

PROCEEDINGS

29th Convention

International Brotherhood of Teamsters



THIRD DAY

Morning Session

Wednesday, June 29, 2016

Paris, Las Vegas
Las Vegas, Nevada



THIRD DAY
WEDNESDAY MORNING SESSION
June 29, 2016

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 Team-
sters, James P. Hoffa.

(Applause)

GENERAL PRESIDENT HOFFA: Good morn-
ing. Good morning.

... The delegates chanted, "Hoffa!"

GENERAL PRESIDENT HOFFA: Okay, we're
going to reconvene. Please rise for our national an-
thems.

*... The national anthems of the United States,
Canada, and Puerto Rico were played.*

(Applause)

GENERAL PRESIDENT HOFFA: Please re-
main standing for the invocation. This morning's
invocation will be delivered by Pedro Cardi, who is
the Vice President of Teamsters Local 210 in New
York City.

INVOCATION
PEDRO CARDI
Local 210, New York City

Good morning, Brothers and Sisters. Let's say a
prayer for Eric Schneider, a brother of Local 710 in
Chicago, who was killed on the job January 22nd.
He worked at YRC for 22 years. His father and
mother, also 710 members, had a combined years at
YRC and AVF of 80 years.

Richard Schneider, Eric's uncle, is here with us
today as a delegate from 710 in Joint Council 25.
Please keep the Schneider family in your prayers.

I'm going to read from 2nd Chronicles 7:14. "If My
people who are called by My name will humble them-
selves and pray and seek My face and turn from their
wicked ways, then I will hear from Heaven and I will
forgive their sin, and I will heal their land."

We first, Heavenly Father, give You all the honor
and all the glory and all the praise for surely You are
worthy. And we pray, O Lord, that You would pour
your blessing of peace upon the Schneider family, Fa-
ther God, as they go forward through this hardship.

And, Lord, we humbly come and ask for Your

blessing of unity and that we would not lose sight that, yes, we are our brother's keeper and that, yes, we are our sister's keeper, and that a house divided will not stand.

And so, Lord, I pray Your blessing that when this Convention and election is over, we would be more united for working families than ever before on the job and in the community, in our city halls and in our Congress floor, for we are still one nation under God. And in God we will continue to trust.

In the name of the Father, the Son Jesus Christ, and the Holy Ghost, we pray. And everyone said, Amen. God bless.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Thank you, Pedro.

You may be seated.

Yesterday, we passed a bucket for our US Foods workers in Maryland, and I'm happy to report that we received almost \$19,000. Thank you. Thank you. Thank everybody here. That's the Teamster spirit. That's great.

(Applause)

One thing I want to call to everybody's attention, you know—I always watch this. We had the votes yesterday for the At-Large and the Trustees, and 13 people didn't show up. I'm telling you, 13 people didn't show up. Now, they better have doctor's slips. I'm telling you, what is the story here? How could you get lost between here and the voting place?

All right. I'm just telling you, I wanted everybody to know that. Now, we're going to have another shot tonight.

By the way, the 13 guys, stand up.

(Laughter)

Where are they? Okay.

You're going to get another shot tonight. I'm going to give a report tomorrow how many people missed. So I know you know who you are. You're here. So we're going to be looking for you. Tomorrow we want zero. We want everybody that can vote to vote. I understand there were no lines, you walked right in there, no problem. So that's what we've got to do.

All right. Our next order of business is the nomination of International Vice Presidents. And I ask that all delegates and guests honor a democratic process as we always do and as we've agreed to do.

I call upon the Election Officer, Richard Mark, to

please come forward to preside over the nominations. Thank you.

(Chorus of boos)

NOMINATIONS FOR THE OFFICE OF INTERNATIONAL VICE PRESIDENT

ELECTION SUPERVISOR MARK: Good morning, delegates. The business of the Convention right now is the floor nomination of candidates for Regional Vice President of the IBT. Those who are not elected delegates are asked to leave the floor so that only elected delegates participate in the nomination process.

If anyone who is leaving expects to be nominated, again, wait at the door outside Vendome. You'll be escorted to microphone No. 2 to accept.

Delegates, there are 28 announced candidates for International Vice President, and on Sunday night we held the lottery at my office for the order in which the regions would be nominated. The Southern Region will be first, followed by Teamsters Canada, the Eastern Region, the Central Region, and then the West. Nominations for each region will open and close separately and each one will end with a call for any other nominations from the floor.

Once again, two minutes for a nominating speech, one minute for a seconding speech at mike 3, and then an acceptance statement at microphone 2, where the candidate may state name, expected slate affiliation, and accept. And after the nominations are done, of course, there will be voting this evening.

If I do have a written acceptance from a candidate who is not present to accept, I will announce that from the podium.

Southern Region Vice President

ELECTION SUPERVISOR MARK: Nominations for the office of Southern Region Vice President are now in order. There are two Southern Region Vice President positions to be filled.

I call on microphone No. 1. Is there a nomination?

DELEGATE MIKE SCOTT, Local 769: Yes, Mr. Chairman.

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE SCOTT: I am President and Principal Officer of Teamsters Local 769, a proud Hofa-Hall delegate. I rise to nominate Tyson Johnson.

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In the South this year we have a stark contrast. On the one hand we have proven leadership, on the other we have a guy who was fired as a BA for not representing his membership, became an organizer. He's not welcome in any local in the South. He's a guy who knew he couldn't win his own delegate election in his local union, so he didn't bother running. He had to get escorted on the floor this morning to accept his nomination. That's not the kind of leadership we need in the South.

(Applause)

We need a leader with experience, integrity. A leader who is not afraid to tell it like it is, a leader who has a proven track record, a leader who will never run from a fight, a leader who you can always trust to have your back. And as I said five years ago, we tried this TDU experience before. It didn't fucking work then, it won't fucking work now.

(Standing ovation)

We need a leader. We need a leader who will kick them in their ass until they squeal like a pig stuck under the gate. I place into the nomination for Southern Region Vice President the name of Tyson Johnson. Thank you.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE BRENT TAYLOR, Local 745: Yes, Mr. Chairman. I am Secretary-Treasurer of Teamsters Local 745 and Joint Council 80.

I proudly second that nomination to a man who, roughly 41 years ago, I met as an 8-year-old kid. My father was a BA at 745. And the very first time I met Tyson, I thought I had really met the first giant in my life face-to-face.

(Laughter)

With his big, strong voice and his stature, I was impressed.

Over the years, I've learned to love Tyson and respect Tyson as a man and as a friend. Tyson Johnson was instrumental and was a driving force behind bringing Local 745 out of trusteeship in 1997.

ELECTION SUPERVISOR MARK: Ten seconds.

DELEGATE TAYLOR: And, yes, TDU does suck.

(Applause)

Tyson Johnson is one of the driving forces behind

bringing the South back together under Jim Hoffa's administration.

ELECTION SUPERVISOR MARK: Time's up.

DELEGATE TAYLOR: I proudly second the nomination of Tyson Johnson for Vice President of the Southern Region.

(Applause)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, Mr. Johnson, do you accept the nomination?

INTERNATIONAL VICE PRESIDENT JOHNSON: Good morning, Mr. Chairman. My name is Tyson Johnson, proud member of Local 745, a proud Hoffa-Hall delegate on the 2016 slate.

(Applause)

And, yes, I accept the nomination as Southern Region Vice President.

(Applause)

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE MIKE STAPLETON, Local 385: Mr. Chairman and delegates, I'm a proud Hoffa-Hall delegate, and I proudly rise to nominate Brother Ken Wood, a 46-year Teamster as Southern Region Vice President.

In 1970, a young sergeant just out of Vietnam came back and found a job with this little piss-ant company called UPS. Within a year, Ken was selected as a Job Steward, four years later, elected to the Local Union Executive Board. In 1999, Ken became the Southern Region Vice President, and now is President of Join Council 75.

Ken chairs the UPS Southern Region Negotiating Committee and Grievance Panel. Ken is also on the UPS National Negotiating Committee and Grievance Panel as the Assistant Director of the Parcel Division.

Because of Ken's ability to organize, President Hoffa appointed Ken as the Internal Organizer, and Ken also currently sits on the UPS Teamster 401(k) and the Teamster-UPS pension.

Few Teamsters can claim this type of trade union experience. In a time when politicians are rushing to see who hates unions the most, this type of experience will be crucial. This is no time for amateurs who have no experience in dealing with corporate America. This is a time for proven leadership and experience.

(Applause)

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As a proud father and grandfather, Ken understands family values, union family values—good benefits, pay, jobs, pensions.

Ken understands that the future of our International lies with its membership, and by his example demonstrates to all of us as to what true unionism is all about.

And I proudly announce my nomination for Brother Ken Wood, my brother, my friend, for Southern Region Vice President. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3. Is there a second to the nomination of Mr. Wood?

DELEGATE LETICIA COSTA, Local 657: Good morning. I am from Local 657 in San Antonio, Texas.

ELECTION SUPERVISOR MARK: One minute.

DELEGATE COSTA: I proudly nominate—second the nomination of Ken Wood for Southern Region Vice President.

... Delegate Costa addressed the delegates in Spanish.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Wood, do you accept the nomination?

INTERNATIONAL VICE PRESIDENT WOOD: Mr. Chairman, delegates to the 29th IBT Convention, my name is Ken Wood, President of Local 79 and Joint Council 75, and a proud member of a Hoffa-Hall slate. I proudly accept the nomination of Southern Region Vice President.

(Standing ovation)

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

DELEGATE KIMBERLY SCHULTZ, Local 2011: Yes, there is.

(Chorus of boos)

Good morning.

ELECTION SUPERVISOR MARK: Two minutes, please.

DELEGATE SCHULTZ: I would like to thank everybody for letting me participate in this democratic process. I'm here to make the nomination, and I ask for the right to be heard. Yes, regardless of the ruling, I will continue.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Order, please. Let's have order.

DELEGATE SCHULTZ: I proudly nominate John Palmer for the Southern Region Vice President. He's a 30-year Teamster and a U.S. Army veteran. This is actually a really special honor for me because John Palmer has been instrumental in assisting me to get my local from out of trusteeship, and we've succeeded.

After five years we'll be out of trusteeship.

He began as a freight driver in 1980 and quickly became involved in our union and on Teamster organizing drives, including the Overnite campaign in the 1980s. He has worked as a Business Agent in Local 657 in San Antonio. For the last 13-and-a-half years, he has worked as an organizer for our International Union.

We've talked all week about the importance of organizing the nonunion competition. He does it every day full time wherever he's needed whenever he's needed.

I'm proud to nominate my friend and a true Teamster, John Palmer, for Southern Region Vice President on the Teamsters United slate. I'd also like to thank you for participating in this democratic process.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3. Is there a second to the nomination of Mr. Palmer?

(Chorus of boos)

DELEGATE JERRY YARBROUGH, Local 667: Yes, Mr. Chairman. I'm from Local 667 in Memphis, Tennessee. I second the nomination of Brother John Palmer.

ELECTION SUPERVISOR MARK: Order. Let's have order.

DELEGATE YARBROUGH: In organizing drives, he tells workers that by becoming a Teamster they will have a voice and have a job. And in our union, when you boo a Teamster organizer, what message are you sending to the workers? We are trying to organize into this union.

I am not intimidated by your booing or your bullying, but this is a wrong image for our union. It is a bad image that helps the union busters, not the Teamster organizers.

I second the nomination of an organizer, a

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brother, and a gentleman, John Palmer, on the Teamsters United slate.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2. Mr. Palmer, do you accept the nomination?

DELEGATE JOHN PALMER, Local 657: Thank you, Mr. Chair. I am a proud member of Teamsters Local 657 in San Antonio, Texas. I humbly accept the nomination for Southern Region Vice President on the Teamsters United slate. Thank you, Brothers and Sisters.

