Australian Toll Group. We're coming after you, Mercer, a global Fortune 500 company that operates the largest drayage company in the United States. We need the whole union, we need all of you, and we need our coalition partners to fight back.

Unjust trade agreements have stripped us of our manufacturing jobs and sent our jobs overseas. Now the rich corporations have to ship everything we use back into this country. So we have a chokehold — a choke point, because the global supply chain is more important to them than ever. That means that these drayage drivers are a lynchpin in power and justice in stopping the war on workers.

When we are strong in the port trucking, we will strengthen our other industries. This means we can break FedEx. It means that we have the power to stop unsafe polluting trucks from crossing the border in Mexico, because of our legislation and work, that costs workers in this country many, many jobs.

I know we can win, because we have our lawsuits to be filed. Port drayage drivers like you've seen from the video and from Leonardo are standing up all over this country demanding their rights, and to be a part of the Teamsters Union.

We have a real and lasting coast-to-coast Blue-Green Coalition. We've got local and state, federal legislation. We've got political allies, including the mayor of Newark from my home state of New Jersey, and Joint Council 73, who we are about to hear from. We even have musicians like Tom Morello on our side on this cause.

But, most importantly, port drivers are ready to put in for the fight. It's not going to be easy. We're taking on global capitalists who salute no

flag, whose religion is greed, and their ideology is deregulation. We are going to change how the system works once and for all.

For all of our accomplishments, everything that we've built, we have more work to do and we will see this through, because when the going gets tough, the Teamsters stand up and fight. We need to mobilize like we've never mobilized before. Let's stop the war on workers and let's unite to build the middle class. Let's create a storm at the ports and restore dignity to these workers. Thank you.

(Cheers and applause)

Thank you. It's now my honor to introduce a friend and our next speaker. Since Cory Booker was first elected mayor of the city of Newark, New Jersey, in 2006, he's been a great friend of the Teamsters, of all working families, and a great supporter of our ports campaign.

Brother Booker was elected with a clear mandate for change, and Newark was in need of change. Crime rates were soaring, schools were in tatters and residents needed affordable housing and, yes, they needed good jobs.

Mayor Booker set out on realizing a bold vision for the city, and now he has made tremendous progress. Shootings and murder rates have dropped by over 40 percent. He has invested millions in creating new parks and playgrounds for the residents. He is improving Newark schools, investing in teacher excellence and student achievement.

But Mayor Booker has also recognized the importance of addressing the injustices of the current port trucking system. The city is home of many underpaid drivers and residents suffer from exposure of horrendous diesel pollution from old and dirty trucks. But Mayor Booker has stood with us and is fighting for change in the ports of New York and New Jersey, because he understands important struggle for Newark and for our country.

Please give a warm Teamster welcome to our

friend, mayor of the city of Newark, Cory Booker.

(Applause)

HONORABLE CORY BOOKER
Mayor of Newark, New Jersey

Good morning. It is great to be here. If you will indulge me for a moment, I am thrilled to be here just days before our great nation celebrates its anniversary, its birthday.

We in this country were born not by accident. We in this nation didn't arrive where we are simply by rolling down a steep hill of inevitability. We came here because people fought for this nation, stood up for our ideals, and every single day never stopped believing that America could be the country that we claim in our songs and our words and our Pledge of Allegiance that we are.

Don't mistake the long shadow of history. We're not here because of a few great men, we're here because ordinary Americans were willing to do extraordinary things to make real on that promise, on that hope of liberty and justice.

I grew up in a household where my parents would never let me forget where I came from; that we, all of us here today, drink deeply from wells of freedom and liberty that we did not dig. We eat lavishly from banquet tables prepared for us by our ancestors. We owe a debt.

In truth, this gathering today must see itself in this historical context, because we have come so far. We're ordinary Americans like minutemen rushed to defend this nation against the British. They're great Americans, names that we don't even know, stood up and fought in a war of independence, and a Civil War to preserve our union, where great Americans whose names we don't remember stood up and fought for civil rights, stood up and fought to end sweatshops, to establish universal public education, to end the scourge of slavery or injustice for women denied the right to vote.

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.

In my city in Newark, New Jersey, there are men and women in the trucking business who do not enjoy the fruits of our liberties; who in many ways are subjugated to tremendous indignities; who are denied the right to even use a bathroom or to drink from a water fountain; who work unconscionable hours; who sleep in their trucks, but yet do not enjoy a quality of life that we would expect for men and women determined to work that hard. This is not the America that I dream of. We still have work to do.

We live in a complicated country. There are no easy solutions. There's no easy way to reach the mountaintop of justice and liberty. It will take work. But we must deny those people who insist that we could punish others; that we can deny people fair living standards; that we could push the hardest working Americans in near poverty. This is not a zero-sum game. We have a greater imagination, a greater moral imagination than that. That's why I'm proud to be here.

It's guys like Fred Potter, guys like Mr. Hoffa, who are re-imagining what our nation can be. It's not us against them. We must begin to realize that we are all links in a chain. And if one link of that chain is disrespected, disregarded as broken, the nation as a whole, our ideas begin to fall and falter.

In Newark, New Jersey, the port area, the transportation and logistics is the heart of our city. It is a port of possibilities where I as mayor see it as a promising opportunity to lift my city, to banish poverty, to improve quality of life, to

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empower the health of our children. But left alone as it is right now, not only will workers suffer, but we will still, in Newark, have health problems that affect our children, epidemic asthma rates and respiratory problems.

We must act as a community of people committed to our highest ideals. 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.

We must clean up our ports. We must improve our trucks. And we must give dignity to those workers who are conducting the very arteries of this nation; who bring the goods and services that we so desperately need; who help to put food on the tables of families not just in New Jersey, but in Iowa, in New Mexico and in Georgia; who help put the pencils and pens in the hands of our children in their schools; who help provide the light bulbs that illuminate rooms for our poets and our artists and our dreamers. We must support those people who bring the computer and the technology equipment that help to expand new opportunities.

This is why we are here today, to discuss making real the promise of our country for every single person. I am committed to this fight. I am committed to the hope and ideals of our country.

The Teamsters are on the front lines of the fight to make our democracy what it must be every single day. We cannot yield. We cannot relent. We cannot misunderstand the cause of our country and the calling of her people.

There's a lot going on right now. We have challenges with our economy. We have threats at our doorstep. But in times of crisis it's not time to abandon our highest ideals, it is time to fight for them.

Let us as a community of committed citizenry fight to change the status quo, fight to make our democracy bolder and richer, fight to make

real the words of our ancestors. This to me is why I stand here right now. We will transform our port in Newark. We will do it in partnership with the Teamsters. We will do it with a vision.

(Applause)

We will do it with a vision for the health of our community. We will see our port as a gateway, not to indentured servitude or poverty, but see our port as a gateway where all can rise together on the wings of our nation, business and management, labor and youth. This is the country I dream for.

So I conclude with a poem from my childhood. My parents called on me as a kid not simply to get drunk on the wine of other people's sacrifice and struggle, not to simply take from this nation all the abundance it has to give, but to use our blessings, to let them sink deep into the soil of our soul and take root, to let each and every one of us understand that we owe a debt and must be committed to the continued evolution of this democracy, for democracy is never done, it is a thing that must be doing.

I end with a poem that my parents read to me as a boy. It's a poem by Langston Hughes where he simply says: "Oh, let America be America again, the land that never has been yet but yet must be, the land where everyone is free — the poor man, the Indian, the Negro, me. Who made America, whose sweat and blood, whose faith and pain, whose hand at the foundry, whose plow in the rain, must make our mighty dream live again. Oh, yes, I say it plain, America never was America to me, but I swear this oath, America will be."

This 4th of July let us come together and swear an oath for our country. Let us swear that we will make this democracy real for all of its children. Let us swear an oath that we will rise up as a people and let freedom ring from hilltop and mountaintop, to ocean to ocean, that we will be the country of our ancestors dream. Thank you.

...Graham Nash and David Crosby addressed the delegation via video as follows:

GRAHAM NASH AND DAVID CROSBY
Musicians

MR. NASH: Hi everybody. I'm Graham Nash.

MR. CROSBY: And I'm David Crosby.

MR. NASH: And we're here to congratulate the Teamsters Union on their 28th International Convention. Keep the union strong.

...The video feed stopped suddenly.

GENERAL PRESIDENT HOFFA: Wasn't Cory Booker great? I'm telling you, man, that's what we need.

(Applause)

We all know international solidarity between unions is essential, and one of our key allies in the International level is Paddy Crumlin, President of the International Transport Workers Federation and Principal Officer of the Maritime Union of Australia.

Paddy Crumlin and the ITF have stood shoulder to shoulder with Teamsters in our fight to represent port workers all over the country. The ITF has also been on a workers' rights watchdog calling out abuses worldwide. Paddy is one of our group of guests from sister unions around the world who have joined us this week from Australia, Great British, China, Mexico and India. Let's hear a real Teamster welcome for my dear friend, Paddy Crumlin.

(Standing ovation)

PADDY CRUMLIN
President, International Transport
Workers Federation

Good morning, brothers and sisters of the Teamsters.

THE DELEGATION: "Good morning."

BROTHER CRUMLIN: Brother Hoffa, Brother Keegel, brothers and sisters of the General

Executive. I'm not sure if it's a Teamsters saying but in Australia we have a saying, "after the Lord Mayor's carriage comes a shit cart." I hope I do a bit better than that.

(Laughter)

I'm honored to bring you greetings from the International Brotherhood and Sisterhood of five million transport workers of the ITF. As Jim said, some from Australia, Great British, India, Mexico and South Africa are in the hall today. Our General Secretary-Treasurer David Cockroft also sends his greetings.

We come here committed to forging even stronger alliance and friendship in fighting with you across the globe to stop this war on workers. We come here to organize alongside of you for our working rights.

We are here because we are angry, like you, about what is being done to workers and because we want to do something about it. We are here to get those rights back, our labor freedom, back from the thieves and carpetbaggers, robbing us with one hand, patting themselves on the back with the other. We are here because of the lies and bullshit said about workers and unions in our labor movement.

(Applause)

And because we want the truth to resonate across the workplaces, across the communities, across the nations with a mighty voice that will not be denied.

As an Australian I can say we've exported one of the biggest liars in the world, Rupert Murdoch.

(Chorus of boos)

He is Fox News. He is the Tea Party. He's one of Australia's worst exports, and that's saying something coming from a country that was colonized as a jail for England and Ireland for all its troublemakers and convicts.

(Laughter)

Murdoch in Australia says things about our union and unions like yours — we're like the

banditos, we're like the Hells Angels, when we know we're closer to the Salvation Army. Or maybe we're something in between.

On the brighter side, one of our best exports is Harry Bridges.

(Applause)

A member of my union who helped form the International Longshoremen into the ILW in San Francisco in the '30s. And he was a great friend of Jimmy Hoffa, who he said — and admired as one the whole of his working life — he admired him as one of U.S. labor's great leaders, a man of courage, loyalty and conviction over the long years of labor repression in this country and the witch hunting against that leadership.

Both of these great and important leaders knew that the truth of honest labor — that's the truth — honest labor, must be properly acknowledged, must be respected, must be rewarded, regardless of the fight and regardless of the difficulties.

That truth, our truth, lies in union recognition. It is given powerful voice in union contracts. Is a truth that forms good governments and fights oppression in all forms. Is a truth of peace and not war. Is a truth of good public service and not private greed. A truth of health and not sickness. A truth of education and opportunity, not ignorance and unemployment. A truth for the future and not the past. Is a truth that freed Mansour Osanloo, the Iranian bus driver in prison, bashed, humiliated over years by his government for nothing else but seeking wage justice for bus drivers. It's a union truth. It's an ITF truth. In this hall it's a Teamsters truth.

Brothers and sisters, we stand at a critical juncture for the global labor movement and for the International Transport Workers in particular. World trade dominates our national and international economies. It's a mighty engine, like those that drive those magnificent rigs out-

side this hall owned by the Teamster locals. It is an engine that links workers throughout the world, workers from the mines of many countries to the manufacturing centers of others, from there to the distribution and retail outlets. Everywhere it links workers, their communities, their endeavors, their dreams, their needs. From the farms, coal and iron ore mines of Australia, Brazil, South Africa, to the steel mills and factories of China, India, Japan, on to Wal-Mart, Macy's and the supermarkets, world transport workers do the heavy lifting. Transport workers do the just in time. Transport workers move the people in the air and on the ground.

And it is good to see our Chinese union brothers here today, and sisters, who face similar pressures and demands in the protection of workers rights in the next largest economy in the world to the U.S. To understand each other is to help each other.

This train engine is fueled by supply chains from road and rail to ports and ships, back to road and rail, and over and over through the cycles of distribution, manufacturing and retail. It shoulders in warehouses. It is administered by logistics. It is populated by urban transport and aviation. We must organize every link of that supply chain so that we can reach out not only to each other in companies like UPS, DHL, FedEx and many more, but to other workers in other industries, to help them build their power so they in turn can assist us to build ours. We must do this with urgent courage and commitment at a time that this economic juggernaut continues to direct its great wealth towards the few and not the many.

Already we have been forced to stand by and see that wealth squandered through the financial crisis by their negligence, greed, criminality, intent by those to monopolize it and us. They use that wealth, our wealth, to destroy us, us who created it. Squandered by the banks, speculating by a punter at the track, doubling their

bet race after race after race until their rotten egg dropped dead in the last. Watched by governments, owned and enthralled their club membership with elitism, graft and greed, stupidity and mutual back slapping.

Conversely, working men and women like yourselves and throughout the world were rewarded for their hard, grinding and dangerous work with the greatest destruction of wealth ever seen in the history of humanity. Across this country, across the world we have been forced into poverty, forced into homelessness, into unemployment in numbers never encountered before. In Wisconsin, in Liverpool, in Mumbai and Sydney the war against workers continues to be motivated by the same greed and elitism, Continues to this day, to this moment.

Brothers and sisters, in this great room in the governing convention of this great union and in rooms and workplaces across America and the world, let us make this pledge to each other: We will organize to get behind the wheel of this great trade engine and world economy, and this time drive it to our house, our workplace, our pension funds, our banks, our credit unions.

(Applause)

We pledge to drive it to better opportunities in our schools and hospitals and into our community support needs. We pledge to drive a better life to our homes and families. We pledge to each other to build something this time for the many and not the few, for the weak as well as the strong, for the freedom of labor activists like Osanloo and not their imprisonment and murder, and for those that have not as well as those that have too much.

Jim, brothers and sisters of the Teamsters, that's why I stood as President of the International Transport Federation, to put my hand to the wheel alongside yours so that we can get out there and fight —

(Applause)

— fight against this war against workers. See,

we're down to seven or eight percent in this country in the private sector, close to that in Australia and across Europe. It is our time, our watch, our generation of leadership that will rebuild and revitalize the great values of international labor, of fairness and equity and redistribution, of health and education and opportunity. It is our watch, our time, and future generations of workers will thank us for taking up that mantle.