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE HAROLD ARMSTRONG, JR., Local 667: Yes, Mr. Chairman. I'm from Memphis Local 667. I rise to nominate Kimberly Schultz for Southern Region Vice President. Kim is an elected delegate, a Probation Officer for the Department of Corrections, and a licensed attorney. Kim led the organizing drive to bring correctional officers to Florida into the Teamsters in 2011. Kim led a lobbying effort in Tallahassee for parity of pay.

The International Trustees who run Local 2011 were missing in action. But Kim was in the state capital fighting for the members. The General Executive Board of our union should look like the membership. We need more sisters in our union leadership. We need more people of color on the GEB. One woman and one African-American in our top leadership doesn't cut it.

Kim Schultz is a proven leader. You have seen her leadership and character on this floor of this convention.

ELECTION SUPERVISOR MARK: Thirty seconds.

DELEGATE ARMSTRONG: Please give her your vote and give members a choice in this election this fall. Thank you, and you are very welcome.

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE BRIAN CLIFFIN, Local 2011: Yes, sir. Good morning, Mr. Chairman.

I'm with Local 2011, elected delegate. It is my privilege to second the nomination of Kimberly Schultz for Vice President.

(Chorus of boos)

As a public employee in the right-to-work South, Kim knows about tough fights, and she never backs down. I worked side by side with Kim in organizing drives to become Teamsters.

I've worked side by side with her in every fight since to build a strong union that we can be proud of. You have seen her leadership and character on the floor of this Convention. That is the same impeccable character and steely leadership she demonstrates in Local 2011 every day.

I proudly second the nomination of Kimberly Schultz on the Teamsters United slate.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2. Ms. Schultz, do you accept the nomination?

DELEGATE KIMBERLY SCHULTZ, Local 2011: Yes, I do. I'm with Local 2011, and I'm a proud member of the Zuckerman Sylvester slate for Teamsters United.

I accept the nomination. All of you who are booing, please remember that Hoffa said to be respectful and honor the Democratic process.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

DELEGATE SCHULTZ: So I do accept the nomination as Southern Vice President.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1. Are there any nominations for Southern Region Vice President?

Is there a nomination for Southern Region Vice President?

Are there any other nominations for Southern Region Vice President?

Nominations for Southern Region Vice President are closed.

(Applause)

Teamsters Canada Vice President

ELECTION SUPERVISOR MARK: Nominations for the office of Vice President Teamsters Canada are now in order. There are three positions to be filled.

(Applause)

Microphone No. 1. Is there a nomination for Vice President Teamsters Canada?

DELEGATE JEAN CHARTRAND, Local 106: I'm President, officer of Teamster Local 106 Montreal.

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ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE CHARTRAND: An officer of Joint Council 91, and a proud delegate of Hoffa-Hall.

I am proud to nominate my good friend, a great Teamster, and a tremendous leader in Canada, Francois LaPorte of Local 106, for the position of International Vice President and President of Teamster Canada.

Francois has been serving the Teamster members in Canada for more than 30 years. In the France capacity he's such a great leader and as unity or country.

... *Delegate Chartrand addressed the delegates in French.*

Thank you.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 3. Is there a second to the nomination of Mr. LaPorte?

DELEGATE RICK EICHEL, Local 362: Yes.

ELECTION SUPERVISOR MARK: One minute.

DELEGATE EICHEL: Good morning, Brothers and Sisters. I'm Secretary-Treasurer and Principal Officer of Local 362 in Calgary, Alberta, and President of Joint Council 90, which covers the local unions located in the Western Canadian provinces of Alberta, Saskatchewan, and Manitoba.

I'm proud to say I was a Hoffa delegate and whip at the 1999 Convention, and I am, of course, a Hoffa-Hall supporting delegate at this Convention.

(Applause)

Brother LaPorte has held the position of Teamsters Canada President for a little more than a year, and already we have realized many positive changes.

As I chaired the Canadian United Parcel Service negotiations in 2015, Francois stood shoulder to shoulder with our committee, and we won a contract with an 80-percent acceptance.

ELECTION SUPERVISOR MARK: 15 seconds.

DELEGATE EICHEL: Without Francois's involvement and commitment showing UPS that all of Canada was behind us, this would have been much more difficult.

I am proud to say I was—this is why I so proudly stand before this delegation to second the nomination of Teamsters Canada President, my friend, Brother Francois LaPorte for International Vice President on the Hoffa-Hall slate. Thank you, Sisters and Brothers.

ELECTION SUPERVISOR MARK: Thank you.

(Applause)

Microphone No. 2. Mr. LaPorte, do you accept the nomination?

INTERNATIONAL VICE PRESIDENT FRANCOIS LAPORTE, Local 106: Mr. Chairman, I'm with Local 106, Montreal, Quebec, Canada, a proud member of the Hoffa-Hall 2016 slate, and I do accept my nomination. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

(Applause)

Microphone No. 1. Is there a nomination for Vice President Teamsters Canada?

DELEGATE BEN HENNESSEY, Local 31: Yes, there is.

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE HENNESSY: Brothers and Sisters, I'm the Director of Organizing at Teamsters Local Union No. 31, Vancouver, B.C., Canada. And I'm a proud Teamster, Hoffa-Hall delegate.

In 1972, he started his career working on a loading dock with tough Teamsters, and he thrived in that environment, earning the respect from senior workers while building lifelong friendships that will support him all the way from elected Shop Steward in 1973, Recording Secretary, to Trustee, to Business Representative, President of Local 73, Joint Council 36 President, and International Vice President.

During one of my first organizing victories of a port trucking company, our bargaining committee ran into difficulties. Our President, knowing our challenges, made the decision to take and chair bargaining, turning the tide, negotiating one of the best agreements for drivers on the ports of Vancouver.

(Applause)

He gave the bargaining committee strength, including the way to win. He showed a new organizer the experience and the knowledge to negotiate strong agreements that I will share with future Teamsters.

My brother, Mike Hennessy, a Hoffa-Hall whip for the past two conventions, my mother, Gina, who always believed in a him, our brothers, sisters, Executive Board, officers, and staff, are extremely proud; and I'm honored to nominate my father, Stan Hennessy, for the position of International Vice President, Canadian Region.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Micro-

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phone No. 3. Is there a second to the nomination of Mr. Hennessy?

DELEGATE RANDY DONER, Local 230: There is. I'm Principal Officer of Teamsters 230 in Toronto, Ontario.

I also hold the privilege of the position of Joint Council President for the Province of Ontario and a National Executive Board Member, and I proudly stand here to second the nomination of my friend and strong leader, Stan Hennessy. And I want every delegate in this room to understand, Canada knows how to do it, we do it right, and we're supporting the Hoffa-Hall slate. The rest of you, forget coming to Canada.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 2. Mr. Hennessy, do you accept the nomination?

INTERNATIONAL VICE PRESIDENT STAN HENNESSY, Local 31: I do accept, and I want to thank my nominator, my son Ben, who I'm very proud of, and I want to thank my seconder Randy in that great province of Ontario.

I also want to thank my son Mike, who is here again today as a whip. I'm so very proud of both my boys, Hoffa-Hall delegates, and I'm a proud, proud Hoffa-Hall delegate, and will do a wonderful job. And I do accept the nomination of Vice President from Canada. Thank you very much.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Thank you. Microphone No. 1. Is there a nomination for Vice President Teamsters Canada?

DELEGATE BRIAN MACDONALD, Local 91: I'm a delegate Teamsters Local 91.

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE MACDONALD: Good morning, Brothers and Sister.

... Delegate MacDonald addressed the delegates in French.

Mr. Chairman, I'm a proud Hoffa-Hall delegate and President of Teamster Local 91 located in Canada's capital of Ottawa, Ontario.

It is my privilege and my honor to nominate Brother Craig McInnes, President of Teamsters Local 938 in Mississauga, Ontario, for the position of International Vice President representing Canada.

Brother McInnes is a 32-year veteran of the Teamsters organization who has diligently worked

his way upward, commencing as a rank-and-file member through to International Vice President with many, many milestone accomplishments throughout his journey.

Brother McInnes is currently President of one of the two largest locals in Canada, and certainly the largest in the Province of Ontario. As well, Craig maintains various diversified and fundamental positions affecting the very lives of every day Teamsters.

Brother McInnes is a tireless advocate for the Canadian dream, envisioning a better future as our great organization strives for better wages, better pensions, better benefits, and an overall improved quality of life for all those whom the Teamsters touch.

As well, Craig remains driven to enhance the Teamsters' footprint through proven, calculated, and innovative organizing, while continually expanding the grassroots engagement of our current membership today, and, of course, for the next five years.

So Brothers and sisters, therefore, I proudly nominate brother Craig McInnes for the position of International Vice President for Teamsters Canada on the Hoffa-Hall 2016 slate.

And, Mr. Chairman, one more point. For those wearing black vests in the room today, if you look north to the Canadian delegation, if you look north to the great country of Canada—

ELECTION SUPERVISOR MARK: Fifteen seconds.

DELEGATE MACDONALD:—quite simply, you will see no black vests. In fact, you'll see a united sea of red vests from coast to coast. So the message is crystal clear. The 2016 Hoffa-Hall slate does not have only the united delegation behind it, they have a whole country behind them.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 3. Is there a second to the nomination of Mr. McInnes?

DELEGATE SERGE BERUBE, Local 1999: Hi, I'm an officer of Teamster Local 1999 and Joint Council 91.

ELECTION SUPERVISOR MARK: One minute.

DELEGATE BERUBE: And a proud delegate of Hoffa-Hall.

I'm proud to second the nomination of my good friend and a great Teamster, Craig McInnes of Local

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938, for the position of International Vice President Canadian Region.

I have had the privilege to work with Craig on many occasion, and I can tell you he will get the job done.

... *Delegate Berube addressed the delegates in French.*

All the Canadian for Hoffa-Hall.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 2. Mr. McInnes, do you accept the nomination?

DELEGATE CRAIG MCINNES, Local 938: Mr. Chairman, I'm a proud Hoffa-Hall delegate, President, Teamsters Local 938 in Mississauga, one of nine great locals in Ontario affiliated with Joint Council 52 in our Rail Conference, and I'm very proud to accept the nomination for Vice President Teamsters Canada. Thank you.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1. Is there a nomination for Vice President Teamsters Canada?

Is there a nomination for Vice President Teamsters Canada?

Any other nominations for Vice President Teamsters Canada?

... *The delegates shouted, "No!"*

ELECTION SUPERVISOR MARK: Hearing none, nominations for Teamsters Canada are closed.

(Cheers and applause)

Eastern Region Vice President

ELECTION SUPERVISOR MARK: There are three Eastern Region Vice President positions to be filled, and I call upon microphone No. 1.

Is there a nomination for Eastern Region Vice President?

DELEGATE HOWARD WELLS, Local 676: Yes, there is.

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE WELLS: I'm with Teamsters Local 676, Secretary-Treasurer of Joint Council 53, a rock-and-roll Joint Council.

First, I'd like to start out by saying—I know Billy would want me to do this. My heart and thoughts go out to the Locomotive Engineers' families. Also, the people who are affected by these fires, and also in

West Virginia, the families that are affected there and our Ken Hall, Secretary-Treasurer, his home state.

I rise before the delegates as a Hoffa-Hall delegate and have the honor to nominate a lifelong Teamster and friend. This man believes the members always come first, unlike the other slate giving a bunch of bullshit and rhetoric.

I see firsthand how hard he works, not just for the IBT, but for all the locals and all the members in this International. He's the President of Local 107, President, Joint Council 53, President of the Pennsylvania Conference.

He sits on health funds, pension funds. And I'm going to tell you, our pension fund is doing great, our healthcare is doing great. We just got notification that Billy just got us \$3 million from a pharmacy that wasn't paying us. These are the kind of things Billy Hamilton does.

ELECTION SUPERVISOR MARK: Thirty seconds.

DELEGATE WELLS: I know with all the challenges that pensions face and healthcares face, and right to work for less being rammed down our throats, this is no time for training on the job. As I said, this is no time for training on the job.

(Applause)

I have all the confidence in the world and proud to nominate William Hamilton as Eastern Region Vice President on the Hoffa-Hall slate.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3. Is there a second to the nomination of Mr. Hamilton?

DELEGATE DANNY GRACE, Local 830: Yes, there is. I'm Secretary-Treasurer Teamsters Local 830, 41 year member of the Teamsters, executive board member, Joint Council 53, executive board member of the Pennsylvania Conference of Teamsters.

I rise to the occasion to nominate my friend—second my friend, William Hamilton, for the position of Eastern Region Vice President. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

(Cheers and applause)

Microphone No. 2. Mr. Hamilton, do you accept the nomination to Eastern Region vice president?

INTERNATIONAL VICE PRESIDENT BILL HAMILTON: Mr. Chairman, I'm from the proud Joint Council 53. I accept the nomination of Vice President

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of the Eastern Region, and as a sitting vice president of the Eastern Region for the Hoffa-Hall slate. I also accept this nomination in loving memory of my son, William Hamilton, a proud Teamster who passed away, and that I accept in his name. Thank you.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE DANNY KANE, Local 202: Yes, Mr. Chairman.

ELECTION SUPERVISOR MARK: Let's have order.

DELEGATE KANE: I'm the Principal Officer of Local 202, and a proud Hoffa-Hall delegate at this Convention, and I rise to place into nomination a person who's fought for this union over 50 years.

I could list his accomplishments. Over 40 years a Principal Officer, Joint Council Executive Board Member, state federations, Executive Board Member on this GEB.

But what really matters is how this man has led his life for over 50 years. He's dedicated his life to this union. He's fought for it, stood up for it back in the dark days when the TDU-led administration would persecute people in this room for disagreeing with them. He stood up against that persecution. When very few could or would, he stood against the oppression of that administration, and before that in the old dark days when this union was persecuted by the forces of darkness and evil, he stood up against that oppression.

He fights for this union because he believes that it matters to working people in this country for a vibrant Teamsters Union. This union must be run by people who know what they're doing, people with leadership, people who show courage in the past.

He's proud to serve with the Hoffa-Hall team. We need every delegate in this hall that's wearing a red vest to go home with resolve, to make sure that people vote, make sure that the members' votes are heard. If every delegate leaves here and goes home and works hard, we can get a mandate to save the union, and the labor union is moving forward into the future to make sure that every day regular people matter. That's what this man has led his life doing. That's why I'm proud to nominate my father for Eastern Region VP on the Hoffa-Hall slate. Thank you.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 3. Is there a second to the nomination of Mr. Kane?

DELEGATE JAMES KANE, Local 522: Yes, Mr. Chairman. I'm Principal Officer of Teamster Local 522 out of Rahway, New Jersey, and I'm also Trustee of Joint Council 73.

I proudly second the nomination of my father, Dan Kane, Sr., to Eastern Regional Vice President. Like my brother said, there's too many accomplishments my father has made over his 50-plus years as a Teamster. To give me a minute to say, it's impossible.

You could say a lot of accomplishments for the other side over a cup of coffee.

(Laughter)

But what my brother is saying about going back and getting votes out, my father always preaches "get the votes out." If everybody who is wearing a red vest in this building says let's get out and get 300 votes for each one of these vests, we will kill them. We will put a nail in their coffin. They will be done. Okay?

Let's get out there and work and get these votes out. Do not—ballots on top of refrigerators don't count. You've got to count these ballots. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

(Applause)

Microphone No. 2. Mr. Kane, do you accept the nomination?

DELEGATE DAN KANE, Local 202: Good morning, Mr. Mark. I'm from Local 202, Joint Council 16 in the Big Apple of New York City.

(Cheers and applause)

I want to thank my sons, Dan, James, and Walter is in the back here, too, a former Teamster and a trade unionist all his life. I proudly accept the nomination as Eastern Region Vice President on the James P. Hoffa-Ken Hall slate. Thank you, Mr. Chairman.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE DAVID LAUGHTON, Local 633: Yes, Mr. Chairman. I'm Secretary-Treasurer of Teamsters Local 633. Proud, proud to be part of the Hoffa-Hall slate.

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE LAUGHTON: Delegate. Yes, delegates, thank you.

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I rise to nominate a friend of mine, Sean O'Brien.
(Cheers and applause)

He is a fourth generation Teamster. His blood is full of Teamster, that is for sure. His whole family has done it. He's been just a terrific guy.

In 1991, he became a Teamster. In 1999, Sean led all positions in the Teamsters Local 25. In 2006, Sean became the youngest President of Local 25, its long history. Teamsters of Local 25 represent more than 11,000 members and their families in the greater Boston area.

In 2011, Sean was elected Eastern Region International Vice President of this great International Union. Sean has also served as President of the New England Teamsters Joint Council 10, and serves as Assistant Director for the UPS Package Division.

International Brotherhood of Teamsters Eastern Region Vice President Sean has worked tirelessly to increase the membership of the Teamsters both locally and nationally; has been successful in organizing various diversified industries. Sean serves as a Trustee on both the New England Teamsters Pension Plan, Local 25's Health and Welfare Plan where he skillfully negotiated growth in both of those over the last five years.

Sean was appointed by the governor of Massachusetts to the Board of Directors for the Massachusetts Port Authority.

ELECTION SUPERVISOR MARK: Fifteen seconds.

DELEGATE LAUGHTON: Sean O'Brien serves as Director of Autism Speaks from 2007. Sean has raised millions of dollars for autism—millions of dollars for autism. So he takes care of those who need the help. He also takes care of Toys for Tots, delivers truckloads of toys every year at Christmastime.

ELECTION SUPERVISOR MARK: Please conclude the nomination.

DELEGATE LAUGHTON: If you have a fight, Sean will be with you. Not only will he be with you, he will lead the fight. He is my friend, he is my best friend, and he deserves to be back in again and take care of the people that he's served for these years and into the future. He is the future. Thank you.

ELECTION SUPERVISOR MARK: Thank you. Microphone No. 3. Is there a second to the nomination of Mr. O'Brien?

DELEGATE TOM MARI, Local 25: Yes, there

is. Mr. Chairman, I'm Secretary-Treasurer of Teamsters Local 25 and proud Hoffa-Hall delegate.

ELECTION SUPERVISOR MARK: One minute.

Mr. Chairman, I have the honor to stand here today and second the nomination of one of the most progressive, strongest leaders in this country. This guy is an animal. He kicks ass every day. He works hard for this membership all across this country, not only in Local 25.

He's ten years, Local 25, unopposed because the membership believes what he does because he kicks ass for these guys and women.

Mr. Chairman, I want to say thank you very much to my boss, my Principal Officer, Sean O'Brien. I second the nomination of Sean O'Brien for International Vice President of the East.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 2. Mr. O'Brien, do you accept the nomination?

INTERNATIONAL VICE PRESIDENT O'BRIEN: Mr. Chairman, my name is Sean O'Brien, President, Principal Officer of Teamsters Local 25, Boston, Massachusetts. I stand here before you today as a Hoffa-Hall delegate. I proudly accept the nomination as Eastern Region Vice President. Boston strong.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE DAVE LOOBIE, Local 804: Good morning. I'm from Local 804, New York City, proud part-timer, a proud Teamsters Fred Zuckerman delegate. I am here this morning to nominate another brother who is a proud Teamster, Randy Shepler, for Eastern Region Vice President.

(Chorus of boos)

Randy is a member of Teamsters Local 30 in Western Pennsylvania. Randy was the first and the only part-timer elected to that position as Business Agent in the history of the local. Randy has fought for part-timers and full-timers alike. He has worked proudly like myself.

(Chorus of boos)

We are both proud Teamsters but we are not proud of the \$10 starting rate for part-timers and the neglect of the International Union to represent and fight for part-timers, to fight for more full-time jobs, to fight to save our combination jobs. We are not

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proud of the neglect for part-timers in this International, the Brotherhood of Teamsters.

(Chorus of boos)

We are brothers and sisters just like everyone in the red vest. This morning I proudly nominate Randy Shepler for East Region Vice President on the Fred Zuckerman slate. Let's end part-time poverty at UPS.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3. Is there a second to the nomination of Mr. Shepler?

DELEGATE RICHARD HOOKER, Local 623: Yes, sir, Mr. Chair. I'm Shop Steward of Local 623, UPS, the largest employer of Teamsters. Two-thirds of those Teamsters are part-timers. They don't get no respect from the company, but for some reason no respect from the people that's supposed to be negotiating their contracts.

(Chorus of boos)

Randy Shepler, a part-timer for 30 years has been fighting that long with the company and the union. But this time today, a new day will start. A new day will start.

I proudly nominate—I feel obligated as a former part-timer and I cannot wait until Randy Shepler is elected as Eastern Regional Vice President. God bless, and I thank all of y'all for your support. Thank you.

(Chorus of boos)

ELECTION SUPERVISOR MARK: We have a nomination and a second. Mr. Shepler, do you accept the nomination?

(Chorus of boos)

DELEGATE RANDY SHEPLER, Local 30: Mr. Chairman, I proudly accept the nomination for Eastern Region Vice President. I am a proud member of Local 30 in Jeannette, PA.

I also would like to thank all the sisters and brothers for the warm and gracious Teamster welcome. I appreciate it, so do all my other slate members. Thank you again.

I especially would like to thank Brother Loobie and Brother Hooker.

Again, thank you for the very warm reception.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE MATTHEW MAINI, Local 251:

Hello. I'm an elected delegate, Local 251. I'm proud to nominate Matthew Taibi for Eastern Region Vice President. Brother Taibi is the Principal Officer of Local 251 in New England. Uniting Teamsters is what Brother Taibi does. He united 5500 members out of Local 251 to vote out our corrupt local union officers who negotiated sweetheart deals with employers.

(Chorus of boos)

As our Principal Officer, he launched a newly organized program and a new political action program. He has united members to defeat concessionary bargaining contracts. He has united Local 251 with unions in the community to fight economic, social injustice, as Teamsters and every worker.

"Teamsters Strong" isn't a PR slogan for Matt Taibi, it is his heart and soul.

I am proud to nominate a true leader, a proven warrior, and my best friend, Matthew Taibi, Teamsters Local 251. Thank you.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Microphone No. 3. Is there a second to the nomination of Mr. Taibi?

(Chorus of boos)

DELEGATE ANTHONY CERULLI, Local 804: I'm from Local 804, the proud local of Ron Carey. Our local has never voted for Hoffa-Hall and we never will.

(Chorus of boos)

Eighty percent of our 804 members voted against Hoffa-Hall five years ago, and we're back.

I'm proud to second the nomination of Matt Taibi. Matt leads a diverse local that represent members at UPS Freight, Rhode Island Hospital, construction, fuel oil, school bus workers, public employees, and other Teamsters industry. Matt builds Teamster power by involving the members in Local 251. Every member elects their Shop Steward and their Contract Negotiating Committee.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thirty seconds.

DELEGATE CERULLI : I'm proud to second the nomination of a Teamster who stands up to the employers and stands up for the members. Mike Taibi, Teamsters United slate.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Micro-

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phone No. 2. Mr. Taibi, do you accept the nomination for Eastern Region Vice President?

(Chorus of boos)

DELEGATE MATT TAIBI, Local 251: Thank you, Mr. Chairman. I am Secretary-Treasurer, Principal Officer, of Local 251, and I proudly accept the nomination for Eastern Region Vice President on the Teamsters United slate.