Together, brothers and sisters of the Teamsters, we can make a difference. Together, brothers and sisters of the Teamsters, we are the difference for working men and women the world over.

I'd like to make one small presentation to you, Jim, before I go. It's a print. It depicts in Australia a picket line — I'm not sure it will show up — where the biggest stevedoring company in Australia locked out our workforce and replaced it with scabs. Communities from all over the country came down to that picket line. Over a period of six weeks, seven weeks we struggled against the titanic political, economic and industrial forces that were running against us. The high court eventually found that this company, together with the then Australian government, was in conspiracy against the working men and women of my union and reinstated our right to work.

(Applause)

Jim, this is our world. This is our time. This is our life. Jim Hoffa, and the Teamsters, thank you very, very much for your support and friendship.

GENERAL PRESIDENT HOFFA: Thank you. Isn't that great? Paddy, I tell you, we will hang this at the IBT so all members can see this. This is what it's about. Thank you so much. It will be in a place of honor.

(Applause)

Paddy, please stay up here. We're about to move to a resolution making Mansour Osanloo

an honorary member of the Teamsters Union.

I want to give you this plaque and the honor to take it back to the ITF headquarters. Here it is right here. Take this back. We're going to get him out of jail, and maybe some day he'll be here with us. We need to have him free and get him out here and bring him to the Teamster Convention. He's a transport leader just like us. Thank you very much.

(Applause)

The Teamsters are regularly called on to work in solidarity with workers around the world. Over the years, I've written many letters to the presidents of Colombia, the most dangerous country for trade unionists, and to the leadership of Guatemala, Honduras and Zimbabwe, asking for an end to violence against workers.

And this year, like so many, life has been especially difficult for workers in Tehran, the capital city of Iran. Bus drivers in Tehran formed a union in 2005, and they called for higher wages and respect on the job and other necessities. And they were subject to heavy repression, including repeated attacks and beatings and arrests. The union's leader, Mansour Osanloo, was singled out and beaten and jailed. And there is his picture.

Over the last two years he has spent more time in jail than out. And I'm happy to report that earlier this month after an International campaign by all unions that we're working very hard with, the Teamsters and other transportation unions around the world, Osanloo was finally released. So he's out finally, because of our solidarity, because of unions all over the world writing letters and putting pressure on them to let him out of jail.

(Applause)

The union is still not allowed to function, and other union leaders are still in jail. So Mansour Osanloo is an example of courage and strength. And today we will vote to make Mansour Osanloo an honorary member of the International Brotherhood of Teamsters.

I now call on the Reader Donna-Lynn Dalton to read a resolution making him an honorary member of the Teamsters Union. Let's hear it.

...Reading Clerk Dalton read the following:

**HONORARY MEMBER –
MANSOUR OSANLOO
LABOR RIGHTS IN IRAN**

WHEREAS, in July 2007, Mansour Osanloo, President of the Tehran Bus Workers' Union, was dragged from a Tehran bus by Iranian security forces. Three months later he was sentenced to five years in prison on charges of "acting against national security" and "propaganda against the state"; in 2010 another year was added to his sentence. His only crime has been to help found a genuinely democratic trade union for his fellow bus drivers in Iran; and

WHEREAS, during his long confinement, Brother Osanloo had a heart attack in his cell at Rajai Shahr Prison, Iran. Two days later he was transferred to a hospital where he was shackled to his bed by metal cuffs on his hands and feet. He has been repeatedly denied medical leave from Rajai Shahr Prison, contrary to recommendations of the prison doctor; and

WHEREAS, Brother Osanloo's treatment is not an isolated case in Iran. There is continuous harassment of the independent trade union movement. Currently, over 50 trade unionist teachers, food workers, journalists, and lawyers are jailed in Iran for supporting independent unions; and

WHEREAS, Mansour Osanloo was released from prison on June 2, 2011 after a storm of international protest. But two other leaders of the bus workers' union are still in jail; Ebrahim Madadi and Reza Shahabi; and

WHEREAS, the Teamsters Union joins with unions worldwide demanding that Iranian President Mahmoud Ahmadinejad take all necessary measures to stop, without delay, the harassment and abuse of trade union members

and demand the release of all detained trade unionists who are still in prison simply because they exercise their legitimate human rights to freedom of association.

THEREFORE BE IT RESOLVED, that the International Brotherhood of Teamsters award honorary membership to Mansour Osanloo in recognition of his struggle for freedom of association. Through this recognition we honor all members of the Tehran Bus Workers' Union; and will continue to campaign for the release of Ebrahim Madadi, Reza Shahabi and all jailed Iranian workers. Their struggle is our struggle; and

BE IT FURTHER RESOLVED, that the Teamsters will work with unions worldwide to warn all investors, especially those investing workers' capital, of the grave risks of investments in Iran and Iranian controlled enterprises due to the disrespect of basic worker rights and the rule of law in Iran.

(Applause)

GENERAL PRESIDENT HOFFA: Okay. Mike 4.

DELEGATE RONNIE PINEDA, GCC IBT, Local 140-N: GCC IBT Local 140-N out in Los Angeles. We proudly represent the men and women that print the "Los Angeles Times." Many of us have fought to become members of this great union, none more so than Brother Mansour; and I make a motion to adopt this resolution.

GENERAL PRESIDENT HOFFA: Is there a second?

Mike 2.

DELEGATE SCOTT SULLIVAN, Local 763: Thank you, Mr. Chairman. I'm president of Teamsters Local 763, Seattle, Washington. I rise to second the motion for Mansour Osanloo, and I call the question.

(Applause)

GENERAL PRESIDENT HOFFA: Okay. Anybody want to speak against it?

I see none. We have a motion, we have a second.

All those in favor of this wonderful resolution signify by saying aye.

Anybody opposed?

We have made him a brother. Let's hear it.

(Applause)

International solidarity is the center of the labor movement if it's going to be successfully challenging globalization and the international race to the bottom for wages and benefits.

Donna-Lynn, could you, please, read the Global Solidarity Resolution.

...Reading Clerk Dalton read the following:

GLOBAL SOLIDARITY AND STRATEGIES

As Teamster employers have increasingly become global, we have developed transnational organizing and bargaining campaigns.

WHEREAS, the Teamsters have been a pioneer in labor's new globalism. In 1995 the Teamsters launched an international strategic campaign against Royal Ahold; in 1997 we initiated a council for UPS unions worldwide that added pressure for a fair settlement; in December 1999 in Seattle the Teamsters were at the forefront of a global labor protest against WTO trade rules, so behemoth corporations do not exploit countries with weak labor laws and environmental standards; and

WHEREAS, in 2002 a Blue Ribbon Commission of Teamster leadership set out a new vision to build Teamster power that identified the importance of global outreach. In 2005 a Global Strategies office was established in the Strategic Research and Campaigns Department. Over the last six years we have greatly expanded our alliances with unions representing Teamster employers around the world; and

WHEREAS, through our membership in the Global Union Federations we support interna-

tional union networks at key employers such as UPS, FedEx, DHL, Coca-Cola, Pepsi, AB-InBev, SABMiller, Holcim, Lafarge, United/Continental, Maersk, First Group, National Express, Veolia, Royal Ahold and global energy companies. These growing global alliances create power in organizing and at the bargaining table for Teamster locals and sister unions overseas. These relationships enhance our unique position in the global supply chain such as the port drivers organizing. We are fighting corporate driven globalization with global union solidarity.

WHEREAS, in 2007 General President Hoffa led a ground-breaking delegation to China. China is the key corporate battleground for market share and production sourcing. In 2009 Change to Win signed a protocol with the All China Federation of Trade Unions to expand and deepen information exchange. In 2010 Joint Council 25 signed a protocol with the Shandong Federation of Workers for ongoing interchange. We have taken our first steps to build alliances with workers at Teamster employers in China; and

WHEREAS, large foreign multi-nationals are acquiring subsidiaries in the United States. The European firms are embracing anti-union tactics they avoid at home where unions often have legal recognition, employer respect, and political influence. Strong Teamster friendship with unions in Europe is creating new opportunities to join with home-country unions to demand neutrality during organizing drives and fairness at the bargaining table. The solidarity shown by the British union Unite was an essential factor in achieving neutrality with First Group that led to the organizing of thousands of bus drivers into the Teamsters; and

WHEREAS, solidarity is a two-way street. The Teamsters support solidarity requests to pressure employers and the US government to ensure respect for worker rights. In Mexico, El

Salvador, Colombia, Guatemala, Honduras, Iran, Zimbabwe, Burma and other countries, workers face prison and assassination for demanding union rights. And we are increasingly called on to demand that Teamster employers respect worker rights in their operations overseas. The Parcel Division played the key role in a dispute this year in Turkey that led to the reinstatement of 160 UPS workers who had been fired for joining a union.

WHEREAS, unions overseas are increasingly concerned with U.S.-style management interference making inroads in Europe and worldwide. Some U.S.-based anti-union consultants are setting up shop in the UK and Eastern Europe. The Teamsters have vast experience fighting union busters and are sharing our expertise with union partners.

WHEREAS, corporate-led globalization is producing slow growth and growing inequality. Corporations are creating social responsibility codes, fair-trade standards, and social auditing mechanisms to present an image to shareholders of fair treatment to employees while continuing to threaten workers who organize. The only long-term strategy for assuring labor rights at the workplace is a union chosen by the workers.

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters recognize that the future of working people and the future of our great Union depends on our ability to organize the unorganized and to build alliances with workers throughout the world. We will particularly focus on the global supply chains where we are uniquely positioned to build Teamster power; and

BE IT FURTHER RESOLVED, that the Teamsters will bolster our participation in the Global Union Federations and our bi-lateral union relations with key partner unions. We will support mutual solidarity through union networks linking organizers and bargainers for specific employers and supply chains; and

FINALLY BE IT RESOLVED, that we will continue to oppose global and national policies that increase violence against trade unions in countries like Mexico, El Salvador, Colombia and Iran.

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE MIKE BERGEN, Local 166: Mr. Chairman, I'm the Secretary-Treasurer of Teamsters Local 166 in Bloomington and Secretary-Treasurer of Joint Council 42. I rise to speak in support of this resolution, and I will make the motion that we'll accept that. I'd like to speak on it afterwards.

GENERAL PRESIDENT HOFFA: Okay. Do we have a second?

Mike 6.

DELEGATE MIKE SCOTT, Local 769: Thank you, Mr. President. I'm the President and Principal Officer of Local 769 in Miami, Florida. I'd like to second this motion, and I'd like to reserve the right to speak as well.

GENERAL PRESIDENT HOFFA: Okay, back to mike 2, Mike Bergen.

DELEGATE MIKE BERGEN, Local 166: Thank you. I'd like to speak to the importance of this resolution as to the world that we're now living in where our core industries are now being bought up by companies from all over the world and we're under constant attack by these people to lower our condition.

It's because of the relationships with the other international unions and the integration of thought processes that we've been able to stave much of this off. We have the Burrells out there of the world out of Australia. We have the InBev takeover out of Europe and Brazil. They will come in here if we don't keep our game together and they will lower the conditions that we've worked so hard for, for all of these years.

An instant case that I will give you is we have a construction company in Southern California. It was named Yeager. It was bought by Skanska

USA. They tried to get out of our master construction agreement and basically give our work to the other trades and basically laugh at the Teamsters.

Well, what we ended up doing on the thing is we went back and organized them, we went into negotiations for over a year with them. We finally had enough of it. And with the assistance of the International, we went straight to Sweden with it.

It was because of the relationship with the International and the other unions in Europe that we were able to get the call back from Sweden telling Scanskas USA West they better sign the agreement, which they did last week. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much.

Back to mike 6, the brother wanted to be heard.

DELEGATE MIKE SCOTT, Local 769: Thank you. The reason I rise to speak to this, I've had the pleasure of representing the IBT twice on trips to Guatemala to look into and investigate the murder of Pedro Zamora, a president of a port union called StepQ in Port Quetzal, Guatemala. He was assassinated in his truck while driving home with his two young children in the back seat. There are over a thousand bullet holes in the truck. Fortunately, his children survived.

They claimed that it was a jealous lover that caused this. We, along with the ITF unions, were able to go down and expose the corruption and to put light on it so that the union could continue to exist.

The thought process in assassinating Pedro was to kill the union. We were able to put the spotlight on it so that these workers would have no fear about standing up, because they knew the rest of the world was watching their fight and they knew that we had their back. Now

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today the union is still in existence, still working hard at Port Quetzal. And I think it's a direct result of our relationships and our being there speaking with their politicians and speaking with their leaders. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Mike.

Mike 6.

DELEGATE RUBEN TORRES, Local 237: Good morning, brothers and sisters, I'm Secretary-Treasurer of Teamsters Local 237 out of New York City.

Ladies and gentlemen, there is a war on workers. Overseas, South America, the war is a matter of life and death if you're a union worker. On my trips to Colombia, Cali, a small town in Bogota, you have a Coca-Cola factory. The workers there are intimidated, scared and fearful of their lives. I entered the Coca-Cola plant with Javier Correa, the president of Sinaltrainal, and we spoke to the workers about solidarity, rights, unity.

Well, lo and behold, after we left that Coca-Cola bottling plant, two days later they were visited by the paramilitary wondering what they were doing talking about the union and belonging to a union.

Brothers and sisters, the Coca-Cola Company in New York City basically said that, well, that's not Coca-Cola, that's Coke FEMSA, that's Coca-Cola Colombia, and they are independent of the Coca-Cola Company in the United States.

Well, brothers and sisters, that's unacceptable, unacceptable.

(Applause)

There should be no fear in talking about joining a union or standing up for your rights and the rights to organize.

So, ladies and gentlemen, I urge everyone here on behalf of workers across the country to please, please, support this resolution. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 6.

DELEGATE JOSH ZIVALICH, Local 769: Mr. Chairman, I'm the Secretary-Treasurer of 769 in Miami. I'm a proud second generation Teamster. I wish to speak about this resolution because approximately two years ago after five years of negotiations Local 769 had a strike against a company named Amerijet International. In that strike — we represent pilots there. They fly all over the world. And it got to be very nasty very quick. We did have some people to cross the picket line and flew the company's freight.

With the International's help, with Global Strategy's help and the relationships they had with unions in other countries, we were able to disrupt the company's operations not just there in the United States, but also in Trinidad, in the Port of Spain.

Looking back, I truly think that without their help, without the union's help in other countries, we may not have gotten a contract. So I urge this body to support this resolution. These relationships with other unions need to be fostered, not ignored. It will be good for our members and great for our union. And I call the question.

(Applause)

GENERAL PRESIDENT HOFFA: All right. The question has been called for, we've had good debate, good discussion about how important this is.

All those in favor of the International's Solidarity Resolution, indicate by saying aye.

Anybody opposed?

It is adopted and thank you.

Okay, very good. We're moving along and we're getting near the lunch hour, but we have one other item.