Local 251 is the second-largest local in New England with over 5500 members united, and I proudly accept that nomination. Thank you.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

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

(Chorus of boos)

DELEGATE WILLIE FORD, Local 71: Mr. Chairman, I rise to nominate Bob Randall for Eastern Region President.

ELECTION SUPERVISOR MARK: Two minutes.

(Chorus of boos)

DELEGATE FORD: Bob is the President of Teamster Local 559 in Connecticut. He joined the Teamsters 38 years ago. He came through the ranks as a warehouse worker and a Local Organizer. He then became a Business Agent, and now he's the President of Local 559.

He has spent four decades fighting for the working people in organizing drives, picket lines, and at the bargaining unit table. He deserves your respect, not your boos, whether you vote for him or not. We are all brothers and sisters here.

(Chorus of boos)

I proudly nominate Bob Randall Vice President of the Teamsters United slate.

ELECTION SUPERVISOR MARK: Thank you.

Is there a second at microphone No. 3 to the nomination of Mr. Randall?

(Chorus of boos)

DELEGATE PAUL SANTOS, Local 251: I am President of Local 251.

ELECTION SUPERVISOR MARK: One minute.

DELEGATE SANTOS: I second the nomination for Bob Randall. Before I was elected Local 251 President, I worked at Rhode Island Hospital for 27 years. I was on the Organizing Committee that brought 2,500 members to Rhode Island Hospital

and to the Teamsters. As an organizer, you don't shout, you listen. You build consensus, and you build unity, listening and bringing workers together.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thirty seconds.

DELEGATE SANTOS: That's how you build union power, power in an organizing drive. That's what Bob Randall does as an Organizer, as a Business Agent, and as a President. We need more of that in this union. And at this Convention, Bob Randall has my respect, and I am proud to second his nomination.

God bless all Teamsters.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you. Microphone No. 2, Mr. Randall, do you accept the nomination for Eastern Region Vice President?

(Chorus of boos)

DELEGATE BOB RANDALL, Local 559: I'm a proud member of the Fred Zuckerman and Teamsters United slate.

Yes, sir, I proudly accept. Thank you.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you. Microphone No. 1, are there any more nominations for Eastern Region Vice President?

Are there any more nominations for Eastern Region Vice President?

Last call for nominations for Eastern Region Vice President?

Hearing none, nominations for Eastern Region Vice President are closed.

Central Region Vice President

ELECTION SUPERVISOR MARK: Nominations for the office of Central Region Vice President are now in order. There are four Central Region Vice Presidents positions to be filled, and I call on microphone No. 1. Is there a nomination?

DELEGATE BOB WARNOCK, III, Local 364: Mr. Chairman, there is. I'm the President of Teamsters Local 364 in South Bend, Indiana.

(Applause)

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE WARNOCK: And I proudly nominate Brian Buhle for Central Region Vice President on the Hoffa-Hall slate. Brian Buhle is the Vice President Teamster members need to prosper in the

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future. Brian has 28 years at Teamsters 135. He began his career as an organizer. He personally coordinated over 125 organizing campaigns. He led the organizing at the very first UPS Freight terminal and was one of the leaders in the first UPS Freight negotiations that resulted in a first-ever contract.

Local 135 is a huge local union; Brian has worked in every position. He is ready and capable to lead the Teamster membership.

Being a Teamster Vice President and serving the members is what Brian is all about. It is his life's work and has been. Brian is the Indiana State Chairman for UPS Package and the Central Region Chairman for UPS Freight.

Under his leadership and guidance, the UPS Freight grievance procedure is working well, and many discharged members have returned to work in the Central Region.

Serving the members is a huge task and an awesome responsibility. You must be a person of good character, honest, and hard-working to be successful for the membership. I have known Brian Buhle personally and worked with him for over 30 years. He is ready to lead the membership.

I'm proud to say he's my good friend. This Convention is all about the members. Brian is about the members, he fights for the members, he believes in the members. Indiana Joint Council 69's very proud of him, and we urge everyone at this Convention to please come out and vote for Brian Buhle and the entire Hoffa-Hall slate. Thank you, delegates.

(Applause)

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

A second. I'm sorry.

DELEGATE JEFF COMBS, Local 135: Yes, Mr. Chairman. I'm Vice President of Local 135. I proudly second the nomination of Brian Buhle for International Vice President on the Hoffa-Hall slate.

Brian has proven himself already in this position, whether it's been UPS Freight, UPS Package, negotiations, chairing panels all across the country. Even with all those responsibilities, chairing panels back at our local every day in various industries. He has proven himself time and time again. During his time as our Secretary-Treasurer, he's increased our local assets by 300 percent.

So, again, I encourage all of you to stand up with me and vote for Brian Buhle as International Vice President on the Hoffa-Hall slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Buhle, do you accept the nomination for Central Region Vice President?

INTERNATIONAL VICE PRESIDENT BUHLE, Local 135: Mr. Chairman, my name is Brian Buhle, Central Region Vice President and Secretary-Treasurer of Teamsters Local 135, one of the largest locals in the International.

On behalf of the membership I serve and on behalf of the strongest Teamster I've ever known—my father, the late Ken Buhle—I proudly accept the nomination for Central Region Vice President on the Hoffa-Hall slate. Thank you.

(Applause)

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

DELEGATE JOHN COLI, JR., Local 727: Yes. I am President of Local 727, and I rise to nominate the greatest labor union leader I know, my father, John T. Coli, for Central Region Vice President.

(Applause)

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE COLI: My father has given 45 years to the Teamsters Union. He's been a Steward, he's been a Business Agent, and he's been the Principal Officer. And while he was doing all that, he went to law school at night at John Marshall Law School to better serve his members.

He's been Principal Officer for 24 years. In that time, he's organized thousands of workers. He's grown our local from 2,500 members to over 10,000 members strong.

(Applause)

He's negotiated hundreds of contracts. He just took the corporate giant, Coca-Cola, on strike for 27 days and got them the richest contract they've ever had.

(Applause)

He is relentless, he's progressive, he's intelligent.

And, once again, I nominate him for the Hoffa-Hall slate as Central Region Vice President. These assholes in black don't have a chance.

(Applause)

ELECTION SUPERVISOR MARK: Micro-

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phone No. 3, is there a second to the nomination of John Coli?

DELEGATE TERRENCE J. HANCOCK, Local 731: Yes, there is. Sisters and Brothers, I'm President of Teamsters Local 731.

ELECTION SUPERVISOR MARK: One minute.

DELEGATE HANCOCK: Vice President of Joint Council 75. I second the nomination of John T. Coli for Central Region Vice President. I've worked with John for more than 25 years. Under his leadership, Joint Council 25 has become a powerhouse. John turned our Joint Council into an organizing machine. He elevated our political status and influence to the highest it's ever been.

Now he has taken these talents to the International Union as Parking Division Director. With John as Central Region Vice President, we will continue to grow and better serve our members.

I proudly second the nomination of my dear friend, John T. Coli, as Central Region Vice President on the Hoffa-Hall 2016 slate.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Coli, do you accept the nomination for Central Region Vice President?

INTERNATIONAL VICE PRESIDENT COLI, Local 727: Mr. Chairman, my name is John Coli, Local 727, proud Hoffa-Hall delegate, and I am proud to accept my son's nomination for Central Region Vice President on behalf of all of Joint Council 25. Thank you.

(Applause)

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

DELEGATE TOM STIEDE, Local 703: There is, Mr. Chairman, good morning, Brothers and Sisters. I'm the Principal Officer of Teamsters Local Union No. 703 and the Secretary-Treasurer of Joint Council 25. It is with personal and professional privilege that I nominate Becky Strzechowski as Central Region Vice President.

(Applause)

She's the first female officer on Joint Council 25's Executive Board and the first female Principal Officer in Illinois as President of Local 700.

Becky has served for five years as a Central Region Vice President and Director of the Women's

Conference. It's easy to see how she has earned these positions. She grew up as a Teamster, starting over 29 years ago. She has held every officer position on the Executive Board and has vast experience with employee benefit plans.

While working for the Teamsters, she went to law school and completed that law school degree.

She is a tenacious champion for our members. She is one of the most hard-working charismatic, and passionate labor leaders in our union, and I'm honored to nominate Becky Strzechowski for the Central Region Vice President on the Hoffa-Hall slate 2016.

Thank you.

(Applause)

... *The delegates chanted, 'Becky! Becky! Becky!'*

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

DELEGATE JAMES GLIMCO, Local 777: Brothers and sisters—

ELECTION SUPERVISOR MARK: One minute.

DELEGATE GLIMCO: I am Principal Officer of Local 777 and Trustee of Joint Council 25. I second the nomination of Becky Strzechowski for Central Region Vice President.

Becky serves more than a hundred thousand Teamsters as a Trustee of Teamsters Joint Council 25. Her decades of experience give members across the Central Region a real fighter in the Teamsters Union. She knows how to win a fight, whether it's with a Republican governor of the State of Illinois, or whether she's fronting the table for good contracts.

Becky Strzechowski and the Hoffa-Hall slate will show us the way. I proudly second the nomination of my very good friend and trust with everything, Becky Strzechowski for Central Region Vice President. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Thank you. Microphone No. 2, Ms. Strzechowski, do you accept the nomination for Central Region Vice President?

INTERNATIONAL VICE PRESIDENT BECKY STRZECHOWSKI, Local 700: I proudly accept nomination as a Central Region Vice President on the Hoffa-Hall slate.

(Cheers and applause)

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

DELEGATE DANNY AVELYN, Local 554: There is. I'm from Local 554, Omaha, Nebraska, and a proud Hoffa-Hall delegate.

I rise to nominate a friend of mine for many years, and I strongly support his candidacy. He started in the freight industry. In 1982, was elected President of his local. He then became an IBT Freight Rep. In 2006, he had the honor of running on the Hoffa slate as a Central Region Vice President. In 2011 he was re-elected as a Central Region Vice President, and he's also our Assistant Freight Director.

I'm proud to call him my friend, and it's truly an honor and a privilege to nominate Gordon Sweeton for Central Region Vice President on the Hoffa-Hall slate. Thank you.

(Applause)

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

DELEGATE RALPH STUBBS, Local 41: Yes, there is. I'm President of Teamsters Local 41. I second the nomination of Brother Gordon Sweeton for the International Vice President of the Central Region.

Gordon exhibits the ideals that reflect what a Teamster life is all about. He is a brother of few words but is more a man of action. His integrity is second to none, and he has consistently proven his skill to lead in some very troubled times for our Union. Gordon has always had the good of our members his first priority, and I will trust he will continue to show us that caring people is the bedrock of our great union.

ELECTION SUPERVISOR MARK: Thirty seconds.

DELEGATE STUBBS: Make no mistake, Local 41 is a proud supporter of the Hoffa-Hall slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Sweeton, do you accept the nomination for Central Region Vice President?

INTERNATIONAL VICE PRESIDENT SWEETON, Local 823: Thank you, Mr. Chairman. I'm with Local 823, Joplin, Missouri, a proud member of the Hoffa-Hall slate. I very truly and honestly—it's

humbling to stand here before all this crowd and accept the nomination for Central Region Vice President. Thank you.

(Applause)

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

(Chorus of boos)

DELEGATE NICK PERRY, Local 413: I am an elected delegate out of Columbus, Ohio, 413. Package Car Driver Steward out of Columbus, proud member of TDU and the home of Tony Jones. I have the honor of nominating a fellow Ohioan—

ELECTION SUPERVISOR MARK: Order. Let's have it. Two minutes.

(Chorus of boos)

DELEGATE PERRY: A real deal Teamster. Bill Frisky has worked in various crafts and worked as a carhauler hauling Fords out of their Ohio plant. Bill worked on the organizing drive for Continental ramp workers, and in his local he represents the United Mechanics in Cleveland.

Bill doesn't take the easy way out, whether it's putting his local's finances in order, bargaining, or organizing his members. He unites members. He stands up for members, he's fearless. There are people who don't want leaders like Bill Frisky to be heard, but the members will make the call this fall.

I nominate Bill Frisky for Central Region Vice President on the Teamsters United slate, and I would ask for your vote this evening and give members a real choice this fall.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you. Microphone No. 3, is there a second to the nomination of Mr. Frisky?

(Chorus of boos)

DELEGATE MIKE RANKIN, Local 89: Yes, there is. I'm a proud member of Teamsters Local 89, Louisville, Kentucky, the home of Fred Zuckerman, and I'm a proud Zuckerman delegate Teamsters United slate.

I rise to second the nomination of Brother Bill Frisky, the Principal Officer of Local 964 in Cleveland, for Central Region Vice President. Bill has been a Teamster since 1979. He has worked as a rigger, machinery mover, and carhauler. Bill has been

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an organizer and led a successful campaign to organize airline mechanics at Continent/United Airlines.

ELECTION SUPERVISOR MARK: Thirty seconds.

(Chorus of boos)

DELEGATE RANKIN: He is now his local's Principal Officer. Bill is a principled leader and fighter for the rank and file, and I'm proud to second his nomination on the Fred Zuckerman Teamsters United slate. Go Teamsters United!

(Chorus of boos)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Frisky, do you accept the nomination for Central Region Vice President?

DELEGATE BILL FRISKY, Local 964: I am Principal Officer of Local 964, Brook Park, Ohio. I'm proud to accept the nomination of Central Regional Vice President on the Teamsters United slate. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE CARL SNODGRASS, Local 413: Yes, Mr. Chairman, there is. I am Secretary-Treasurer of 413, a proud Teamster for 40 years.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE SNODGRASS: I'm a proud supporter of the Fred Zuckerman and Teamsters United slate. I rise to nominate my friend, Tony Jones, the Principal Officer of 413 in the great Columbus, Ohio.

Tony's been a Teamster for over 30 years and has been a worker from Roadway Express, from a dock worker to a driver. He's a true natural leader. Just after two years on the job, he became a Steward, and he's been the longest Principal Officer in our great local.

He fights for his members every day and expects nothing less out of our agents. He has fought the corruption of the Teamsters High Conference, he has fought the pension cuts of 400,000 Teamsters in the Central States.

(Chorus of boos)

He knows the future of our pensions, is for fighting for good pension funds and organizing new employers, not letting employers out.

Tony loves this union. As a Central Region VP he will make sure that he does not cast off the Team-

sters that built this great union, and a pension that he will keep them to their promise.

I proudly nominate my friend, a great Teamster, Tony Jones of the Teamsters United slate.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE ZACHARY PFEIFFER, Local 89: There is a second. There is a second, Mr. Chairman.

ELECTION SUPERVISOR MARK: One minute.

DELEGATE PFEIFFER: I am from the great Local 89.

Mr. Chairman, I have a request at this time.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Order.

DELEGATE PFEIFFER: That you call to order and this time not be counted against me.

ELECTION SUPERVISOR MARK: Let's have order. Let's have order, and one minute for the second speech.

DELEGATE PFEIFFER: Mr. Chairman, has my request been granted?

(Chorus of boos)

ELECTION SUPERVISOR MARK: Order. Order. Order.

DELEGATE PFEIFFER: Mr. Chairman, has my request been granted?

(Chorus of boos)

ELECTION SUPERVISOR MARK: It has been. Please proceed with the second.

DELEGATE PFEIFFER: I want to true democracy. I need you to gain order.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Order.

Please proceed with the second to the nomination, if you would like to second it.

(Chorus of boos)

DELEGATE PFEIFFER: I'm proud to second a man who stands up and stands out. He is standing up for our members and retirees and Central State Pension Fund. He stands up against concessions and for maintaining Teamster jobs and standards. He's accountable to his members, he's not afraid to have outspoken members. He gets them involved.

Tony Jones is the kind of leader we should be electing to the General Executive Board. This November, that's exactly what we're going to do.

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(Chorus of boos)

ELECTION SUPERVISOR MARK: Fifteen seconds.

DELEGATE PFEIFFER: I second the nomination of Tony Jones of Central Region Vice President on the Teamsters United slate.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

DELEGATE PFEIFFER: True democracy, not dictatorship.

ELECTION SUPERVISOR MARK: Microphone No. 2. Mr. Jones, do you accept your nomination?

(Chorus of boos)

DELEGATE TONY JONES, Local 413: Good morning, Mr. Chairman, delegates and guests. I'm Principal Officer of Local 413, Columbus, Ohio, and I'm a proud delegate for the Fred Zuckerman and the entire Teamsters United slate.

I proudly accept the nomination for Central Region Vice President.

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE MCKINLEY ARCHIE, Local 89: I rise to nominate Avral Thompson as Central Region Vice President. I'm an elected delegate, a Steward, and a proud Teamster who believes we need a change in direction to rebuild our Union.

I am honored to nominate my friend, my local Vice President and Business Agent, Avral Thompson. Avral has done it all. He came up through the ranks, Avral started out at an American Greetings plant in Bardstown, Kentucky. He has represented factory workers, Kroger warehouse workers and all their crafts. He now represents myself and 900 other car haulers.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Please state your name.

DELEGATE ARCHIE: This is McKinley Archie, Local 89.

I'm nominating Avral Thompson as Central Region Vice President.

Avral has been a proven leader and fights for his members. I've been through the trenches many times with this man. The carhaul industry was dominated by Teamsters 17 years ago when Hoffa took office; and with no organizing plan and concessions

for the members, we've gone downhill fast. It's been now 302 days since we had a contract in carhaul.

(Chorus of boos)

We refused to die the slow death in Louisville where Avral is the Vice President. In fact, we're growing. There are more Teamster car haulers in Louisville than there are in Detroit, Hoffa's hometown, because in Louisville, we fight. We don't lay down. By the way, Louisville is the only local with all union car haulers.

ELECTION SUPERVISOR MARK: Thirty seconds.

DELEGATE ARCHIE: Rail loaders, trucks, et cetera. We have had 17 years of the same failed leadership and the members want a change. And in November, they will get a change.

(Chorus of boos)

Avral Thompson has Fred Zuckerman's trust and our members' trust.

ELECTION SUPERVISOR MARK: Fifteen seconds.

DELEGATE ARCHIE: He's going to be a great Central Region Vice President. I nominate my friend and brother, Avral Thompson, Central Vice President of Central Region, Teamsters United slate. Thank you.

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

(Chorus of boos)

DELEGATE JOHN THYER, Local 604: Yes. I'm a 43-year Teamster, Principal Officer of Local 604, St. Louis, Missouri.

ELECTION SUPERVISOR MARK: One minute.

(Chorus of boos)

DELEGATE THYER: A proud—a proud delegate for the Teamster United slate.

I'm here to second the nomination of my friend and a gentleman that I've worked with for years. He is very good at enforcing contracts, negotiating contracts, and I am proud to second the nomination for Avral Thompson for Central Region Vice President. God bless you all.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, Mr. Thompson, do you accept the nomination for Central Region Vice President?

(Chorus of boos)

DELEGATE AVRAL THOMPSON, Local 89:

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Yes, sir, Mr. Chairman. I'm Vice President of Teamsters Local 89, home of Fred Zuckerman.

I'd like to say that this week we've had a lot of talk here about people being TDU. Well, I'm not TDU, but if you are, I have no problem with you. The problem with our union is—

ELECTION SUPERVISOR MARK: Please make your acceptance speech.

(Chorus of boos)

DELEGATE THOMPSON:—everyone in this union has a voice. TDU people have a voice, they have good ideas. Brother, you have good ideas. We need to put them together. We need to make our union stronger together. Teamsters United is what we need. Teamsters United.

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

(Chorus of boos)

DELEGATE DAVE BERNT, Local 705: Yes, there is, Mr. Chairman. I'm from Local 705 in Chicago. I have the great honor of nominating a fellow Chicago Teamster—

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE BERNT:—Bob Kopystynsky. Bob is with the powerful Local 710 in Chicago. This local's one of our best locals in the country but has recently fallen on hard times because of corruption. Bob is working with others to turn that local around. Bob is about rebuilding 710 into the greatness it once was, starting with Local 710, and he'll do the same as the Central Region Vice President.

(Chorus of boos)

As a Steward at UPS, he's committed to ending subcontracting of union jobs and organizing the competition in our core industries, not with resolutions, but real strategies and real resources behind them.

Mr. Chairman, I'm proud to nominate my friend, Bob Kopystynsky, for Central Region Vice President on the Teamsters United, Fred Zuckerman slate.

Thank you very much.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

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

(Chorus of boos)

DELEGATE RONNIE WAIZ, Local 89: Yes, there

is, Mr. Chairman. I'm from Local 89. I'm a 40-plus-year member of 89. I'm very appalled to all the brothers and sisters that don't let us speak properly.

I'm here—I want to second the nomination of Bob Kopystynsky as an experienced, dedicated Teamster for Central Region Vice President. Bob comes out of the largest UPS building in the country outside Chicago. He opposes—the local union broke up forcibly when by—merged by the International Brother without vote of the membership.

(Chorus of boos)

I proudly nominate Bob Kopystynsky for Central Region Vice President on the Teamsters United slate. Thank you.

ELECTION SUPERVISOR MARK: There has been a nomination and a second for Bob Kopystynsky.

Mr. Kopystynsky, do you accept the nomination?

(Chorus of boos)

DELEGATE ROBERT KOPYSTYNSKY, Local 710: I'm from Local 710 in Chicago. And I proudly accept this nomination from Teamsters United for Central Region Vice President. Thank you.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE TOM STIEDE, Local 703: Mr. Chairman, I made an earlier nomination of Becky Strzechowski for the Central Region. For clarification of the record, my name is Tom Stiede. I'm the Principal Officer of Teamsters Local 703, Secretary-Treasurer of Joint Council 25. And I nominate Becky Strzechowski as Central Region Vice President for the Hoffa-Hall 2016 slate.

(Applause)

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

DELEGATE JAMES T. GLIMCO, Local 777: Brothers and Sisters, I am Principal Officer, Local 777 and Trustee of Joint Council 25.

I second the nomination for Becky Strzechowski for Central Region Vice President. I'm from the great city of Chicago. Since the Election Officer won't let me vote twice, I'm seconding her twice.

(Applause)

ELECTION SUPERVISOR MARK: Micro-

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phone No. 2. Ms. Strzechowski, do you accept the nomination?

INTERNATIONAL VICE PRESIDENT STRZECZOWSKI: I'm still Becky Strzechowski, Local 700, and I accept the nomination. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, is there any further nominations for Central Region Vice President?

Any further nominations for Central Region Vice President?

Last call for nominations for Central Region Vice President?

Hearing none, the nominations for Central Region Vice President are now closed.

(Applause)

Western Region Vice President

ELECTION SUPERVISOR MARK: Nominations for the office of Western Region Vice President are now in order.

(Cheers and applause)

There are three Western Region Vice President positions to be filled, and I call upon microphone 1 and ask for order as we see if there is a nomination for Central Region Vice President.

I'm sorry. Western. Western Region Vice President. Thank you.

DELEGATE TERRY POST, Local 853: Brothers and Sisters, Mr. Chairman, I'm from Teamsters Local 853, Joint Council 7.

(Applause)

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE POST: I'm a former member of TDU. Former member.

(Applause)

In 1999, our local merged with Local 853. That's when I met a real Teamster, a real leader.

(Applause)

A straight-talking leader. A democratic leader. A forward-looking leader. A courageous leader. He negotiated some of the best contracts in the country. He brought prevailing wage to every Ready Mix driver in California.