You know, we had a great organizing victory with regard to Continental Ramp employees, more than 8,000 people. A lot of great Teamsters were involved, and I played a small

role by having the ability and time to go to Houston, to Cleveland and to Newark to talk to these workers. And now for you to get a chance to meet some of these workers that are now proud Teamsters, I call on Robert Rasch to come up here, Robert Rasch of Teamster Local 19.

(Applause)

Are you going to do it there, Robert?

...A video presentation on Continental Fleet Service Workers was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: Robert Rasch, take it away.

REPORT OF THE ORGANIZING COMMITTEE

COMMITTEE CO-CHAIRPERSON RASCH: Thank you, President Hoffa, General Secretary-Treasurer Keegel, delegates, brothers and sisters, good afternoon. What a great video! Let's hear it for the 8,000 Teamsters fleet service workers at Continental and the 7,000 United workers that are going to join them soon.

(Applause)

You know, 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. We heard that it was too difficult to organize under the Railway Labor Act; that under the national mediation election rules, every vote starts out as a no vote. The workers were tired. They were tired of organizing. And the workers were spread across the country in stations large and small.

But guess what? February of 2010, 8,000 Continental fleet service workers became Teamsters.

(Applause)

As other unions had failed five times, the Teamsters got it done on the first try.

(Applause)

That's right. General President Hoffa and the Director of the Airline Division, Captain Dave Bourne, made the decision to organize this group. We did it the Teamster way: A coordinated organizing campaign, a strong, unified committee that reached out to their co-workers. In addition to focusing on the hubs in Houston, Newark and Cleveland, we concentrated on the small stations forgotten by the other unions. That meant that dozens of smaller stations across the system had to be focused on. Every worker was important.

This was the largest single organizing victory in the labor movement in five years. These 8,000 fleet service workers joined our 3,600 aircraft technicians as Teamsters.

The victory is part of a huge success of the Airline Division which has grown to 64,000 members. That's 20,000 members in the last five years.

(Applause)

And with the announcement of the Republic pilots, I have to make that 23,000 Teamsters.

(Applause)

And we're back at it again. Since the election in February of 2010, Continental and United merged, so now we're back at another organizing campaign with another election around the corner.

With more than 7,000 ramp and operation agents at United, they will be soon joining their Continental counterparts at the new United, the world's largest airline. The election will start on July 7th and we'll get the results on August 11th.

The United workers have had to put up with poor representation from the Machinists Union.

(Chorus of boos)

They want to have a strong voice to go up against United. They're tired of having part-time employees treated like second-class members of their union. So they turned to the Teamsters because they know the Teamsters can

deliver the strongest contracts and the best representation. Am I right?

(Shouts of “Yes.”)

Absolutely. They know the Teamsters will not back down from a fight when it comes to protecting our members’ livelihood. The United ramp workers will also join the United mechanics, who are Teamsters. This will mean that all of the workers under the wing at the new United will be Teamsters.

(Applause)

That will be 22,000 workers at the new airline.

(Applause)

As we like to say, it’s Teamster power under the wing.

It’s my privilege to introduce to you Joe Sterkowicz, who is a United employee, and Amanda Kamara, who is a Continental employee. They would like to speak to you. Thank you.

(Applause)

JOE STERKOWICZ
Lead Ramp Worker
United Airlines

Good morning, brothers and sisters. Before I begin, may I thank General President Hoffa and General Secretary-Treasurer Keegel for this opportunity today.

My name is Joe Sterkowicz. I’m a lead ramp worker with United Airlines at Chicago’s O’Hare International Airport.

(Applause)

I’m here today to proudly tell you that my dream of becoming a Teamster is finally going to come true. Last year, our brothers and sisters at Continental joined the Teamsters. Soon we will unite with them.

During my career, United Airlines ramp workers have been represented by the Machinists.

(Chorus of boos)

Or should I say not represented. At the new

United, the world’s largest airline, we want union representation that creates solidarity. We want union representation that has vision. We want union representation that fights for its members, the Teamsters!

(Applause)

Brothers and sisters, for years I have patiently been waiting for this opportunity. To stand here today and address this amazing convention is the apex of my 32-year airline career.

(Applause)

On behalf of more than 6800 ramp, cargo and operations agents at United Airlines, we are proud and honored to soon join forces with more than 7400 Continental fleet service Teamsters.

(Applause)

Together we will all become part of the 1.4-million-member Teamster family.

Now, may I thank President and Principal Officer of Local 781, Paul Stripling, and International Organizer Greg Chockley for their support and leadership during our organizing campaign.

And, finally, may I commend every single Teamster in this building, for you are the strength and power that generates thunder and lightening which reverberates throughout the entire nation. Thank you, Teamsters!

(Standing ovation)

AMANDA KAMARA
Continental Airlines
Local 210, New York

Good morning, Teamsters! Good morning! I don’t know about you, but for me it is a great day, every day, to be a Teamster member.

(Applause)

My name is Amanda Kamara. I’ve been a fleet service member for four and a half years at Continental Airlines in Newark, New Jersey. I’m also a shop steward. I’ve been a shop steward for a year and a half. And I am also a proud

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member of Local 210 in New York City.

(Applause)

On July 7th, Continental and United workers will begin voting on whether to join the Teamsters or the Machinists. The Continental workers are already Teamsters; but because of the merger between United and Continental, we have to have another election. Brothers and sisters, let me tell you this: We already know who's going to win. All right? Teamsters all the way. All right?

(Applause)

United workers are currently represented by the Machinists, and they are not happy. United workers want a union that will represent them against management when there are problems on the rise.

This election is about building a stronger future together as the world's largest airline and about building a strong Teamsters Union at United. The Teamsters represent more than 65,000 aviation workers at dozens of carriers.

Since we became Teamsters in February of 2010, we have already seen major, major improvements. Late last year we ratified our first contract ever, our first Teamsters contract.

(Applause)

We've already received our first raise. And guess what? We're getting our next raise in three days, July 1st, 2011.

(Applause)

We have seen firsthand already what Teamster power is all about. We have the backing of a strong aviation union. We have been reaching out to our United brothers and sisters to educate them about the Teamsters.

On August 11th, when the voting is all over, the 14,300 fleet service and ramp workers at the new United will become Teamster members.

(Applause)

And on a final note, I just want to tell you all one thing. The horses on our logo, we are the only members in this union that can hold those reins on those horses. We are the only ones. We

are Teamsters. We are united. Thank you, thank you, and thank you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you Continental, United Airlines.

...The "I Am Your Brother, I Am Your Sister" video presentation was shown to the delegation.

(Applause)

ANNOUNCEMENTS

GENERAL PRESIDENT HOFFA: I have a few announcements before we recess. The Resolutions Committee meets right outside the doors immediately after we break for lunch.

A reminder to be sure and record your story in the exhibit area, also.

This meeting will stand recessed until 2:00. Have a great lunch. See you then.

(At 12:11 p.m., the Convention recessed, to reconvene at 2:00 p.m.)



SECOND DAY
TUESDAY AFTERNOON SESSION
June 28, 2011

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

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

(Applause)

GENERAL PRESIDENT HOFFA: Please take your seats. We're going to reconvene.

I hope you had a good lunch. Welcome back.

We have another great guest for you, one of the labor movement's most dynamic leaders today. SEIU President Mary Kay Henry is the first woman to lead her union and immediately proved that she's got what it takes to build solidarity in the union's ranks. Before taking office, she helped pioneer her union's use of comprehensive campaigns, strategies that we've all used successfully to neutralize employer opposition and win card-check elections. She's only been in the office for one year but she's already proven to be a valuable partner to the Teamsters Union.

Over the past few years, the Teamsters and the SEIU have further cemented our partnership. We have worked together in the School Bus Campaign, in Capital Strategies and in the political arena.

Let's hear it for a true friend of the Teamsters Union, SEIU President Mary Kay Henry.

(Applause)

MARY KAY HENRY
President, SEIU

Thank you so much. It is my deep honor and privilege to be with the sisters and brothers of the mighty Teamsters Union.

(Applause)

I am so excited to join you at your 28th International Convention. For me, there's always been something very special about bringing together thousands of members to discuss the future of our movement. In so many ways this speaks to a deep-seated commitment

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of the labor movement to be the strongest voice for working people in this country.

You know, I was captured by the theme of this convention: “Vision, Action, Solidarity.” Our vision for a strong, vibrant middle class is at the heart of the work of the labor movement, and the Teamsters Union has been at the forefront of creating America’s middle class. When I think back to the Master Freight Agreement that was created in the ‘50s and ‘60s by the hard work of Teamster members all across this country, local and over-the-road truck drivers, you created the American middle class and every worker in this country owes a debt to this union.

(Applause)

Taking action, you have been taking action through organizing drives, political campaigns, and by reaching out to our friends and neighbors to achieve a shared vision for this country. My heart always sings when I see Teamster trucks at the moment of crisis when you load your community service trucks and respond to communities in crisis all across this country.

And solidarity: One of the things that I was amazed by is at the 50th anniversary of the Freedom Riders, it was Teamster truck drivers that kept the Freedom Riders rolling throughout that struggle, and you can be incredibly proud of the solidarity that this union has demonstrated to the civil rights movement.

But before I begin, I want to acknowledge some really important people in my presidency of SEIU: First, James P. Hoffa, the Teamsters General President, an incredible leader and strategic visionary for our movement.

(Applause)

As well as Tom Keegel, the General Secretary-Treasurer, another dedicated and innovative leader in our movement.

(Applause)

Today I want to speak about the enormous crisis facing working people across America and how we can join together to meet this eco-

nomic and political moment for all people in our country, and to demand that we create a vision for our country that respects work and embodies the history and vision of this great union.

For me, that conversation starts back in Detroit, Michigan, where I grew up. My mom and dad raised ten children. Can you imagine that? Some of you can. Ten children. My dad was a salesman and my mom was a teacher. They both worked to take care of us, all ten of us. High school graduation one day, diapers the next and a billion days in between.

That’s what it’s like for working people. We take care of business, we do the right thing.

We take care of each other. We work, all of us work. We get up and get breakfast on the table. We go to sleep tired planning for tomorrow. And in between we have fun with friends, everything from baseball to barbecues. That, to me, is what America is all about. We want to work hard, be rewarded for that work, have health care we can afford, retire with dignity, raise our families and expect that our children are going to be able to do better than we’ve done.

Our freedom gives us this opportunity, and throughout our history Americans have worked hard and enjoyed the rewards. It is our birthright, our legacy, our promise. But today, not so much. I look around America today and I see a lot of hard work and not so much reward. I see an America desperately trying to stay on the tracks and a small handful of people stealing the train tracks for their own benefit.

It’s really astonishing to see what a small handful of people are doing to our country. They are stealing from the banks, playing with silly money, ripping off corporations, abusing our government, foreclosing our homes, draining our communities of wealth, ruining our environment, privatizing our services, denying us a voice on the job, and worst, disrespecting work. That’s right, disrespecting.

These Wall Street traders, corporate tycoons,

shady manipulators and politicians they back aren't just taking advantage of our work, they are disrespecting it. It's all fun and games for Wall Street spectators and tax-evading corporations — fun for them, but not fun for workers or the communities we live in.

Growing up, good union jobs helped build cities like Detroit. We grew the middle class and our neighborhoods thrived. You and I both know most Americans associate the Teamsters Union with leading that progress for all working people. But today those good union jobs have been reduced and our communities are paying the price of deregulation, de-unionization and defunding of our government.

Our country is in great peril. A few people — billionaires, Wall Street spectators and big banks — are telling Republican extremists to make a game out of our country — to cut wages, to punish anyone who is not white, to scapegoat immigrants and public workers, to kill unions, to take health care away, to destroy our environment, to gut our retirement, to make America a wager, a crap shoot, a slot machine.

But there's another story to be told. When some Republican extremists and their corporate billionaire cronies took their games to Wisconsin, the people stood up and said no way, no how. We all witnessed the people of Wisconsin unite on a huge scale and stand up for our vision of the middle class. They stood against their Governor Scott Walker and the billionaire Koch brothers and CEOs that funded that governor. The movement in Wisconsin captured the world's attention and reminded everyone that if our country truly values work and strong, vibrant communities, workers must have a right to a voice on the job and at the ballot box.

And from the statehouse in Madison, we showed the world that when we — labor, students, civil rights, immigrants, environmentalists, people of faith, the LGBT community, farmers and unemployed — all stand together,

we can be a powerful force with a common vision for our future. The attacks on collective bargaining that we are witnessing in Wisconsin and other states are not just stripping workers of the right to have a voice on the job. No, the real end game for Republican extremists and their big corporate funders is to strip workers of any bargaining power in today's economy.

They've waged war on the middle class, leaving our families and communities in a permanent state of crisis and insecurity and corporations in a perpetual state of profit and prosperity. The Right and big corporations have made labor a target because they fully recognize the driving role the labor movement has played in lifting wages and giving families a real shot at the middle class life.

Just six percent of American workers in the private sector are a union member. The number climbs to 12 percent when you add public employees. When I was growing up, more than 30 percent of the workforce was in unions; and as the rate of union membership has declined in the U.S., the middle class share of the income has plummeted, while the gap between the rich and the rest of us has never been greater.

Our goal, our common goal, is to move America forward. But to make that happen we need to step up our efforts and we have to do our work differently. Building a stronger, more successful middle class is really about three things. First, we need to acknowledge with great pride what the labor movement has accomplished, while also recognizing that on our current course we cannot win for all working people.

We can't accomplish our vision and fight for working people if we try and do it by ourselves. It requires us to work across our communities and it requires us to work across America and around the globe.

Second, we need to educate working people about who's responsible for breaking our economy. Too many union members have been con-

vinced by the opposition's message that big government and too much spending is the problem. We need to hold tax-free corporations and the politicians they buy accountable for the havoc that they have created in our economy because of their own greed.

(Applause)

Yeah, let's do that together.

Finally, we need to reinvest our members' resources and our political attention to a movement that's bigger than ourselves. And we need to demand that we restore the labor movement at the same time we restore our communities and our nation by demanding that America needs to get back to work in good jobs, good full-time jobs that can support a family.

And I'm here today in Las Vegas because I count on the Teamsters among the most important allies in this fight. When Teamsters from Illinois, Ohio, Indiana, Michigan and elsewhere made the trek to Madison, you did so because you knew that an attack on one of us was an attack on all of us.

Thanks to your vision, more than 28,000 school bus and transit workers have united for good jobs and safe and reliable bus services in our communities.

Thanks to your vision, you've extended a hand to our brothers and sisters in the airline industry, and you are laying the groundwork to bring 15,000 fleet workers at United and Continental together with one voice and under one wing.

And I heard as I came into the hall today that you celebrated welcoming 3100 Republic pilots into the Teamsters Union. Congratulations on that incredible victory.

(Applause)

Despite deregulation, your efforts are producing results and restoring what used to be a powerful unionized sector in our economy. And 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.