(Applause)

He worked with Governor Brown to pass minimum wage legislation. He took on Silicon Valley, including Facebook, Google, and the rest of them.

He's Secretary-Treasurer, Local 853, President of Joint Council 7, International Vice President At-Large, Investment Chair of the biggest and strongest multiemployer pension fund in the U.S., Director of the Dairy Division, Chief Negotiator for 14,000 Costco Teamsters nationwide.

He's also a friend and a brother.

Mr. Chairman, Brothers and Sisters, I rise to nominate the great Teamster for the office of Western Region Vice President on the Hoffa-Hall slate, the son of legendary Teamster Vince Aloise, Rome Aloise.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 3. Is there a second to the nomination of Rome Aloise?

DELEGATE MARIA ASHLEY ALVARADO, Local 601: Yes, there is, Mr. Chair. I'm Principal Officer of Teamsters Local 601.

ELECTION SUPERVISOR MARK: One minute.

DELEGATE ALVARADO: Principal Officer of Local 601, Principal Officer of Teamsters Cannery Council. Yes, I second the nomination.

Rome has been a Teamster for 41 years, proven experience, proven results. He has represented members. He has taken on fights. He just recently passed legislation in California protecting workers' anti-retaliation, protecting agency workers and immigrant workers against abuse.

Yes, he works closely with the locals under Joint Council 7 under his jurisdiction as our President of our Joint Council 7. He stands for working families. He stands for working people. He stands for women. He stands for immigrants.

ELECTION SUPERVISOR MARK: Fifteen seconds.

... Delegate Alvarado addressed the delegation in Spanish.

DELEGATE ALVARADO: Yes, I rise, Maria Ashley Alvarado, and second that motion.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 2. Mr. Aloise, there's been a nomination and a second. Do you accept the nomination for Western Region Vice President?

INTERNATIONAL VICE PRESIDENT ALOISE: To those who believe in me, thank you. You hold me up.

I proudly accept the nomination as a member of

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the Hoffa-Hall slate as Western Region Vice President in honor of my father. Thank you very much.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Thank you.

Okay, let's have order. Let's have order. Take your seats.

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

Two minutes.

DELEGATE JAY PHILLIPS, Local 396: Good morning, Brothers and Sisters. I'm the President of Teamsters Local 396 and a proud Hoffa-Hall delegate.

It is an honor and a privilege to nominate my friend and my brother, Ron Herrera, the Secretary-Treasurer of Local 396, as a candidate for the position of International Brotherhood of Teamsters Western Region Vice President.

(Cheers and applause)

Let me tell you about Ron. Ron is a 41-year Teamster member. Ron started his Teamster career as a rank-and-file UPS package and feeder driver before he was elected Secretary-Treasurer of Teamsters Local 396. Ron has been the Principal Officer of Local 396 since 2003, and in that capacity has had to wage battle with huge billion-dollar companies such as Waste Management, Republic Services, and UPS.

Local 396 has the largest number of UPS members in the West and is the largest sanitation local in the country. I have seen him consistently fight these companies using every weapon at his disposal, and he wins good contracts.

This is the kind of experience that is needed to competently serve our great membership as Western Region Vice President. Ron has won concessions from UPS as Chairman of the Article 43 Committee and as a member of the UPS National Negotiating Committee. This has resulted in the reduction and elimination of subcontracting, improving working conditions, and raising the economic bar for our members.

ELECTION SUPERVISOR MARK: Thirty seconds.

DELEGATE PHILLIPS: Ron is a Director of the Solid Waste and Recycling Division, and he has proudly carried on the legacy of his mentor, ex-Director Bob Morales from Teamsters Local 350.

ELECTION SUPERVISOR MARK: Fifteen seconds.

DELEGATE PHILLIPS: Ron was the architect

behind the Don't Waste LA campaign. In order to do business in LA, you've got to have a collective bargaining agreement or sign a labor peace agreement. Otherwise, you're not working there.

He fought the good fight—

ELECTION SUPERVISOR MARK: Please wrap up the nomination.

DELEGATE PHILLIPS:—for social justice, raised the standard of living for thousands of immigrant workers in our community, this five-year battle to pass this ordinance.

Look at the facts and I think you'll vote for Ron Herrera. Be objective. Be fair. Ron Herrera.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 3. Is there a second to the nomination of Mr. Herrera?

DELEGATE JAVIER BONALES, Local 396: Mr. Chairman, I'm the Vice President of Teamsters Local 396, and, yes, a proud delegate for the Hoffa slate.

ELECTION SUPERVISOR MARK: One minute.

DELEGATE BONALES: Brothers and Sisters, it is time. It is time for Latinos to rise. It is the moment that we all need. I'm proud and humble to stand here before you to second the nomination for our Western Region Vice President, the best qualified, the best guy to make decisions, tough decisions. In this day and age there should be no bullshit who should run our Teamsters IBT local.

ELECTION SUPERVISOR MARK: Thirty seconds.

DELEGATE BONALES: Again, Brothers and Sisters, Javier Bonales, 36-year Teamster, my fourth election, and, yes, again, Hoffa and Hall will deliver.

... Delegates Bonales addressed the delegation in Spanish.

ELECTION SUPERVISOR MARK: Please conclude the second.

DELEGATE BONALES: Brothers and Sisters, I second the nomination for the best qualified guy in the IBT, Western Region Vice President, Ron Herrera.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 2. Mr. Herrera, there's been a nomination and a second. Do you accept the nomination?

INTERNATIONAL VICE PRESIDENT HERRERA: Mr. Chairman, I'm Secretary-Treasurer of

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Teamsters Local 396. In memory of Sister Barbara Linney and Brother Billy Huff, for the greatest Teamsters, the membership in the Teamsters, Local 396, Joint Council 42, and all the Western Region, I proudly accept my nomination on the Hoffa-Hall slate. Thank you.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Let's have order. Let's have order for the nominations to proceed. Take your seats.

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

VICE PRESIDENT AT-LARGE RANDY CAMMACK, Local 63: There is.

(Cheers and applause)

Mr. Chairman, I'm the Principal Officer, Secretary-Treasurer of Local 63, and President of Joint Council 42.

ELECTION SUPERVISOR MARK: Two minutes.

VICE PRESIDENT AT-LARGE CAMMACK: I place into nomination the name of Rick Middleton, almost a 50-year Teamster, someone who I've known for the last 40 years. I've seen him come from a mixer driver—he started in Local 186—to a driver at Unified Grocers. He then became the president of Teamsters Local 848. He took over the trusteeship of 572, and has been elected as Principal Officer ever since.

He's a man's man. He's a Teamster's Teamster. And I can tell you, he's the best bet you could—he will join the team of Rome Aloise, Ron Herrera, and the Hoffa-Hall slate to give you the continuing progressive leadership that this union needs.

For the last 15 years I've been on the General Executive Board as a Vice President, Western Region At-Large; and I can tell you, do you want to trade what you have in this great union, the progress that's been made, for a bunch of TDU bullshit?

... The delegates shouted, "No!"

VICE PRESIDENT AT-LARGE CAMMACK: You have the best. Don't trade it in like some of the other brothers have said. The only way that can happen is if you don't encourage the members of this great union to stand up and put down the bullshit.

So thank you, and God bless the Teamsters. I love them dearly. Thank you.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3. Is there a second to the nomination of Mr. Middleton?

DELEGATE LINDA WARD, Local 572: Mr. Chairman, I'm Vice President of Teamsters Local 572 out of Carson, California.

(Cheers and applause)

ELECTION SUPERVISOR MARK: One minute.

DELEGATE WARD: And a proud Hoffa-Hall delegate. What an honor it is to stand before my brothers and sisters to place into—second the nomination for Rick Middleton.

(Cheers and applause)

He is a proven leader for working families, a man of integrity, working for his members, tirelessly working for his members. I often say Rick's greatest disappointment in life is that he's got to sleep a couple of hours, because he hits the floor running, running for his Teamster members.

ELECTION SUPERVISOR MARK: Thirty seconds.

DELEGATE WARD: It is my honor and privilege, and I am proud—oh, but first of all, please, I'm old school. Buy stock in Ex-Lax because TDU is full of shit, and they need that.

(Cheers and applause)

I proudly second the nomination of Rick Middleton for Western Region Vice President.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2. Mr. Middleton, there's been a nomination and a second. Do you accept the nomination for Western Region Vice President.

DELEGATE MIDDLETON, Local 572: Mr. Chairman, I am proud to stand here as a Hoffa-Hall delegate. I honorably accept Western Region Vice President on behalf of Joint Council 42 and this great Teamster organization.

Thank you, Brothers and Sisters.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Thank you.

Let's have order and be seated as the nominations proceed.

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

DELEGATE FRANK VILLA, Local 630: Mr. Chairman—

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE VILLA: Twenty-six year proud

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Teamster of Local 630, Los Angeles, California, and a proud Teamsters United delegate.

(Chorus of boos)

I rise to nominate Frank Halstead of Local 572, Carson, California, for the Western Region Vice President on the Fred Zuckerman Teamsters United slate.

I met Frank 26 years ago on the shop floor doing what he does best, informing, educating, and mobilizing the rank and file on the shop floor.

(Chorus of boos)

Over the last 25 years I have come to know Frank as one of the most knowledgeable and dedicated Teamsters around. Frank is a rank-and-file leader.

He has been a Teamster 29 years. He's been democratically elected shop steward for 28 years at three different locals. He has a history of standing up for the members. He led fights against concessionary contracts. He has a proven record for fighting against corruption in our union.

We need a rank-and-file Warehouse Teamster on the General Executive Board who knows the challenges we face, unreasonable production standards, automation, and nonunion competition.

ELECTION SUPERVISOR MARK: Thirty seconds.

(Chorus of boos)

DELEGATE VILLA: He will be available on the General Executive Board. I am proud to nominate Frank Halstead for the position of Western Region Vice President on the Teamsters United slate. Thank you.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3. Is there a second to the nomination of Mr. Halstead for Western Region Vice President.

DELEGATE BENNY HERNANDEZ, Local 186: I'm a proud 35-year Teamster—

ELECTION SUPERVISOR MARK: One minute.

(Chorus of boos)

DELEGATE HERNANDEZ:—President of Local 186 in Ventura. I second the nomination of Frank Halstead as Vice President of Teamsters, of—Western Regional Vice President, and on the Teamsters United slate.

(Chorus of boos)

Frank is a Teamster leader in the best sense of the word. I have known Frank for 26 years, and he al-

ways stood up for the members, always. He knows how to organize, and best yet, he knows how to lead.

(Chorus of boos)

And I will never forget—and Frank will never forget where he came from. I second the nomination of Frank Halstead.

(Chorus of boos)

Thank you.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2. There has been a nomination and a second for Frank Halstead. Mr. Halstead, do you accept your nomination?

(Chorus of boos)

BROTHER FRANK HALSTEAD, Local 572: Frank Halstead, 29-year Teamster and proud member of Local 572. I proudly accept the nomination for Western Region Vice President on the Fred Zuckerman Teamsters United slate on behalf of all the members in this union that deserve and want change.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

Let's have order. Let's have order and be seated as the nominations proceed.

Microphone no. 1. Is there a nomination for Western Region Vice President?

DELEGATE GENE BLACKBURN, Local 206: Thank you, Mr. Chairman. I'm from Local 206 in Oregon.

ELECTION SUPERVISOR MARK: Two minutes.

(Chorus of boos)

DELEGATE BLACKBURN: I proudly nominate Richard Galvan for Western Region Vice President. Richard Galvan joined Local 396 over 29 years ago and has worked as a clerk, a package car driver, feeder driver, and Business Agent.

He was a political coordinator of Local 396 until he broke with the old guard. He returned to the craft. He is not a "yes man." He is a stand-up Teamster. He's a fighter for rank and file. Our Teamster member in the West, we're looking for new direction, not more of the same. They deserve to make the choice this fall. Give members the choice of a new direction.

I proudly nominate Richard Galvan for Western Region Vice President.

ELECTION SUPERVISOR MARK: Thank you.

There's been a nomination of Mr. Galvan. Microphone 3, please. Is there a second for Richard Galvan?

DELEGATE FRANK PEREZ, Local 630: I'm

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an elected rank-and-file delegate from Local 630. Local 630 members—

(Chorus of boos)

ELECTION SUPERVISOR MARK: Quiet, please. Let's have the seconding speech, one minute.

DELEGATE PEREZ: They want their voices to be heard in the leadership of this union. They elected us because they want a choice in the Teamsters election.

I second the nomination of Richard Galvan, and I ask you to support all the candidates in the West and give us, our members, a choice.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2. There's been a nomination and a second for Rich Galvan. Mr. Galvan, do you accept the nomination?

(Chorus of boos)

BROTHER RICHARD GALVAN, Local 396: Mr. Chairman, I'm a proud Teamster of Local 396, 29-year member, and I proudly accept the nomination for Western Region Vice President under the Teamsters United slate.

ELECTION SUPERVISOR MARK: Thank you.

(Chorus of boos)

Let's have order as the nominations proceed.

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

DELEGATE LEONARD STOEHR, Local 206: Mr. Chairman, I'm with Teamster Local 206 in Oregon.

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE STOEHR: I nominate Benny Hernandez, the President of Local 186 in Ventura, California.

I represent workers at Sysco, and so does Benny. He served as the Chief Steward at Sysco and Organizer, and presently is the Local President. Benny gets it done. He works hard to build Teamster power.

He's seen a decline in Teamster power in our core industries, and he's running with Teamsters United to reverse that and put the Teamsters Union on the offense.

On a personal note, Benny and everyone on this slate consider you and everyone in this hall our brothers and our sisters; and when this is over, we pledge to continue working with you on behalf of working people and working Teamsters around the world. I nominate Benny Hernandez.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3, there's been a nomination for Benny Hernandez. Is there a second?

DELEGATE PHIL RICHARDS, Local 630: I'm Phil Richards, a proud delegate for Teamsters United, Local 630, in Los Angeles—

(Chorus of boos)

ELECTION SUPERVISOR MARK: One minute.

DELEGATE RICHARDS:—a food and warehousing local. We need leadership that has worked our jobs. We need leadership that can relate to the membership. We need diverse Teamster leadership that begins—brings all the members' voices to the table, including our Latino brothers and sisters. Benny Hernandez is that kind of leader we need.

I second the nomination of Ben Hernandez, a Teamster leader for the future on the Teamsters United slate, and close the concession stand in the West.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

There's been a nominates and second for Ben Hernandez.

Mike No. 2. Mr. Hernandez, do you accept the nomination?

DELEGATE JOE "BENNY" HERNANDEZ, Local 186: I'm Vice President of Local 186 in Ventura, California, and I proudly, proudly accept the nomination for vice president.

Thank you very much. Thank you, Teamster brothers, we need to unite.

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE STEVE CHANDLER, Local 38: Yes, there is. Good morning. I'm the Secretary-Treasurer of Teamsters Local 38, also Secretary—

(Applause)

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE CHANDLER: Also Secretary-Treasurer of Joint Council 28, and a proud Hoffa-Hall supporter.

I rise before the delegation today to show my support for Brother Rick Hicks for the Vice President position in the West.

I've worked side by side with Rick and witnessed his leadership firsthand as a 174 Secretary-Treasurer and the President of Joint Council 28. Through his tireless dedication to the Teamster cause, Rick Hicks

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has consistently accomplished higher area standards for the union memberships through aggressive bargaining and organizing.

He holds the respect not only of his members and peers, but the respect of the employers across the bargaining table. Rick is a proven leader. Enough said. He's a 44-year member of the Teamsters and a 29-year officer of the Teamsters. With pride and privilege, I nominate Rick Hicks for Western Region Vice President. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3. There's been a nomination, is there a second for Mr. Hicks?

DELEGATE LEONARD CROUCH, Local 760: Yes, Mr. Chairman. I'm Secretary-Treasurer, Teamsters Local 760, Yakima, Washington, and a proud Hoffa delegate.

It is not only an honor, but a privilege to second the nomination of Rick Hicks for International Vice President of the Western Region. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

(Cheers and applause)

There's been a nomination and a second for Mr. Hicks. Mr. Hicks at microphone 2, do you accept the nomination?

DELEGATE RICK HICKS, Local 174: Mr. Chairman, Sisters and Brothers, fellow delegates and alternates, and guests, I'm Secretary-Treasurer of Teamsters Local 174 in Seattle, Washington, Joint Council 28 President.

On behalf of the Hoffa-Hall, Aloise Middleton, and Herrera team, I proudly accept the nomination in my role. Thank you.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 1. Is there a nomination for Western Region Vice President?

Are there any other nominations for Western Region Vice President?

Last call for Western Region Vice President nominations.

Hearing none, nominations are closed.

(Applause)

That concludes the floor nomination proceedings for this morning. Thirty minutes after the morning session ends there will be a lottery for ballot placement order on the ballots for this evening.

The lottery will be held in the Election Office in the Platinum Room over in Bally's next to where you registered. Candidates or candidate representatives should go to there for the ballot placement lottery.

Logic and accuracy testing will be at 4:00 p.m. again in the Gold Room. Voting starts at 5:00 p.m. Doors don't open until 5:00. Voting will end at 7:00 p.m., also in the Gold Room in Bally's. Only delegates with a credential issued by the Election Supervisor can vote. As you know, we will check your bar codes and verify eligibility when you enter the voting area. Please bring your bar code.

Again, it will be by secret ballot. There is no way for anyone to know how anyone voted. There will be voting by regions tonight. Each of you will receive votes—ballots for the region in which you are elected for the vote.

The results will be announced at or about 8:00 p.m. this evening. After the nomination results are provided, candidates who have received 5 percent or more of the vote from their region of the ballots cast by region will be nominated to the ballot for that regional office.

Candidates should know that they should accept nomination to the ballot in writing. There is a form available for that.

You know the rule about campaign paraphernalia in the voting area. No use of cell phones. We'll do this tonight just as we did it last night.

That concludes the floor nomination proceedings for this morning. Tomorrow we will return for the nominations for General President and General Secretary-Treasurer.

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

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Thank you. Thank you, thank you.

... The delegates shouted, "Hoffa! Hoffa! Hoffa!"

GENERAL PRESIDENT HOFFA: Oh, come on, guys.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you. Thank you so much.

The Teamsters Union is full of so many amazing people. Our next video is about Local 24 President Travis Bornstein and the nonprofit organization he

and his wife created after the tragic death of their son. Please watch this video.

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

(Applause)

GENERAL PRESIDENT HOFFA: This group is making a real difference through Breaking Barriers. Travis and Shelley have marched into Washington, D.C., spoken about addiction at high schools, testified before lawmakers and counselors and many people struggling with addiction over family members.

Let's hear it now for Travis Bornstein. He's going to tell his story about what happened.

Travis, please.

(Applause)

BROTHER TRAVIS BORNSTEIN
"Breaking Barriers - Hope is Alive"
Local 24

Good morning, Brothers and Sisters. Thank you very much.

(Standing ovation)

Thank you. Thank you so much.

Good morning, Brothers and Sisters. I first want to thank the General President, the General Secretary-Treasurer, and the General Executive Board for the opportunity to tell my family's story at the 29th International Brotherhood of Teamsters Convention.

I'd like to begin by telling you a little bit about myself. My name is Travis Bornstein. After high school I gave up the opportunity to play college football and voluntarily enlisted in the United States Marine Corps.

(Cheers and applause)

Your guys are going to make me start blushing if you keep clapping every time.

I spent four years of active duty, two years inactive reserves, and was meritoriously promoted to Sergeant E-5 at age of 21.

For the last 27 years I've been a Teamster member of Local 24 in Akron, Ohio. Twenty of those years I've been a full-time officer, and the last 17 years I've been the President and Principal Officer of Local 24. I'm also the Secretary-Treasurer of Joint Council 41.

I was 29 years old when I was elected as a Busi-

ness Agent, and 32 years old when I wasn't elected as the Principal Officer.

I've been married to my wife Shelley for 27 years. We have three children. Our youngest daughter Taylor is 18 years old. She has her license in cosmetology, a full-time job, and her own apartment.

My oldest daughter Tana is 22 years old and a recent college graduate from Walsh University with her Bachelor's Degree in exercise science.

That leaves me to my only son, Tyler Bornstein. Tyler was a 2009 Magna Cum Laude graduate in the legal studies program from Lake High School. He participated on the back-to-back federal league championship golf teams, earning all-league and all-county honors his freshman, sophomore, and junior years.

He recorded two hole-in-ones before he turned 16 years old. His senior year he decided not to play golf, instead participated on the Lake Blue Streak football team. At the end of the season Tyler earned the senior Iron Man Award.

After high school Tyler attended Walsh University to study accounting and finance. He decided to walk on the golf team, earning a golf and academic scholarship.

See, Tyler was smart, athletic, a hard worker. He was gentle and kind and had lots of friends. In April 2013, he entered a body building show, and at the age of 22 he was announced runner up, Junior Mr. Ohio.

Of course, I get to say all these nice things about my boy because I'm his dad, but they're also true. So how does a kid like Tyler, who comes from a Middle Class family with loving parents, families, and friends who loved him get addicted to heroin?

Brothers and Sisters, I'm here to tell that you that this can happen real innocently. See, Tyler broke his right arm four times, and he had two surgeries on his right elbow. The first surgery was at age 11, and the second surgery was at age 18, and ultimately he became addicted to the opiate pain medication which led him to heroin.

Over the next several years Tyler was in and out of rehab facilities in Ohio and Michigan. In November of 2013 he took a leave of absence from college and went into a 21-day rehab facility and

then into a six-month treatment program at a sober living facility in Florida.

He came back home to Ohio in June of 2014. He enrolled back at Walsh University and talked to the golf coach about getting back on the golf team.

But mid-September of 2014 Tyler relapsed again. However, this time he had reached his two-time lifetime limit for inpatient rehab, and he no longer had health insurance.

He was seeking treatment from the state-funded program, but was put on a three-week waiting list before he could get help. Tyler could no longer deal with the pain from opiate withdrawals and decided to use heroin one more time.

On September 28, 2014, 21 months and one day ago, Tyler was in the process of overdosing; and instead of the other individual calling 911 for help, he took my son to a vacant lot on the corner of Arlington and Alfred in Akron, Ohio, and left him there to die.

Later that day the Summit County Sheriff Department showed up at my house. I was not home, but they proceeded to tell my wife and 17-year-old daughter that a resident found a dead body in a vacant lot, and it was our 23-year-old son.

So how does a father recover from such a tragedy after losing his best friend and only son? If I may, let me leave you with a couple thoughts.

My first thought is forgiveness. I've learned that I have to forgive a whole lot of people for me to recover and move forward—guys like the drug dealer, the person who dumped my son's body in a vacant lot like a piece of trash, the doctor who prescribed opiates to a kid, but most of all, myself.

See, I was embarrassed and ashamed to talk to anyone about my son's addiction. I thought I failed as a father and that my son was a moral failure.

I was embarrassed of my son.

My second thought is education. In October of 2015, my wife and I and our family attended a national rally for a federal response on the opiate epidemic in Washington, D.C. What I learned there was the over-prescribing of opiate pain medicines has harmed billions of pain patients and has led to sharp increases in addiction, heroin use, and overdose deaths. I also learned that the United States government has acknowledged that this is the worst drug epidemic in the history of our country.