But you and I both know that coalitions within the labor movement are critical as well. And President Hoffa and I are committed to sharing our organizing strategies with one another to ensure that the work we do is strategic and moving towards a common goal, building stronger communities and rebuilding the American middle class.

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. But that's just the beginning.

Over the past few months we've been on the doors in neighborhoods across the U.S. and we've had over one million conversations with working people, and more than 250,000 workers have said they are ready to take action to transform our economy.

You and I both know that working people are hungry for a change. They are ready to take action. And it is our duty and calling to restore respect and dignity for work.

Let me say it again, brothers and sisters. It is our duty and calling to restore respect and dignity for the work that people do every day in this country.

(Applause)

We can create an economy that promises prosperity for all families. To be clear, this is not just about one bargaining fight, one organizing campaign or one political election. It's about taking what we need to do to the streets. It's about putting corporate interests and the wealthy and their political allies on notice. We, the working people of this country, have generated two trillion dollars in profits. We are going

to demand our fair share. We want \$800 billion that will equal six million jobs as a down payment for what we can expect from the private sector in our government in getting America back to work and making sure that every working family can prosper again.

(Applause)

This is about telling the story of each of our fights as if they were one chapter in a book. We have to unite. Immigrants being deported in Nebraska, that's our issue. Voting rights being threatened in Missouri, that's our issue. Pensions being cut in Illinois, that's our issue. Port drivers being exploited in Long Beach, that is our issue. The rights of LGBT people being denied in Minnesota, that's our issue. U.S. Food Service workers being harassed for forming a union, that's our issue. Medicaid being slashed in New Jersey, that's our issue. Trade agreements that put our communities at risk and destroy good jobs. That is our issue.

We cannot move America forward until we all take a stand and decide to stand for each other and with each other in this fight. We all have a role to play, whether we live in Chicago, Philadelphia, Minneapolis or Los Angeles and everywhere in between. This is our calling, brothers and sisters. This is our moment. And we must meet this moment with a vision, ready to take action and standing in solidarity, as you are at this 28th International Convention.

Are you ready to move America forward?

(Applause)

Are you ready to stand up and fight back against corporations and the wealthy?

SEIU, brothers and sisters, will be with you standing side by side. Thank you very much, Teamster brothers and sisters.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you for that great address. We look forward to a productive relationship, a long relationship, and

one that's really going to benefit both of our two great unions. Thank you, Mary Kay.

(Applause)

...Donnie Wahlberg addressed the delegation via video as follows:

DONNIE WAHLBERG

Actor

Hey, this is Donnie Wahlberg saying congratulations to the Teamsters on your 28th International Convention. As a son of a Teamster, I am very proud to say that I am indeed one of your brothers.

(Applause)

...Graham Nash and David Crosby addressed the delegation via video as follows:

GRAHAM NASH and DAVID CROSBY

Recording Artists

GRAHAM NASH: Hi, everybody. I'm Graham Nash.

DAVID CROSBY: And I'm David Crosby.

GRAHAM NASH: And we're here to congratulate the Teamsters Union on their 28th International Convention. Keep the union strong. We need you. We're here for you.

(Applause)

GENERAL PRESIDENT HOFFA: Since our last convention, more than 135,000 workers have improved their lives by joining our union. By becoming Teamsters, they've also helped to maintain America's middle class.

While organizing is difficult, it's one of our union's most important responsibilities. Not only are we out there raising the standards for newly organized workers, we're also helping existing Teamsters to win better contracts through higher union density.

We will now hear the report of our Organizing Committee. Will our committee Co-Chairs, Robert Rasch and Tracey Thompson, please come forward to deliver the report.

(Applause)

**REPORT OF THE ORGANIZING
COMMITTEE (Resumed)**

COMMITTEE CO-CHAIRPERSON THOMPSON: Thank you, General President Hoffa. Thank you for the privilege of co-chairing the Organizing Committee with Robert Rasch, Local 19, a new friend and a great Teamster.

The Organizing Committee was comprised of 13 dedicated Teamsters, including Bill Logan from Local 700; Gerald Pauli from 710; Mike Hogan from 170.

(Cheers and applause)

There is no favoritism in the order, by the way. That's the list. That's the order in which the list came to me.

Marcus King from 331; Billie Lee Whelan from 550; Jimmy Neal from 327; Brent Taylor from 745; Bob Blanchet from 287; Chris Griswold from 986; Pat Kelly from 952; Joe Lanthier from 856; Mike Magnani from 995; and Leonard Smith from my local, 117.

(Applause)

We also had Jeff Farmer and his incredibly dedicated organizing team as part of the Organizing Committee.

Every person on the Organizing Committee shares a passion for organizing and a deep understanding that labor is at a tipping point. As President Hoffa repeatedly reminds us, our viability depends on us uniting and empowering workers nationally and globally.

Our first order of business at our Organizing Committee was to receive the Organizing Report from Jeff Farmer. As you've heard over the last couple of days, great results: 135,000 new Teamsters members; 50,000 of those coming from the public sector. Great successes in the airline industry, in bus driving, and the port truck driver campaign continues.

The Organizing Committee considered, in some cases modified, and adopted 11 resolutions. Those resolutions primarily fell into three

overarching themes: Building on foundations laid; strategic action; and the politics of organizing.

Building on the incredible foundation work that has been done over the past five years to increase density in core industries, the committee adopted resolutions to drive up standards for school bus drivers, to maintain a national focus on organizing in the sanitation industry, and to continue to prioritize port truck driver organizing efforts, recognizing that many of our employers are multinational corporations and that our ongoing success as a labor union depends on a strategic, cooperative and coordinated organizing and bargaining strategy, not only among Teamsters but also globally.

The Organizing Committee adopted resolutions on global solidarity and strategies, strategic campaigns, organizing and coordinated organizing and bargaining.

And finally, acknowledging that there are strong forces at work to deprive workers of their basic human right of free association and to thwart our efforts to empower and unite workers, the committee adopted resolutions regarding protecting public employees, worker misclassification, FedEx, and NLRB rule-making for elections. The committee views these resolutions as our great union's roadmap for increasing growth and power over the next five years.

I move for adoption of the committee report.

GENERAL PRESIDENT HOFFA: Is there a second?

Mike 2.

DELEGATE SEAN O'BRIEN, Local 25: I second the committee's report. And I also want to reserve my right to speak on the issue.

GENERAL PRESIDENT HOFFA: Certainly. Okay.

Now that you have a second, please go ahead.

DELEGATE O'BRIEN: Mr. Chairman, I'm President of Teamsters Local 25 and also the President of the Joint Council. As many of you

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are aware, organizing is going to be the lifeline to our survival in organized labor. Unfortunately, a lot of times there's not a lot of resources that can be provided by a local union.

I want to commend this International under the leadership of Jim Hoffa, and also Secretary-Treasurer Keegel. And I want to commend the Organizing Department, led by Jeff Farmer, who's done a tremendous job organizing.

You know, we've got to make some tough decisions this week. We've got to make a lot of decisions, and we've got to spend our resources in the best interest of our International.

Unfortunately, as you've witnessed today, there's some people in this hall that don't have the agenda or the fiduciary capability to see where money needs to be spent.

(Applause)

We don't need to spend money on so-called leadership when we have proven leadership.

Mr. Chairman, thank you very much, and I support this Organizing Department wholeheartedly, and I support the people that make the right decisions to make this International greater than it is. Thank you very much.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much.

Mike 6.

DELEGATE RANDY BROWN, Local 728: I'm President of Teamsters Local 728 in Atlanta, Georgia. We face many of the things that everyone in here has faced, affecting our membership numbers. But because we've hired a full-time organizer to get out there and follow the International's organizing model, we've been successful in keeping those numbers up; and I'm proud to report we've had six organizing wins each month out of seven of the past months.

(Applause)

GENERAL PRESIDENT HOFFA: Congratulations, Randy. That's a great story.

Okay. Mike 2.

DELEGATE RON HERRERA, Local 396: Mr. Chairman, I'm Principal Officer of Teamsters Local 396. I speak on behalf of the committee report. But what I've done, I brought two of my brothers with me who have been the recipients of a Teamster organizing drive and a Teamster contract. They are the example of what this report can do for you.

They were sanitation drivers in non-union companies where, when they got into accidents, they had to pay for their repairs. They didn't have health coverage. There was no pension. Their wages were sub-par to the industry.

Anyway, what I would like to do is stand here in full support of this for both my brothers and sisters in the sanitation industry. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Ron.

Mike 4.

DELEGATE ALBERT R. MIXON, Local 507: Mr. Chairman, I'm Secretary-Treasurer of Local 507 in Cleveland, Ohio. I'm in support of this resolution. We need to recognize what's going on in Wisconsin, Ohio, Indiana and all across the country regarding these legislatures taking advantage of workers regarding workers' rights.

Right now it's our opportunity for us to be more on the offensive as we recognize, to me, a union contract is the best value of any worker.

The fact of the matter, as we're trying to move forward, based on being more offensive-minded in order to fight these type of issues is the insurance of assurance. The fact of the matter, it is the greatest equalizer. I found out the NLRB doesn't work, the EEOC doesn't work. When you go and see that you're getting exploited across the country, the first thing these organizations does is ask you if you belong to a union.

Okay, the fact of the matter is, your union card is the best card that you can have.

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Number two, I want to thank the Organizing Department for the work that they're doing. They are organizing in our core industries — the UPS Freight, the airline industry. The tank haul that they just did in California was unheard of. The campaign that they're doing based on almost 15,000 new members across the country. In addition to that, what's going on in the school bus industry.

More and more these employers are exploiting workers where they're taking full-time workers into part-time positions.

Again, without being redundant, the best equalizer that we have is this organizing blueprint that the International department has put together.

I'm in support of this resolution, and I move for the question.

(Applause)

GENERAL PRESIDENT HOFFA: All right. Mike 6.

DELEGATE JOHN COLI, Local 727: Mr. Chairman, I'm Secretary-Treasurer of Local 727 and President of Joint Council 25, the greatest Joint Council in this International.

(Applause)

I rise in support of this resolution. I rise also in support of our Organizing Department. Under your leadership, Mr. President, we have reinvented Teamster organizing, we have built the best organizing staff in the country, I say in the world. We have fundamentally changed the way we organize. We organize strategically in our core industries, all at a time when, since World War II, it's been the worst organizing environment maybe ever. And I tell you the success that we've had, the coordination that the International Organizing Department has shown with Joint Councils and locals is unprecedented.

I not only rise in support of this motion, I rise in support of the entire department and every Joint Council in this International and every local. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, thank you. Okay. Why don't we move on. Thank you, John.

(Chants of "Coli.")

Okay. Why don't we move on. I think there's a great consensus here of how important this is to our great union. I'm going to call for the question.

You all understand this is in support of the resolutions with regard to organizing and the great report that's been done by our committee. All those in favor, signify by saying aye.

Anybody opposed?

It is unanimous.

Thank you very much. And thank you, Tracey, thanks everybody. Great report. Thank you, Robert.

(Applause)

Okay. We have a video.

...A video regarding Boot Camp was presented to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: Isn't that great? That was the boot camp. Every Teamster is an organizer. We've stepped up our organizing efforts at every level of our union, and that includes our local unions.

It's my honor to welcome brothers and sisters from all over the country who are here today to tell us about organizing at their local unions.

Our first speaker is Paula Webber. She's a member of Teamsters Local 700 in Park Ridge, Illinois. She's been a Teamster since 2008. Come on up, Paula. Where is Paula?

(Applause)

SISTER PAULA WEBBER Local 700, Park Ridge, IL

My name is Paula Webber and I'm a clerk for the Circuit Court of Cook County, Illinois, the second most populous county in the United States.

In 2008, Cook County, Illinois, employees voted to join Teamsters Local 700, and we haven't looked back since. We've been represented by other organizations in the past, organizations that called themselves unions, but didn't actually back us when we needed them. We needed a change, and that's why we turned to Teamsters Local 700. We needed a union we could trust, a union with dedicated leadership, a strong reputation, a union that would stand behind its members 100 percent. We found that and so much more in Teamsters.

In my three years as a Teamster, I've learned this union does more than just represent the members. The Teamsters empower and inspires us. Since becoming a Teamster, my life and the lives of my co-workers have changed drastically, because with the Teamsters we know we have someone backing us. Because of the Teamsters, we are respected at work. We have job security and we know that anything is possible.

I am honored to be a Teamster and to follow in the path of extraordinary leaders at Local 700 and across the country. With help from Local 700 and our 1.4 million brothers and sisters, Cook County, Illinois, employees have and will continue to stand strong together.

Thank you.

(Applause)

SISTER RAYMA SAGAPOLU

Local 386, Modesto, CA

My name is Rayma Sagapolu. I am a member of Local 386 in Modesto, California. I have Gaylord Phillips and John Costa with me.

I am honored to be here with you today. 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. I will remember that day for the rest of my life because it meant we

no longer had to put up with harassment, intimidation and favoritism.

Before becoming a Teamster my co-workers and I had no rights. We were treated like dirt. Management didn't see us as people, they saw us as a number. We weren't even allowed to use the bathroom without being repeatedly questioned or intimidated or harassed. I saw my co-workers hide at work so that they wouldn't have to run or speak to managers.

During our organizing campaign, management was relentless. We faced brutal anti-union tactics and hundreds of my co-workers were fired one month before election. It took us two years to become Teamsters, but today I am proud to say the wait was well worth it.

(Applause)

Now that we have a strong representation from Local 386, there is no more hiding and management doesn't fire people because they feel like it. But more than anything else, we are respected, we are treated with dignity and acknowledged for the hard-working, responsible people we are.

I am 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.

(Applause)

I would like to give a special thanks to Gaylord Phillips and John Costa, especially Rome Aloise and Ormar Locklear. Thank you and thank the Teamsters.

(Applause)

BROTHER CARLOS MARRERO

Local 901, Puerto Rico

Hi. Good afternoon, brothers and sisters. I'm Carlos Marrero from Local 901 in Puerto Rico.

(Applause)

Thank you. I bring greetings from Local 901 in Puerto Rico.

...Brother Marrero addressed the delegation in Spanish.

Today I want to talk about a very important issue for us and that is organization. We all know times are difficult. The economy is slow everywhere, but we cannot stop organizing. The organization of new workshops is the lifeblood of organizations, and that's no different in Puerto Rico. The last five years we have organized a 100 of new members.

(Applause)

Thank you. In the last year alone we have welcomed between 400 and 500 new members into our local.

(Applause)

Including workers from the waste industries, factories and workers from the new convention center in Puerto Rico, that are about 200 in the food and beverage department.

(Applause)

For these new members, becoming Teamsters means being respected at work. It means earning a salary that reflects the work they do, and it means being part of a strong brotherhood. That's important. There is power in numbers; and the more power we have, the stronger our contracts will be. With strong contracts, we are able to increase the quality of life for all members and build a middle class.

This is especially true in Puerto Rico. Our members are confident because we are growing. They are confident because they know we have 1.4 million brothers and sisters standing strong behind us.

(Applause)

When managers see that we are strong, they are not only obligated to negotiate, they are obligated to negotiate fairly. Even though the economy is slow, our members are able to live good lives because the companies they work for know that our union is strong. They know we will fight if we have to.

(Applause)

They know we are united, because that's what being a Teamster is all about.

Brothers and sisters, remember that the members of Local 901 in Puerto Rico are all Teamsters from the heart, and that is the reason why we are here. Thank you very much.

(Applause)

BROTHER DAVID FROELICH
Local 987, Calgary, Alberta, Canada

Thank you and good afternoon. General President Hoffa, General Secretary-Treasurer Keegel, my name is David Froelich. I am the Secretary-Treasurer, Principal Officer of Teamsters Local 987 in Calgary, Alberta, up in Canada. It's indeed an honor to be here today to —

(Applause)

Thank you — to share some of the highlights that we have found in organizing in the taxi industry in Alberta.

It was late on Valentine's Day, February the 14th, 2008, when I got into the back of a white taxicab, and I told the driver I had to be home by midnight because I promised my wife I'd be home on Valentine's Day. He assured me he'd get me there. And as we drove off, I asked him about his white taxicab, because I had only seen yellow taxicabs at the airport. He told me about Airport Taxi Service, a six-month old taxi company that had just been awarded the exclusive rights to the Edmonton International Airport. He told me about a company that had broken just about every promise it had made to the drivers that they had hired in the previous six months. He told me about the company who fired two drivers the week before for no real reason.

He told me he was starting an association, some kind of an organization to exert some kind of collective force against the employer. And then he said this — he said, "But you know what? We don't have a strike fund and we really can't do anything." And I said, "Well, you know what? We've got a strike fund, I think I can help you."

So Shami and I worked together — the driver's name is Akram Ali Shami, and you'll hear from him shortly. But he and I worked together over two years to organize, to negotiate and to ratify the first taxi agreement in Alberta, which we ratified by 95 percent about a year ago.

(Applause)

And the agreement covers some 250 drivers. Once word got out that the Teamsters Union is the union for the taxi drivers, word spread. Shami put together a committee, and in just over a week he signed up 800 drivers out of 1400 drivers in four taxi companies across northern Alberta.

(Applause)

We won that certification by 95 percent. Again, we're in negotiations with that — with those employers. And, of course, once you have got some momentum, that momentum builds success. We are currently signing up another 1200 drivers who represent the other two companies in northern Alberta. And Shami and I are in discussions with the Taxi Drivers Association in Calgary that represent 3,000 more taxi drivers, all of whom want to join the Teamsters Union.

(Applause)

I'm happy to report that Shami was part of the committee that negotiated — and get this — three days, in three days to get a first collective agreement with one of those companies in northern Alberta that put between 300 and 400 dollars a month back in the pockets of the drivers.

(Applause)

And we're back in negotiations when we get back after this Convention.

In conclusion, I'm happy to say Shami kept his promise to me, got me home by midnight. I kept my promise to my wife, I was home on Valentine's Day. But more importantly, the Teamsters Union kept their promise to the taxi drivers who wanted to be Teamsters, and we helped them become Teamsters.

So please, give a warm Teamster welcome to my friend, my brother, Akram Ali Shami.

(Applause)

AKRAM ALI SHAMIE
Local 987, Taxi Driver

Thank you so much. Thank you so much. Yes, David kept his promise and he organized, and he was instrumental in helping us in every way to organize all, or most, every taxi driver in Edmonton now. So, our gratitude as a taxi driver, particularly in getting him was the first initial contact that we had, and we were being helped out solely. So we are really grateful for him, and thank you so much. This honor should be for him, because I know Teamsters through him, honestly speaking. So let's give him that. Thank you.

(Applause)

The promise made and promise kept.

Brothers and sisters, as a proud member of the Teamsters Local 987, I stand here today to express my heartfelt gratitude, and my fellow taxi drivers, to you, the Teamsters, who are the veterans of Teamsters and the champions of the labor movement. We thank you because the Teamsters has restored our rights, because the Teamsters has become our voice, because the Teamsters has enabled us to be treated with dignity and respect. We thank you so much for that.

(Applause)

Look, before the Teamsters, we taxi drivers in Canada had no bargaining rights, had no job or safety protection, no pension. The employer had the right to turn off our meters and even take our cars away. And car drivers, taxi drivers, would be called into the office and yelled at to a point of humiliation. In short, we were treated as bonded labor. Let's put it that way. In a literal sense, he can fire, hire, whatever they want.

Call it a chance, or providence, to me, I attribute to the Teamsters organizing niche, all the atrocity changed on February 14th, 2008, when

I met David Froelich, Secretary-Treasurer of Local 987.

How was it changed? Well, the answer is simple: The Teamsters way. Look, for years taxi drivers in Canada were denied the right to bargain collectively under the law. Local 987, as your first detachment, as a vanguard in this fight, carried out the fight and took on the taxi companies in the courts. The case went all the way to the Supreme Court of Canada. Consistent to its tradition, the Teamsters won and got the laws changed.

(Applause)

The brothers and sisters in Wisconsin might be stripped of their bargaining rights but the Teamsters has won bargaining rights for the taxi drivers in Canada. That is a success story.

(Applause)

The Teamsters won and got the laws changed, and this was achieved because of the Teamsters power and Teamsters spirit; therefore, you deserve all the gratitude. You see, we taxi drivers are mostly new, ethnically diverse, and first-generation immigrants who are struggling to adapt in the new culture with new rules and customs; hence, we encounter the constant and daily challenges and difficulties of adaptation to the host culture we have come to.

Now, we have a voice, the Teamsters, and we have a contract along with dignity and respect, as well as a mechanism to realize financial stability. Therefore, getting the privilege of representation by the Teamsters, this achievement alone has its innate social and philanthropic dimension to it, particularly to our community of drivers, which makes it easier, the transitioning to a mainstream society, a lot easier than without it. That is why, brothers and sisters, we can't thank you enough for what you have done for the taxi industry, because you are liberating a bonded labor to a middle class aspiration that we can feel part of the society we are living in.

(Applause)

Yes, let us build on the experience of Local 987, which has developed out of necessity a model by which to organize the taxi industry, which has proven itself and can be duplicated by any Teamsters local that has the vision and the drive to step forward and reach out to an ever-growing immigrant workforce.

The question is, too, if not the Teamsters, who? If not now, when?

So, I believe — I am confident — with the Teamsters power, traditional persistence and resilience, we can bring over the 200,000 many taxi drivers who are living in North America. If not all, at least the lion's share, we can bring it to the fold of the Teamsters.

(Applause)

Finally, as I have stated earlier, we cannot thank you enough for the things that the union, the Teamsters, has brought to us.

And, finally, for this enduring and innovative labor organization of ours, which we are all proud to call Teamsters, we are really indebted and we are very much grateful for what Teamsters has done to the taxi industry. You just adopted an organization resolution to this convention. This convention is very historic, because it adopted the organizing resolution now, which includes taxi drivers into this program. Therefore, we are very grateful for what you have done. Thank you so much.

(Standing ovation)

In the name of all taxi drivers.

GENERAL PRESIDENT HOFFA: Well, thanks, Paula, Dave, Shamie. What stories, isn't that unbelievable? Let's hear it for all the newly organized Teamsters. They are a welcome sign of where we're going.

(Applause)

We've had tremendous success organizing in the airline industry. As we announced yesterday, 3100 new pilots at Republic. Organizing is not limited to the shop floor. It requires getting worker-friendly political candidates elected so

they can go out and pass laws and make appointments that help level the playing field for workers. It means writing letters and testifying to change unjust laws that are on the books.

A recent decision by the National Mediation Board, the agency charged with overseeing airline and railroad workers, has made it far easier for us to organize and get union elections.

Now we'll hear about these new rules that got passed and how they will impact organizing in some of our core industries. I'd like to introduce to you a great Teamster leader, a great advocate for our members, Vice President George Miranda, Eastern Region.

Come on up here, George. Secretary-Treasurer of Local 210. Let's hear it for George Miranda.

(Cheers and applause)

**VICE PRESIDENT GEORGE MIRANDA
Eastern Region, Local 210**

Thank you. Thank you, Teamsters. Good afternoon, Teamsters.

My local union, Local 210, proudly represents thousands of airline workers in the New York tri-state area. The victory at Continental Airlines in February of 2010 was a great victory, one in which we had to overcome unfair and outdated election rules.

At the time the Railway Labor Act rules required a majority of eligible workers to vote in order to win an election. This includes workers that had been on layoff for many years, and we mean many years. This meant that workers who didn't vote were counted as a "no" vote, which is fundamentally undemocratic. If this method was used in our political system — listen carefully — we wouldn't elect the President of the United States and most members of Congress because of the low voter turnout.

So, the Teamsters set out to change these archaic rules in 2009. Continental workers came to Washington, D.C., to meet with General

President Jim Hoffa and lobby members of Congress. Later International Vice President John Murphy and Continental employees addressed a National Mediation Board public hearing about changing to a more democratic system. We advocated for a system where elections would be based on a majority of those voting "yes."

Our efforts paid off. On July 1st, 2010, the new election rule changes took effect. Thanks in large part to our lobbying efforts, airline elections are more democratic.

(Applause)

Now we need a simple majority to vote "yes" in order to win airline campaigns. In addition to organizing and representing workers every day, the Teamsters have unmatched political clout. This victory is an example of that clout and our union's perseverance.

On that November day in 2009, Vice President Murphy and the Continental workers spoke on behalf of millions of unorganized workers. Russell Rego, a Continental worker from Newark and a member of my local union, testified that day. Rego testified, and I quote: "It is time for the outdated rules to be set aside so that there is a level playing field for today's workers. A level playing field is all we've ever asked for."

Under General President Hoffa's leadership, the Teamsters were instrumental in helping to create a system that gives more workers the true hope of Teamster representation. Thanks to these changes, more airline and rail workers will have a fighting chance to win a stronger voice on the job.

As we face this war on workers that is taking place nationwide, the battle to overhaul Railway Labor Act election rules is a bright spot. We helped overturn rules that had been in place for decades. Let's use this victory as an example of what we can achieve despite a growing corporate-funded attack on workers.

By working together and by not giving up, we can achieve more victories for millions of exploited workers who deserve justice and strengthen our ability to fight for our existing members.

Thank you, and I thank you for your attention this afternoon.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you, George, for the great work that you're doing. Keep up the good work.

Our union can't be beholden to any one party. We don't have permanent friends, only permanent interests.

Our next speaker is a Republican representative from Ohio, Steve LaTourette. He has shown time and time again that the interests of middle-class Americans are also his interests, and we've been proud to support him. He has supported our members by fighting back against his own party as they tried to limit union organizing.

He's also shown great courage by standing up to his party to support the right to collective bargaining. He is a great example of why we must support elected officials that support working families, regardless of their party affiliation.

Please join me in welcoming a true friend, Representative from Ohio, Steve LaTourette.

(Applause)

HONORABLE STEVE LaTOURETTE
U.S. House of Representatives
(R) Ohio

President Hoffa, distinguished officers, ladies and gentlemen, thank you for having me here. You probably didn't expect to see a Republican here today, but I'm very, very, very happy to be here.

I want to thank President Hoffa for extending the invitation here today. I also want to thank you for letting me speak in the afternoon, because I got to go down and see the Pawn Star Shop that I enjoy so much on the History

Channel. It gave me the opportunity to do that as well.

(Laughter)

I met your President when I was a newly-minted legislator on the issue of Mexican trucks. 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.

As President Hoffa indicated, I'm from Ohio. Ohio is going through some tough times. Unemployment is about nine percent in our state. The coach of the Ohio State University had a little problem with tattoos and things like that.

(Laughter)

We have a newly-minted governor that thinks that he needs to destroy public unions in the state of Ohio, which is unfortunate.

But we also have some good news in Ohio. We are celebrating as a delegation, the Ohio Republican delegation — it's the first year in eight years that we don't have a member in prison somewhere in the United States.

(Laughter)

And I'm actually reminded of the first fellow to go to prison from Youngstown, Ohio, and he used to tell the story that will segue then into sort of what I want to talk to you about when it comes to labor issues that are going on in this 112th Congress. He told a story about three televangelists who were out on the town with their wives, big stretch limousine, disaster struck. It was hit by a train and they were all dispatched to the Pearly Gates.

The first, Minister Smith, he and his wife go up and say, "St. Peter, we deserve to get into Heaven.

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We've taught the Gospel for 40 years and certainly we're worthy." And St. Peter thinks about it for a minute. He says, "Smith, hold on there for a second. Everybody knows that you loved money more than you did the Lord. And that's why you married that woman named Penny, so you're not getting into Heaven."

Second one, Jones, he comes up, says, "45 years we were missionaries, certainly we deserve the opportunity to get into Heaven." St. Peter says, "Hold on there, Jones. Everybody knows you love liquor more than you did the Lord. And that's why your wife's name is Brandy. So you're not getting in either."

(Laughter)

Well, the third couple is standing there for a minute and the minister turns around — he's getting all nervous — and he says, "You know, Fanny, I don't think we're getting in here today."

(Laughter and applause)

So it isn't what you've done throughout your life, it's what you've done recently. That's why 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. And it has taken many forms and on issues that we thought were settled and resolved.

Probably the biggest place where Republicans in the Congress come together is on Davis-Bacon. You know, Davis and Bacon were Republican. One was a senator, one was a representative. They were from New York. And back during the Great Depression, they were sickened by the fact that they were busing in — well, they didn't have buses back then — they were bringing in out-of-town workers to build a hospital and undercutting all the people that were looking for work in New York City.

Davis-Bacon said no, we need to have a livable wage in this community, paid to people that live in the community who are going to do quality work and are going to pay taxes —

(Applause)

— and are going to pay taxes to support our schools, our police, our fire and our sewers.

So, it is unusual when these attacks occur again and again and again. We're now seeing it on every bill. I don't know how many Teamsters are here from Georgia, but I wouldn't live in Georgia if I were you, because they are the worst. They are the worst when it comes to attacking Davis-Bacon and the livable wage.

Well, then they weren't done and so now they have to go after project labor agreements. Project labor agreements, they say — one guy stood up and said, "It adds 22 percent to the cost of construction."

Now, first of all, he made up the number. Second of all, everybody who argues either Davis-Bacon or project labor agreements is happy to talk about the wages, but they never want to talk about the quality, the workmanship, the fact that in project labor agreements —

(Applause)

— in project labor agreements you have all your issues settled up front; you're not making some kind of deal halfway through; you don't have any work stoppages. And the evidence is in that in non-right-to-work states, the quality of construction is 13 to 15 percent better than in right-to-work states.

(Applause)

Lastly, that brings me to what you were just talking about, and that is the National Mediation Board. I don't know what's going on. I mean, when I talk to my colleagues — I said, "Can you imagine an election where only 50 percent of the people show up" — and in our elections that's a pretty good day if 50 percent of the people show up — "but all the people that don't show up are counted as a 'no' vote against you."

Not many people would be in office today if that was the standard for election to the United States Congress. But that's been the standard, that's the standard since 1935. And when

President Obama, quite frankly, in response to this organization and others at the AFL-CIO, changed the rules to — Guess what? — we’re going to have elections based upon who actually shows up. And if you get 50 plus one percent of the people who actually vote, you win. That seems to make sense in America.

(Applause)

But in a bill, the Federal Aviation Administration reauthorization, my party put in roll back the clock. And I authored the amendment to go back to the President’s Executive Order of February 2009. We lost. And I have to tell you it’s what’s holding up the conference, why we don’t have an aviation bill in this country.

You know, people will say, “We need jobs, we need people working, we need to have commerce.” We haven’t had an FAA bill for nine years.

Just to tell you a little bit about what happened to the FAA bill, it has a lot to do with you all in this room. First, it was the FedEx/UPS issue. The House, with my vote and other Republican votes, said, “You know what? FedEx, if you want to be an airline and not a trucking company, don’t have any trucks. But if you’re going to be” —

(Standing ovation)

— “but if you’re going to have trucks, you’re going to be organized the same way that UPS is.”

That issue derailed the FAA bill. You know, if you think about the FAA bill, first of all, all the wonderful jobs; and second of all, it’s to take this country to the next level called Next Gen, where we’re going to guide our airplanes not by radar but by satellite, by GPS, like most of us have in our cars today. If you talk to your friends at NATCA, the National Air Traffic Controllers Association, if you wake them up and they’re not watching a movie —

(Laughter)

— they will tell you that this will make you

safer, it will make us more competitive, and it will move America forward. But UPS, FedEx held it up.

Then there was a surrender, quite frankly, by the then-leadership of the House on the FedEx issue. What held it up was something called slots at Reagan National Airport. Now, Reagan National Airport has a rule that you can’t go beyond 1600 miles; only a few flights can go beyond. Apparently, there was some senators of both parties who lived on the West Coast who didn’t like the fact that they had to stop in Minneapolis, and after that whole restroom thing, they didn’t want to do that anymore.

(Laughter and applause)

And they wanted to have a direct flight to their homes, so they wanted an expansion of the number of slots at Reagan National. But you know what? Just like the NMB thing — the NMB favored one airline in this country. It was bought and paid for by Delta Airlines, who didn’t want to negotiate after their coming together with Northwest. They very much made that vote happen in the House of Representatives, and you need to know that. Again, I’m sorry to my friends from Georgia, but they’re based in Georgia; they’re headquartered in Georgia.

But, again, the slots issue is rearing its ugly head. But now this time it’s the National Mediation Board issue. You know what? It’s time for Teamsters, it’s time for people who aren’t Teamsters, to say enough. Take off the red jersey, take off the blue jersey. We are Americans and we need some jobs bills.

(Cheers and applause)

So rather than finding all of the things that you can’t agree on, members of Congress, Republicans and Democrats, Mr. President of the United States, find those issues that we can galvanize around. Let’s move this country forward with an aviation bill, with a highway bill, with good, solid legislation that promotes the economy, creates jobs, and says, you know

what? When we have a level playing field and we don't have crooked trade deals, we can compete and we can win here in the United States of America.

Thank you, and God bless you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Workers' rights should not be a partisan issue, and thank you for standing up for workers, Representative LaTourette. I hope that members of both parties follow your leadership on these important issues. He's doing a great job, and it just shows you it's the man, not the party. He is. Great job. Great message.

(Applause)

The Teamsters are the only union that represents every craft of workers in the airline industry. It's our fastest growing core industry. In the past few years we've organized more than 20,000 members working in aviation sectors. And now we'll hear from one of our new Airline Division members. Please welcome Brother Geoff Maloney. Geoff is a member of Local 528 in Atlanta, Georgia.

In October of 2010 Geoff and his brothers and sisters at Atlantic Southeast Airlines voted to become Teamsters.

Join me and welcome Geoff Maloney.

Come on, Geoff.

(Applause)

GEOFF MALONEY
Local 528, Atlanta, Georgia

Thank you, Mr. Hoffa. Thank you.

Hello, brothers and sisters. My name is Geoff Maloney, and I'm an aircraft maintenance inspector at Atlanta Southeast Airlines. I stand here today a proud member of the Teamsters Airline Division, the Teamsters Aviation Mechanics Coalition, and of Local 528 in Atlanta.

(Applause)

Today the Teamsters Airline Division repre-

sents more aircraft mechanics than any other union and has grown by 30 percent in the last two years.

(Applause)

That's right.

Having experienced the strengths, the power, and the dedication of Teamsters myself, this does not surprise me.

On October 12th of 2010, my co-workers and I at Atlantic Southeast Airlines voted to become Teamsters after a two-year-long organizing campaign. Our victory was historic and it marked the first time in the history of the company that the mechanics' craft and class had union representation. It was also the first victory under the new rules set forth by the National Mediation Board.

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 automatically had their votes counted against union representation. To win representation, 50 percent plus one of the entire bargaining unit had to vote for unionization. These rules are complicated and fundamentally undemocratic.

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. That's right.

(Applause)

And it is because of the Teamsters that my co-workers and I now have a voice at work. We're respected and listened to when we raise concerns about safety or any maintenance issues.

Thank you. And I'd like to give a special shout-out to Local 528 and for Local 19 and their support. Thank you, all.

(Applause)

GENERAL PRESIDENT HOFFA: Thank

you, Brother Maloney. It's great to have you on board. Another great victory for our union.

We're proud to have —

...Tina Fey addressed the Convention via video as follows:

TINA FEY
Comedienne and Actress

Hi, I'm Tina Fey from *30 Rock*, and I want to say congratulations to the Teamsters on their 28th International Convention.

I want to give a special shout-out to my buddies in Local 817 who have been heroic during New York's most disgusting, icy, snowy, disgusting winter in years.

(Laughter and applause)

...A video regarding Driving Up Standards was presented to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: The Driving Up Standards campaign is a remarkable success and a key campaign for our great union. Through the campaign we've been able to organize and raise standards for tens of thousands of school bus workers across North America. Victories on this scale require an effort of our entire union. It takes the resources of the International Union and the full commitment of the joint councils and the local unions, as well as the bravery and determination of our unorganized workers.

Now, let's hear from Teamsters who have been instrumental in the fight for school bus driver justice. International Vice President Rick Middleton will come on up here and tell us the story.

INTERNATIONAL VICE PRESIDENT MIDDLETON: Thank you. General President Hoffa, General Secretary-Treasurer Keegel, this has truly been one of the organizing drives that was international. It used every resource this International has to organize the school bus and transit industry.

I also want to thank, which usually goes unsaid, my Director of the Industrial Trades, Steve Mack, for assistance. Whenever I needed it, he was there for guidance.

(Applause)

It is a great honor today to update you on the Drive Up Standards campaign, which is raising the standards throughout the school bus industry in North America. Since the campaign to raise standards in the privatized school bus since 2006, the Teamsters Union has organized more than 35,000 school bus workers. That makes the Teamsters Union the largest school bus transit workers in North America, with more than 75,000 bus and transit members in the United States, Canada and Puerto Rico.

(Applause)

Is it is my great pleasure to announce today that just a few weeks ago we bargained a historic first national master agreement with First Student. The members ratified this agreement overwhelmingly 91 percent.

(Applause)

This four-year national contract covers more than 20,000 Teamsters who work at First Student, with the potential to cover 30,000 members. It improves the workplace protection, creates a national grievance procedure and provides strong language to raise standards for Teamster members at First Student. This contract represents a positive step toward the Teamsters and First Student with all the workers in the school bus industry. This historic achievement highlights the fact that we are building Teamster power in the school bus industry.

First Student, though, through hard work and Teamster Union locals from coast to coast is now the third largest Teamster employer. But it has not been easy getting there. When we first began to organize First Student, we faced an uphill battle. There was strong resistance from the company, now the largest provider of private students' transportation services in the country.

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First Student parent company is First Group, a multinational company based in the UK.

School bus workers and Teamster representatives joined our labor allies in the UK, including our partner union Unite. We demanded that the company treat all its workers with dignity and respect no matter where the company operated in the UK or in the U.S.

We called on First Student to ensure that First Student workers in the U.S. had the same opportunity to form a union that their counterparts overseas have, and together we educated shareholders on the company's anti-union actions in the U.S.

We are honored to have Steve Turner with Unite, the union in the UK, here with us today to speak more about our partnership.

As a result of our hard work, we got First Group to implement the freedom of association policy to protect workers' rights, including the right to organize.

This helped us organize a company that had unprecedented pace. School bus driver monitors and mechanics can't be outsourced to India and China. These are workers who need and deserve union representation. Workers in the industry are often women, single parents, who make barely minimum wage. Most do not have health insurance. They work split shifts, long days, but are considered part time. They work with the most precious cargo, our children.

But without union representation they go unappreciated. This is why it's so important that we continue to organize, organize, organize. We are organizing not just at First Student, but the companies throughout the industry. Just as we put on the pressure at First Student, we are now doing the same with Durham Services, the second largest student transportation provider in the United States.

Like First Student, Durham parent company, National Express, is also based in the UK, and we are again working together with our labor

allies. It is going to take hard work, but we are going to organize Durham and make this company our next big Teamster target.

(Applause)

We have already organized more than 1900 Durham workers in the past three years, including recent victories at Local 952 in Orange, Local 777 in northern Illinois —

(Applause)

— and Local 469 in New Jersey. We're not just organizing at large multinational companies, we've also had a great success at local and regional companies. In 2009 we organized 1700 workers at nine Bowman bus locations in New York. Bowman is a private company that waged a tough anti-union campaign. Bowman brought in high-priced union busters from out of state and tried to keep these workers from organizing. The Bowman workers stood strong and united throughout the campaign to organize. We enlisted the support of political, community and faith leaders to help put on the pressure to the company to recognize these workers' rights to form a union.

The Bowman workers voted to join the Teamsters, and Teamsters Local 1205 prevailed throughout difficult negotiations with the company to bargain a contract that includes more than 40 improvements to wages, benefits and working conditions.

Currently, Local 777 is taking on Cook Illinois, the seventh largest school bus company. A regional organizing committee has been set up and creative tactics are being used.

Strong contracts in organizing are bound together. It's because of our strong contracts that the workers want to join the Teamsters. And it's because we have strength in numbers that we are able to negotiate strong contracts.

This is how we are driving up standards. Our contracts include better pay, newer and safer equipment, sick time and bereavement pay. They include fair seniority systems, grievance procedures, holiday pay and more.

And soon you will meet some of the Teamsters most active, engaged members. Many of these organizers are helping non-union workers gain the same security and job protection they have as Teamsters. We built a true movement of workers using their collective strength to gain improvements in this industry. We won't stop until we organize every worker in this industry. We are on the right path. Can we do it?

DELEGATION: "Yes."

INTERNATIONAL VICE PRESIDENT MIDDLETON: Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Great job, Rick Middleton. Driving Up Standards. You did a great job.

Next, I know you want to hear from two recently organized bus drivers. I'm going to call on Lorraine Novak, who is a member of Teamsters Local 952 in Richmond, Virginia. Welcome, Sister Novak.

SISTER LORRAINE NOVAK
Local 952, Richmond, VA

My name is Lori Novak, and I'm a school bus driver and a proud member of Teamsters Local 952.

(Applause)

Yeah. We recently organized the Durham School Services of Orange County. Are there any bus drivers out there? Yeah.

I started driving a bus for Durham 17 years ago. And for a while it was pretty good. The longer I worked, the less power and input the veteran workers had. When the economy tanked, things got much worse. For four years we had no raises. My health care bill went from \$600 a month to now over \$900 a month. The company tried to push the older, better qualified and better paid workers out of their jobs. When we complained, the company kept saying, "It can't be helped, times are tough, you're lucky to have a job."

Meanwhile, Durham was making huge profits. They cleared millions and told us that we could do nothing much to help ourselves. You don't tell a bunch of experienced bus drivers they can't do anything to help themselves.

Finally, last year a brave co-worker, Connie Carr, called the Teamsters and said we, a workforce of 300 drivers, were interested in organizing. At the first meeting there were 10 of us. By the third meeting there were 100 of us, and it started to feel like family.

(Applause)

We got the predictable anti-union propaganda from Durham. But we didn't buy the corporate line. Durham made every effort to divide and conquer, but we stuck together. Nine months after our first meeting we voted overwhelmingly for the Teamsters.

(Applause)

We are currently negotiating our first Teamsters contract. 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.

(Applause)

Thank you.

GENERAL PRESIDENT HOFFA: Thank you, Lorraine.

Our next driver is Marcus Oladell from Teamsters Local 671 in Bloomfield, Connecticut. Let's hear his story.

BROTHER MARCUS OLADELL
Local 671, Bloomfield, CT

Good afternoon, fellow Teamsters. My name is Marcus Oladell. I'm a proud member of Local 671 in Bloomfield, Connecticut, and a school bus driver for First Student.

General President Jimmy P. Hoffa, Secretary-Treasurer Thomas C. Keegel and all of my brothers and sisters of the International Brotherhood of Teamsters, I'm extremely honored to be here today.

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We voted in 2000 to join Teamsters at Local 671. This marked the beginning of my involvement in a historic labor movement. We had a vision with Local 671 to raise the standards at First Student and in the school bus industry.

In 2006 at the International Convention a major announcement was made. The IBT was going to launch a nationwide campaign to organize school bus drivers with a focus on First Student. I was at that convention and I was excited to hear this news.

Over the past five years we grew in numbers, we grew in power, and we were able to raise the standards. Right now First Student has a wage freeze for its non-union drivers. But Teamsters have negotiated pay raises into every agreement with First Student since 2006.

(Applause)

The average Teamster driver earns \$1.38 more an hour than drivers at other union and non-union yards around the country.

(Applause)

Finally, the vision that we all had became a reality when we negotiated a national contract with First Student. All First Student Teamsters are now under one collective bargaining agreement that protects our rights.

(Applause)

I would like to thank the IBT, Local 671 and Business Agent Tony Lepore for all the hard work, dedication and support.

In closing, there's a term we use called "house calls." It's the most effective tool in organizing. It occurred to me today that this house here is the International Brotherhood of Teamsters house, making this my largest house call to date.

(Applause)

My message to everyone in this house and beyond this house — and, yes, Governor Scott Walker and all the anti-worker governors around the country, I hope you're lis-

tening; yes, I hope you're listening with both ears — 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 bus drivers. Go on to Durham and let's get it to them.

(Applause)

GENERAL PRESIDENT HOFFA: Thanks, Marcus, what a great story. It tells it all, and we have to know that.

Our next guest is somebody very, very special. You know, when we talk about the attack on unions, it's not just here in the United States, it's worldwide. Union members are under an attack everywhere you go. And lawmakers are looking for scapegoats for their economic trouble. And rather than look to millionaires and billionaires to pay the bills, they go after workers everywhere and go after us with their greed and everything else. Unprincipled politicians are blaming working men and women everywhere.

And it's also going on in the United Kingdom, and the unions there are fighting just as hard as we are to make sure they protect their members the way we are.

Our next speaker is Steve Turner, a national officer of the UK's biggest trade union, Unite. Unite has been fighting against the devastation the British government has unleashed on working families and their communities.

He and the 1.5 million members of his great union are fighting the good fight across the Atlantic. And, as you heard from Vice President Middleton, Unite has also been a key ally in our Driving Up Standards campaign. We couldn't have been happier to have him on our side.

I'm pleased to introduce an important partner in our global fight for workers' rights, Unite National Officer Steve Turner. Let's give him a real Teamster welcome.

(Applause)

STEVE TURNER
National Officer
Unite

Well, President Hoffa, Secretary-Treasurer Keegel and colleagues, good afternoon, Teamsters.

Firstly, colleagues, can I thank your Jim for his probably over-generous introduction, I'm sure, but for the opportunity to address you all as friends and comrades here today in the name of Unite. And, of course, I've been sitting at the back of the convention hall for the last two days, and what a great convention it's been. The theme, of course, has been never more appropriate, this whole stop the war on workers position that you're taking. And, you know, the debate here that you had yesterday could have been a debate in our own union or in any union across the globe right now, as attacks continue on working people and the most vulnerable people in our societies.

And it's a war exactly that we're fighting right now; and like in any other war, we need to be ready to organize ourselves both at home and across the globe in order to win it.

And, colleagues, in a war like this, solidarity matters and global solidarity wins. And Unite is a very proud union, just like yours. It's a fighting-back union, just like yours. It's an international- and a global-thinking union, just like yours. And I'll tell you what, we're 1.6 million members, we're a no bullshit, kick-ass union, just like yours.

(Applause)

Colleagues, I want to start with an apology from our General Secretary who unfortunately couldn't be with us here today. That's Len McCluskey. Len's working hard to make sure we nail down an agreement right now back in London with British Airways to finally end the bitter dispute between the airline and 10,000 of our proud cabin crew members involved in 22 days of strike action and a near civil war lasting

two years across the airline to defend our union. This was not to increase their pay or improve their benefits or their pensions or other concessions, this was to defend their union.

And, comrades, the second thing I want to do here is I want to thank you, I want to thank you all on behalf of our union for the support, the assistance, and the solidarity that you gave 10,000 hard-working men and women fighting for their union, their agreement and their dignity. I'm very proud to be able to report that just last week our members voted by 92 percent to end the dispute with a victory and an honorable agreement that defends their union, protects their agreements, secures their future and retains their dignity, comrades.

(Applause)

Colleagues, fighting back matters, and I want to thank you for the part that you played in helping to bring that about. In particular, I want to recognize the solidarity from your members who service and supply that company at airports across North America. I want to thank your leader in Aviation, David Bourne, your Aviation Division, and in particular I want to thank your General President, Jim Hoffa.

You know, during that dispute I personally came to Washington to meet with Jim and your team about solidarity action, and within 20 minutes he had his team convene a global press conference in the lobby of your headquarters. Your General President Jim Hoffa personally and proudly spoke alongside myself in support of our members fighting back in London. He offered and delivered solidarity actions and assistance here in the U.S. and Canada.

Comrades, we asked for practical support from Teamster colleagues, and we got it. And I want to personally and publicly thank Jim here and now for that.

(Applause)

And, colleagues, it's that preparedness to offer practical solidarity, our demonstration of a

wider global awareness of the issues that affect our members, our willingness to defy and take on the largest transnational companies across national borders, and our ability to inspire others by taking the lead wherever necessary that sums up the relationship between our two great unions, whether that's standing together, as you heard this morning, internationally in solidarity with UPS colleagues in Turkey, or working with you directly in your Driving Up Standards campaign.

Colleagues, we've been proud to have been able to support and assist you in a very practical way to deliver the first stage of this strategy to organize your Yellow Bus here in the U.S. and Canada. It has been and it continues to be a ground-breaking campaign that's resulted in the organizing of over 30,000 bus workers into the Teamsters and assigning the first national agreement we first passed here in North America. That's bringing dignity and respect to thousands of hard-working Americans and Canadians. It's bringing a union agreement that supports their interests and an opportunity to influence and direct the future of that business and the destinies of those who work for it.

I want to congratulate you, colleagues, on that fantastic achievement, because real global solidarity is not easy. We worked hard, we certainly learned, and together we won — you organizing on the ground, and together the two of us leveraging the parent company for neutrality back in the UK.

First Group is a UK multinational, and we have a pretty good relationship with it and some 30,000 members ourselves across its operations. We have our problems and we've had many strikes with them. Nobody ever give us the organization that we benefit from now, and we continue to fight hard, like you do, in order to defend what we have.

We were appalled to hear firsthand about the way decent men and women were being treated

by the company here in North America. When we set out, we didn't know too much about union avoidance strategies, leverage, shareholder actions, corporate strategies or analyst briefings. Well, we certainly do now, colleagues, and we're pleased to have been able to learn from your team and share from our experiences building practical solidarity and working together to make a difference for decent men and women responsible for the safe transportation of children across North America.

This was a campaign that helped us put the theory of practical solidarity into action. It provided us with the basis of a model for taking transnational corporations across the globe who think they can operate with impunity, their only master being profit, with no respect for social justice, workers' rights, or corporate responsibilities.

From the outset of this campaign we've got workers meeting workers, our members meeting your members, both here and in the UK. We built relationships, we shared horrific experiences and were humbled by the tremendous courage of your members in the face of a corporate onslaught of intimidation, bullying and threats, harassment, and physical violence, suspension and dismissal.

We were able to lobby First Group's bold and senior management teams with demands for change of policy on trade union rights. We raised awareness of what they were doing both industrially with our members and in the wider political arena. We generated real practical solidarity, sometimes using innovative actions to pressure the company to change its anti-union behavior.

Comrades, the Teamsters needed 200,000 shares to submit resolutions on neutrality and trade union rights at First Group's annual shareholder meetings. Well, I'm very proud to say that Unite members obtained and immediately pledged over 500,000 shares to gain you and the

working people you represent a voice at these meetings.

(Applause)

Colleagues, we arranged meetings in our Parliament and had questions and debates raised by our MPs in our House. We embarrassed them in public. We followed them to meetings and shareholder briefings, city lunches, and raised the issues and the concerns that we have with their clients, particularly during tendering submissions for new or any renewed contract work.

Colleagues, your fight was our fight and we were determined to help you win it. And winning neutrality was a major challenge, but we won, forcing First Bus to respect the individual rights of workers to decide for themselves without interference, winning the hearts and minds of thousands of men and women. Signing up to the Teamsters was a major challenge, but you won. 30,000 workers said yes to the Teamsters.

(Applause)

Unite is a proud partner in the Drive Up Standards campaign. We share its objectives and are looking forward to working with you on our next campaign, and that's National Express and the Coldstone School Services.

Colleagues, we'll never give up this fight until we secure justice, dignity, and a Teamster agreement at Durham.

Comrades, we talk a lot about organizing, but I have to say here and now that we have no God-given right to exist. Trade unions only exist because we're relevant to the working people that we represent, addressing their issues, standing shoulder-to-shoulder with them in their time of need, fighting their fight. Never before have we needed the energy, the determination and the organization to fight back than we do now.

This is a global war being waged on labor. It's a class war being waged on labor and one that we can't afford to lose.

(Applause)

Currently, colleagues, we're engaged in that

broad fight across the globe. The Teamsters and Unite, alongside unions from across the world, face similar challenges as politicians seek to shift the burden of debt reduction onto working families. It's more important than ever that we organize and win the political battle to invest in our people, our families and our communities. We didn't create this economic mess, and we're sure as hell ain't going to pay for it.

(Applause)

Colleagues, we have proud histories and a shared common bond. We share values and objectives in the need to build strong union alliances across national boundaries to defend the interests of working people. We're leading the fight back, and we stand in solidarity in our fight for justice worldwide.

Be proud of your union, have confidence in your vision and our collective ability to deliver real change for working people across our nations. Our shared values are those that inspire nations to rise up, millions to fight back, and thousands to sacrifice their lives, murdered across the globe in the fight for trade union rights, justice and freedom, values that brought us here today and inspire us as we face the challenges ahead. It's the history of the world that when working people rise up, anything is possible.

Look at what's happening right now in the Middle East, colleagues — Tunisia and Egypt, Libya, Bahrain and Syria. Our history is a history of struggle, the right to vote, trade union rights and collective bargaining, good, safe jobs, health care, universal education, pensions with dignity in retirement, affordable housing, communities where you can be proud to live in, social protection in times of need, progress, equal rights for all of our peoples, building a society fit for heroes — working class heroes, hard-working men and women, our heroes.

Keep up that fight, colleagues. Believe in your values as we believe in ours. Stand up, col-

leagues, and we'll stand with you. Together, colleagues, we can build a better future for all. Thank you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: This guy's the real deal. The battle of the war on workers is international, and we have to confront it the same way, internationally.

Thank you for being here, Steve Turner. You're the greatest.

(Applause)

Can Steve Myers please come forward to read the Driving Up Standards resolution.

...Reading Clerk Myers read the following:

DRIVING UP STANDARDS

WHEREAS, delegates to the 27th Convention resolved that the Teamsters adopt the privatized school bus industry as a priority for organizing;

WHEREAS, the Union resolved to Drive Up Standards for school bus workers, school children, families and communities grappling with the effects of privatization in the school transportation industry;

WHEREAS, the Teamsters Union initially engaged in a comprehensive global campaign at FirstGroup, PLC, now the largest provider of private school transportation in North America;

WHEREAS, the Teamsters joined with its global union partner, the Transport & General Workers Union (now UNITE) to educate and engage stakeholders around FirstGroup's anti-union labor relations record in the U.S.;

WHEREAS, thousands of UNITE members stood with their Teamster Brothers and Sisters to call on FirstGroup to adopt and implement a Freedom of Association policy to protect workers' rights wherever the company operated, using their shareholdings in the company to address the company directly;

WHEREAS, Teamsters Local Unions

throughout the country engaged in coordinated ground organizing campaigns at FirstGroup and other private transportation providers, winning the vast majority of elections and building Teamster density in the industry;

WHEREAS, our Unions collectively brought pressure to bear on this multi-national corporation to respect the rights of its workers to form a union in their workplace free from management intervention and to adopt and implement a policy of Freedom of Association;

WHEREAS, we have organized more than 26,000 First Student workers into the Teamsters Union, along with thousands of workers from other companies;

WHEREAS, Teamster Local Unions and members have stood firmly together during bargaining to achieve dramatic improvements for a largely disenfranchised group of workers;

WHEREAS, Members and Local Unions have jointly and fiercely enforced those collective bargaining agreements, standing together to protect hard-won job protections and improvements;

WHEREAS, through the Union's strength, solidarity and soaring membership, members recently ratified an historic First Student National Agreement that raises standards for members throughout the country;

NOW, THEREFORE BE IT RESOLVED, that the Teamsters Union will continue to build its Driving Up Standards campaign to improve the lives of men and women working in the school bus industry;

BE IT FURTHER RESOLVED, that the Teamsters Union will dedicate itself to improving job security and labor standards at the second-largest multi-national private school bus provider in North America, National Express Group;

BE IT FURTHER RESOLVED, that the Teamsters Union will continue to build its relationship with its U.K. partner, UNITE, and join

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together to demand justice for workers at National Express Group;

BE IT FURTHER RESOLVED, that the Teamsters Union will design comprehensive campaigns to support workers in the bus industry including ground organizing; capital strategies and strong coordinated bargaining;

BE IT FURTHER RESOLVED, that the Teamsters Union will build its campaign to include workers in the public and privatized transportation industry and coach operators and transit workers; and

BE IT FURTHER RESOLVED, that the Teamsters Union will demand and fight for the rights of workers to form unions in their workplaces throughout the bus industry.

GENERAL PRESIDENT HOFFA: Is there a motion to approve the resolution?

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I'm from Teamsters Local 952 and Joint Council 42. I make a motion that we adopt this, and reserve the right to speak.

GENERAL PRESIDENT HOFFA: Okay. Is there a second?

Mike 6.

DELEGATE JIM SHURLING, Local 512: Mr. Chairman, I'm the President, Principal Officer of Teamsters Local 512, Jacksonville, Florida. I'd like to second the motion for the adoption of the resolution and reserve the right to speak on the issue.

GENERAL PRESIDENT HOFFA: Mike 2.

UNIDENTIFIED DELEGATE: Brothers and sisters, I want to thank the leadership of our International Union, Jim Hoffa and Tom Keegel, as well as Rick Middleton, for stepping up and supporting the local unions that are organizing in the sector and particularly stepping up to the multinational corporations that are stepping all over working people throughout the country. Without Brother Hoffa and Brother Keegel's leadership, we would not have that.

And I'll tell you, we've organized hundreds of workers in the para-transit, transit and school bus industry over the last several years. It's a very good way for local unions to grow their membership and partner with the community, because you can't organize in these sectors without partnering with the community; and that helps us build our political action, it helps us organize in the Ready Mix sector, it opens up a lot of building union power for the Teamsters Union. You local unions out there, you can build your local unions up by getting involved in transit, getting involved in DRIVE and organizing school bus drivers.

I'm so proud of the efforts of not just our membership and the people that have reached out to us, but particularly our International leadership.

And, Big Dog, I hope you're awake.

Thank you, brothers and sisters.

GENERAL PRESIDENT HOFFA: Back to Mike 6. The brother reserved the right to speak.

DELEGATE JIM SHURLING, Local 512: Thank you, Brother. Brothers and sisters, I can tell you Local 512 is living proof of what's going on in the school bus industry.

Several years ago we were approached by some First Student school bus drivers wanting to be Teamsters. Because of the International's organizing program and the ability that they had to negotiate the freedom of association, in Jacksonville we were able to organize over 1200 school bus drivers and attendants in a matter of six months.

Six months later we had a good first contract for these drivers. Since that time we've been able to organize the other big player in Jacksonville, the Durham Yards. So I'm proud to say that today every school bus driver and attendant in Jacksonville, Florida, is represented under a good Teamster contract.

(Applause)

As relates to the resolution, I think we all

continue to hear about the money crunch that the municipalities and the school districts have. So we can continue to see these districts looking to privatize this transportation industry. It's our responsibility to monitor this privatization. It's our responsibility to continue to organize the privatized school bus industry. And it's our obligation and responsibility to continue to negotiate good Teamster contracts for these workers. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2 — 6. Mike 6.

DELEGATE TIMOTHY LYNCH, Local 1205: Thank you, Mr. Chairman. I'm Principal Officer of Local 1205 in the magnificent state of New York. I rise in support of this very, very important resolution.

As an organizer for 30 years, about a decade ago our local organized 250 Laidlaw workers who were not then of a freedom of association agreement. It was a brutal battle and we drove up the standards.

But five years ago, in this very hall, our great International Union pledged to drive up the standards further in this industry, and I have seen firsthand the magnificent truth of our success. As people know, no one local union can take on a company that's got very deep pockets and 1800 non-union workers.

We brought our ideas to the International a few years ago and they gave us everything we needed — boots on the ground, every kind of resource you can imagine. The propaganda various people have said, some few persons have said, that local unions don't get the support of the International Union is a great lie and it should be exposed for the fraud it is.

(Applause)

We took on a beast of a company and we won. We asked for the support. We had Chuck Schumer at our rally, our great Senator from New York. We had Steve Israel at our rally.

Would not have happened without the clout of the International Brotherhood of Teamsters.

We asked President Hoffa to attend our rally, and he was there. The members loved it. They overwhelmingly voted to support us despite the propaganda against our great union from within and from without.

I strongly recommend the endorsement of this resolution. I call the question.

(Applause)

GENERAL PRESIDENT HOFFA: All right. The question's been called. I think that we're ready to vote on this.

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

Anybody opposed?

Thank you. It does pass.

(Applause)

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

(Applause)

GENERAL PRESIDENT HOFFA: The victory at UPS Freight is a prime example of how we're organizing in our core industry. The struggle to organize these workers has spanned half a century of when they were employed by a notoriously anti-union company called Overnite. But Teamsters never gave up on these workers.

In 2006, it was announced that UPS would buy Overnite. We used our leverage with UPS to win a card-check agreement for the former Overnite workers.

From Teamsters Local 63 in Covina, California, we've got UPS Freight driver Steve Minjarez to speak with us today. Come on up, Steve.

(Applause)

BROTHER STEVE MINJAREZ

Local 63

Covina, California

Hello. My name is Steven Minjarez. Five years ago you all invited me to speak at this con-

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vention as a non-union line driver for UPS Freight. I sat on this stage and asked for your support to organize UPS Freight so that me and my co-workers could share what you all had, the protection and security of a contract.

Now I stand before you as a proud member from Local 63 and UPS Freight driver.

(Applause)

Thank you. Five years ago I talked about the importance of winning back delayed pay and layover pay. Thanks to the Teamsters Union, I now have that.

I want to thank each and every one of you for standing with me and my 12,600 co-workers as we organized and won our contract.

I would also like to thank Ken Hall, Randy Cammack and Jim Hoffa and, in my opinion, one of the best stewards Local 63 has, Ramiro Alonzo. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much, Steve. Great job, Steve.

Local 63 is where we started and you were instrumental in us getting that done.

Next to speak to us with regard to the UPS campaign and how we do it, let's hear from Vice President Brian Buhle.

(Cheers and applause)

INTERNATIONAL VICE PRESIDENT BUHLE: Good afternoon, brothers and sisters. Thank you, General President Hoffa and General Secretary-Treasurer Keegel.

Thirteen years ago my local union, Local 135, was the second local to organize then Overnite Transportation. As many of you know, negotiations broke down and a strike was called. Day after day, week after week, month after month, 25 of my staff cars would line up outside Overnite Transportation at 6 a.m. One by one we would pick up Overnite workers and we would picket the truck wherever they went, whether they drove six miles or 60 miles.

As winter approached, we rented the house

across the street from the picket line to give our members shelter and hot meals. My local union spent nearly \$2 million out of its local union Strike Fund out-of-work benefits and strike-related expenses. As everyone knows, that strike did not result in a contract.

Years later when UPS Freight bought Overnite, it brought new hope to the Overnite employees. Five years ago at this very convention, General President Hoffa, Vice Presidents Ken Hall and Tyson Johnson announced a card-check agreement for UPS Freight.

My local union hit the ground running and organized UPS Freight in record time.

(Applause)

We sat down with our bargaining committee to begin negotiations. We brought rank-and-file members to the table, because they knew the issues that were most important to the UPS Freight workers. They were very clear in what they wanted to see negotiated, what they wanted to see improved, and what they wanted to see protected.

We reached a tentative agreement and Vice President Ken Hall came to Indianapolis to review the tentative agreement with my membership. We must have been successful because the membership voted 107 to 1 to accept the contract, setting in place the stage for the first national master UPS Freight agreement.

(Applause)

Let me tell you, that one guy that voted "no" don't work there anymore.

(Laughter)

I want to thank the leadership of this great union for their vision and their courage to set this in place.

Now, it is my great pleasure to introduce to you someone who's been doing a great job representing his co-workers at the UPS Freight facility in Indianapolis, now a 200-man barn. Please welcome Chief Steward of the local cartage classification and, by the size of him,

my new personal bodyguard, Chief Steward Dave Williams.

(Standing ovation)

BROTHER DAVE WILLIAMS
Chief Steward, UPS Freight

I want to thank everybody in this room for the support we got when we went through our organizing campaign for our contract fight.

UPS used to do whatever they wanted. If you were friends with the terminal manager, you had a great life; if you weren't, you watched out. Now we have a grievance procedure to protect us. We had no idea how much a grievance procedure would mean. It literally changed our lives.

The great thing about our contract is that it's our contract. We asked the negotiating committee to work on certain issues and asked them to leave other issues alone. For example, we had a problem with not getting paid for delayed time, so we had that addressed in our contract. Now we get paid for delayed time.

We weren't getting overtime for after eight hours. Now we get overtime and the company can't take it away from us; it's in our contract.

(Applause)

On the other hand, we were happy with our pension, so we didn't change it. We had our pension part of our contract, so now the company can't just decide to change it one day.

This is truly our contract. We wouldn't have it done without all of you. You stuck with us and proved that when you say something, you're going to do it and you do it.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you, brothers and sisters. Isn't it great having them in the union? Hey-hey!

You know, it's been a long struggle and we're thrilled to finally be making UPS Freight drivers our Teamsters. We've been making significant progress in organizing UPS Freight drivers.

But, like any organizing campaign, there has been some unexpected challenges.

Next we're going to get an update on what we've been doing to keep on organizing at UPS Freight. I'm going to call on Vice President Ken Hall to come on up here and tell us what's going on.

Where's Kenny?

(Cheers and applause)

VICE PRESIDENT KEN HALL: Thank you. Thank you very much. Thank you, General President, and it's great to see all you delegates, alternates and guests out there today.

Steve and David, we're glad you are here. And I think I speak for everyone when I say welcome to your first Teamsters Convention as UPS Freight members.

(Applause)

You know, I'm proud of what we've been able to accomplish for our UPS Freight members since our last Teamster Convention. But this is a success story that belongs to all of us.

You know, five years ago we stood here and talked about putting together a plan to organize the former Overnite and now UPS Freight employees. And many people, particularly after the convention, were skeptical and said that's not the right plan. What we said is, we've tried and failed to organize Overnite for 50 years, it might be time to try something differently, and so we did. And we put together a plan and we stuck with that plan.

And we rolled out that well-thought-out plan first in Indianapolis in Local 135. And from there we branched out all over the country. It was a very coordinated and disciplined manner, and our locals went out and organized their locations within their jurisdiction.

And our locals, along with those UPS Freight employees, did such an amazing job that within 90 days we had organized 90 percent of UPS Freight employees.

(Applause)

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And I'm proud to say today that we now represent over 1200 UPS Freight Teamster members.

(Applause)

Those UPS Freight members now have a national contract that protects their wages, protects their benefits and protects their working conditions.

Now, it's a first contract; and like all first contracts, we didn't get everything we wanted. But we got a contract that was ratified by more than 90 percent of our members nationwide. And we're proud of that.

(Applause)

And that national contract provides for an eight-hour guarantee for our P&D drivers and our dockworkers, something they didn't have before. When they showed up for work before they had a contract, they had no idea how many hours they were going to work that day. And it also provided for overtime after eight, as you heard one of the brothers say. Because what this company was doing previous to that is they would work them nine hours or ten hours a day, and then come Friday they may not work them at all or send them home after two hours to prevent them from receiving overtime pay.

And our road drivers, our road drivers before the contract would sit for two to three hours at a turnaround point with no pay whatsoever. And we were able to get into this contract delay pay for those road drivers.

And their retiree health and welfare was to a point that it was almost unaffordable for any of those members. At the time we negotiated that contract in 2007 and 2008, their retiree health insurance was \$900 a month, and there was a schedule that as the costs went up, their costs went up. And today, based on the cost of health insurance over the past five years, they would be paying in the neighborhood of \$1,200 per month. We were able to reach an agreement that limits those to 250 to 500 dollars a month so that they can afford to retire.

(Applause)

And unlike before they had a contract, when the company could give them whatever raise they chose or not give them a raise if they chose, or if they wanted to give them ten cents, they gave them ten cents, or 20 cents, if that's what they wanted to do, they now have wage increases that's locked into the contract. And those wage increases aren't too bad, I might add. In 2011, they're 80 cents per hour. Next year they're 85 cents per hour, and the following year they're 90 cents per hour.

(Applause)

So beginning this Friday, by the way, when they get another raise, they'll be getting another 2.15 per hour, to bring them up over \$26 an hour by the time their contract expires in 2013.

(Applause)

Now, we've had some serious issues with them in the area of subcontracting, and we've now had our first day of arbitration, and we feel very, very good about that. But I'm happy to tell you that despite the problems we've had with subcontracting, despite the fact that we've been in one of the worst recessions since the Great Depression and despite the fact of the well-known turndown in the LTL industry, we've actually increased our membership at UPS Freight year over year for the past three years. That's quite an accomplishment in this economy.

(Applause)

So I would finish by saying to you, we've come a long ways in five years. But I have to tell you, we're not finished yet.

GENERAL PRESIDENT HOFFA: Well, Ken, we appreciate what you're doing. But what I understand is, is that Ken has got an important announcement. So why don't you come on over here. And we want to get some other brothers up here that are going to share in this announcement. We're going to have Vice President Randy Cammack. Come on up here. Come on, Randy,

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come on up here. We want Teamsters Local 385 President Mike Stapleton. We want Teamsters Local 745 Secretary-Treasurer Brent Taylor to come on up here. And we want Local 41 President Vick Terranella to come on up here. Then I think we all want to hear this important announcement.

VICE PRESIDENT HALL: Thank you, General President Hoffa. You know what? Over the past few months we've been working very hard to try to be able to achieve some kind of an agreement to be able to organize even more UPS Freight workers. And we've been assisted in that by the locals that are standing behind me. Local 385, Local 745 went out and went through an NLRB election and was able to organize the clerks at UPS Freight.

And then a couple of months ago I get a call from Randy Cammack, my good friend, who tells me, "By the way, Ken, I'm on the picket line at UPS Freight." I'm like, "What's going on with that, Randy?" He said, "We're trying to organize 12 UPS Freight clerks and the company won't recognize us, so we took them out on strike."

And so after talking with the company all day, they first told me, "We're suing the Teamsters, we're suing the local." And my response was, "You have a couple choices. You can continue down that crazy path, because the last time I checked, the National Labor Relations Act does provide for strikes of recognition. So you can continue down that path or you can decide you're going to reach an agreement with us."

And as a result of that, Randy was able to get an expedited election that took place in one week, and he won that election for his members — 12, yes; and 0, no.

(Applause)

And then the next thing I find out is in Local 41 Vick Terranella was saying, "We can't get an agreement with them, they want to fight us over

the clerks. What can I do? Can I take them out on strike?" And you know what? The company agreed yet again to have an expedited election where they would not oppose us.

So, in the past three weeks I've had numerous meetings with the company and said, "Here's sort of your choices, and they're not that good for you. You have a choice. And we can do this one by one and you have the potential to be on strike on about a weekly basis all over the country, or you could agree to a card-check agreement for the Teamsters so that we can organize all the UPS clerks in every location across the country." I am pleased to tell you, General President Hoffa and our delegates and alternates, that as of Monday, the company has signed a letter of agreement entitled, "Letter of Agreement on Card-Check for UPS Clerks."

(Applause)

There are two things I got to say and I'll move away here. Number one, thank you to all these locals who went out and has helped us, and to all the other locals who have been calling me saying, "We're ready, we're ready, we've got the cards." I'm asking you, just as we did five years ago when we got card-check for UPS Freight drivers and dockworkers — I asked you then, be just a little bit patient because there are some guidelines that we must go through. I can tell you that unlike the last agreement where we chose to negotiate a contract in one location and then go into organizing, this time we are going to be organizing first and then negotiating the contract. And I also have an agreement — as part of this agreement the company has already agreed that the four locations that have already been organized where they have been stalling those negotiations will become a part of this agreement and we will negotiate one contract that's an addendum to the UPS Freight contract for all the people.

(Applause)

So, I've only been in the union 35 years so I

know I got a lot to learn; but the one thing I tried to figure out is, in strength there's numbers, and I think it is much better to have a national contract when it comes down to negotiations. So we're going to do that. We are going to roll out, we will have a very disciplined plan once again. But I ask you, do not do anything until we have gotten back from the convention. We'll give you a couple of days to catch your breath and get caught up on all your paperwork, then we'll either put out something, have a conference call, whatever we need to do to lay out the plan for how we move forward and we'll have these folks — we want to organize these folks just as quickly as we did the drivers. Thank you very much.

(Applause)

GENERAL PRESIDENT HOFFA: Congratulations to all of our leaders and the great job they're doing. Let's hear it for them.

(Applause)

VICE PRESIDENT HALL: And now it is my honor to introduce to you Erica Chavez, one of our newest UPS Freight members.

SISTER ERICA CHAVEZ

Local 63

Hello, brothers and sisters, my name is Erica Chavez and I work for UPS Freight and I'm a clerk, Local 63. I want to give a special thanks to Ken Hall, Randy Cammack and Jim Hoffa.

I am also happy that other clerks will have the opportunity to organize going through what we did. And now we're ready for a contract. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Well, isn't she something? That's the first one we got, right there. Thank you.

(Applause)

Well, we're ready to negotiate our first contract, and I know it's going to work very, very well. There's going to be a lot of new members,

and this is just part of our organizing process that we've talked about.

ANNOUNCEMENTS

GENERAL PRESIDENT HOFFA: I've got a couple of announcements before we recess. As you see, we're about 4:30. We're going to start voting about 5:00. Be sure to vote. You know, last year we had some people not vote. Can you believe that? You know, it's the old story. We know who you are. So you got to vote. I mean, you come all this way. Don't get lost between here and Bally's Event Center. The voting is between five and seven. So we're going to talk about it tomorrow of what happened.

And remember that we're going to reconvene tomorrow at 9:00 a.m. So go vote, let's do some democracy. See you tomorrow. We stand in recess.

(The Convention was recessed at 4:30 p.m., Tuesday, June 28, 2011, to reconvene at 9:00 a.m., Wednesday, June 29, 2011.)