I was stunned when I heard the top doctor of the United States, the United States Surgeon General, say that addiction is not moral failure, that it is a disease just like cancer, heart disease, and diabetes.

Wow. A disease and not more a failure.

I'm learning to forgive myself and I'm no longer embarrassed of my son. He is my hero to accomplish so much with such a gut-wrenching disease. I'm only embarrassed that I was the fool.

So how does a family recover from such a tragedy? My wife and I made a commitment to each other that we were going to take the worst thing that could possibly happen to us as parents and try to make something good come out of it.

So under the direction of my wife, Shelly, and with the assistance of her sister, Laura, in March of 2016, our family formed a non-profit 501(c)(3) organization called "Breaking Barriers-Hope's Alive," to help change the stigma of drug addiction through training and education and awareness and recovery aid. Our hope is to inspire breakthroughs in treating people who suffer from drug addiction and to educate all individuals about the disease of addiction.

Did you know every 19 minutes in the United States someone dies from a drug overdose? In my state of Ohio, five people every single day die from a drug overdose. Three hundred percent more Americans die each year from prescription pain medicine than illegal drugs. Research shows four out of five heroin users first began with the use of opiate pain medicine.

Medications such as OxyContin, Percocet, Vicodin, Tramadol, are all synthetic heroin. The United States makes up about 4 percent of the world's population. However, we consume 80 percent of all opiate pain medicine.

Right now in the state of Ohio there are over 200,000 people addicted to heroin. This epidemic is causing chaos in every neighborhood, city and state in our country. And it's having a significant impact on Teamster members, their families, and by placing a tremendous strain on our healthcare systems. It's in every workplace, craft or division that our union represents.

Therefore, Brothers and Sisters, I believe I have an obligation to act, not only because I lost my son, but because this epidemic is having direct impact on our members. That is why my family and I are going to stand up with every fiber in our body and fight

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back through training, education, and helping in recovery aid.

Our long-term mission is to purchase the vacant lot and put a treatment facility on the property right where they found my son's body.

(Standing ovation)

Thank you. I know this is a big goal. I know this is a big goal and it's going to take lots of money. But I commit to you that we're going to work like no tomorrow to make this happen. My wife is just like most of yours, and just like every Teamster Sister in this room, she don't do well with being told no.

In closing, I would like to thank all the Executive Board members and Business Agents all across the state of Ohio for their support that they've showed me and my family during this difficult time. Pat Darrow, Joint Council 41 President, and, Dave Dudas, thank you so much for your friendship.

I wish I could mention all of you by name. I would especially like to thank my Executive Board, the Executive Board of Local 24, who has stood with me during the most difficult time of my life. My Secretary-Treasurer Dave Richards and Business Agent Dave Richmond are delegates; Trustees Brian Gibson and Larry Newsom, who are alternate delegates, I've been with you guys for a long time. You are true loyal Teamsters and I will never forget what you've done for me and my family.

(Applause)

I would also like to thank Central Region Vice President Gordon Sweeton who personally took the time to call me when he heard my family and I would be attending the hearing on the sentencing of the drug dealer. He said, "Travis, I just want you to know that we're here for you and if there's anything I can do for you and your family, don't hesitate to ask."

See, I recognize that's a phone call that Gordon didn't have to make. But see, that's the type of person Gordon Sweeton is. He truly cares about the members.

I want to say personally thank you to General President Hoffa and General Secretary-Treasurer Hall for letting me have the opportunity to tell my story and try to use it to make a difference.

If you would like to find out more information about "Breaking Barriers-Hope Is Alive," or if you'd like to help us with our mission or make a donation,

you can go to nowwefightforyou.com. *Nowwefightforyou.com*.

One last thing. Brothers and Sisters, I don't claim to be the smartest person in the room. But as a veteran of the United States Marine Corps and a Teamster for 27 years, I promise you this: That if you partner with us, I do know how to stand up and fight like hell until the mission is accomplished. I promise you that.

(Cheers and applause)

To my son in Heaven, now we fight for you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Mike 4.

DELEGATE DAVE DUDAS, Local 52: Thank you, Mr. Chairman, for this personal point of privilege. My name is Dave Dudas, Teamsters Local 52, Principal Officer.

I've personally known the Bornstein family for over 20 years. Just shy of two years ago today a tragedy happened to this humble family, this close-knit family. At Tyler's service there was easily over 500 people. We were all surprised when Travis got up and spoke. Just probably like here today, there wasn't a dry eye in the house.

The outpouring of sincerity and support was tremendous for Travis and his family. But after all was said and done, Travis, Shelly, Tana and Taylor were still beside themselves.

We all know this isn't the way it should happen. Parents aren't supposed to bury their children. Let me tell you, Brothers and Sisters, this family didn't sit still, as you heard from Travis. This is an extraordinary family. They created that 501(c)(3), "Breaking Barriers-Hope Is Alive," just in the memory of their son. It helps them grieve. I never want to see any other people in this situation.

Brothers and Sisters, this family has gone on up and above to educate, help members in Ohio, Local 24, Local 92, Local 348, Local 507, all Ohio locals. But specifically where it hits home, one of my own members just last month lost a daughter to the same situation. The opiate painkiller epidemic is real. The heroin use and overdose are destroying families.

Please join me, my local, our joint council, all the locals in Ohio, and support this "Breaking Barriers-Hope Is Alive," and help us support the Bornstein family for what they're doing for the commit-

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ment to the members, their family, and everybody. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

INTERNATIONAL VICE PRESIDENT ALOISE: Mr. Chairman, I'm President of Teamsters Joint Council 7. That was the most inspirational thing I've seen I think in a long, long time, that Travis could get through that.

The Trustees, members of Joint Council 7, while he was talking, have decided we want to get that building built on that lot, and we're donating \$10,000 today to that.

(Cheers and applause)

I'd like some of the other joint councils to step up. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

INTERNATIONAL VICE PRESIDENT AT-LARGE TEDESCHI: I'm President of the Graphic Communications Conference, delegate from Local 406 GCC, and International Vice President.

All of us know somebody who suffered from substance abuse. Many of us know people that have died from it. I know in my own family and friends, I have seen it numerous times; and especially as the President of a local and as a labor leader, we see it within our own membership.

If it is in order, Mr. President, I, like Brother Aloise, think we should do everything we can to try to support this financially. And if it's in order, I would like to make a motion that this body take up a voluntary collection and give it to this organization here at this meeting.

(Applause)

I also pledge that the GCC—I can't tell you how much, because I don't know yet—but we will make a donation, also.

Thank you, Mr. President. And I make that motion.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 4.

DELEGATE CHUCK WHOBREY, Local 215: I'm a delegate from Local 215, Evansville, Indiana, and a supporter of the Hoffa-Hall slate. On behalf of the Local 215 Executive Board, we'd like to contribute \$1,000 to this foundation. And personally, my

wife—Annie, and I will contribute \$500 to this foundation. Thank you.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Mike 2.

UNIDENTIFIED DELEGATE: I'd like to second the motion by Brother George Tedeschi and ask that the entire delegates to vote unanimously to support that motion. Thank you.

GENERAL PRESIDENT HOFFA: Okay. Well, I don't think we need a vote. We're just going to pass the hat. Is that right with George? That's what we're doing to do.

INTERNATIONAL VICE PRESIDENT AT-LARGE TEDESCHI: Thank you, Mr. Chairman.

GENERAL PRESIDENT HOFFA: We will do that. Also, this is such a moving issue for all of us. It affects everybody in this room. We will discuss today with the Executive Board of the IBT, with your consent, to give \$50,000 to this—with your consent. Do I have your consent?

(Standing ovation)

Thank you. We will do that. I'll talk to the Executive Board. With your consent, we will do it. Thank you very much.

(Cheers and applause)

All right. Mike 2, George Miranda.

INTERNATIONAL VICE PRESIDENT MIRANDA: On behalf of my Joint Council 16, we commit to \$10,000 as well.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: There you go. Mike 2.

DELEGATE BRIAN ALDES, Local 320: Mr. Chairman, I'm Secretary-Treasurer and Principal Officer of Teamsters Local 320, a proud delegate, Hoffa-Hall team. On behalf of my local and its membership, we're going to commit \$5,000 to the Bornstein family to build their treatment facility.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE MARTY FRATES, Local 70: I'm Secretary-Treasurer, Teamsters Local 70. Our local commits \$1,000.

(Applause)

GENERAL PRESIDENT HOFFA: Very good. Mike 2.

DELEGATE RICK HICKS, Joint Council 28: Mr. Chairman, President, Teamsters Joint Council

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28. We just polled our Executive Board and we will contribute \$5,000 as well.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you. Thank you, Rick.

Next brother.

UNIDENTIFIED DELEGATE, Local 25: Sanitation Local 25 in Boston, and on behalf of Sean O'Brien, International Vice President, we'll commit \$10,000.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you.

Mike 2.

DELEGATE DAVE LAUGHTON, Local 633: I'm Secretary-Treasurer, Teamsters Local 633 and Joint Council 10. We'll give 5,000 from each of them. So another 10,000. Let's get it to a hundred thousand before we leave here.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: All right. Way to go.

Mike 2.

INTERNATIONAL TRUSTEE KABELL: Joint Council 56, Kansas City, Missouri. Our Board just polled. We'll add another \$10,000.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Very good. Thank you.

Mike 2.

DELEGATE LAWRENCE YOSWA, Local 792: President of Joint Council 32, Secretary-Treasurer of Local 792, Minneapolis, Minnesota. We'll contribute \$10,000.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you, Brother.

Mike 2.

DELEGATE GREG NOWAK, Local 1038: Mr. Chairman, I'm President, Joint Council 43, your home joint council. We polled the Executive Board. We're in for 10, also.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you.

Mike 2.

DELEGATE BILL HAMILTON, Local 107: General President Hoffa, I'm from Joint Council 53. I polled our locals, we're in for 15,000. Thank you.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you. Yes, Brother. Mike 2.

UNIDENTIFIED DELEGATE, Local 272: Mr. Chairman, Local 272 out of New York City, we commit \$10,000.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Very good. Thank you.

Okay. Mike 2.

DELEGATE TOM ERICKSON, Local 120: I'm President of Teamsters Local 120. We will give \$10,000.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you.

Mike 2.

DELEGATE TREVOR LAWRENCE, Local 638: I'm Secretary-Treasurer of Teamers Local 638. Our Executive Board pledged to contribute 5,000.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you, Trevor.

Mike 2.

INTERNATIONAL VICE PRESIDENT VAIR-MA: Mr. Chairman, I'm President, Joint Council 3. We just polled our Board. We're contributing \$5,000.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you.

Mike 2.

INTERNATIONAL VICE PRESIDENT JOHNSON: Travis, Tyson Johnson. I've got a personal check for you, two grand.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Very good.

Mike 2.

VICE PRESIDENT AT-LARGE RANDY CAMMACK, Local 63: I'm President of Joint Council 42. I'd like to pledge in behalf of Joint Council 42, \$15,000.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE SAM STEWART, Local 63: Mr. President, I'm President of Local 63. We've just polled the Board and the Board is agreeing to give \$5,000.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE TOMMY BLITSCH, Local 631:

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I'm Secretary-Treasurer, Teamsters Local 631. The Executive Board of 631 just voted to donate \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thanks, Tommy.

Mike 2.

DELEGATE SHERI ORELLANA, Local 1932: Mr. President, I'm President of Local 1932 out of San Bernardino, proud to be part of JC 42. We are committing \$5,000.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE GARY DUNHAM, Local 238: General President, I'm with Local 238. I polled my Board. We will give \$5,000.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE TONY ANDREWS, Local 305: Good morning. Tony Andrews, Joint Council 37. On behalf of all local unions of Joint Council 37, we pledge \$10,000. Thank you.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you, Tony. Thank you.

DELEGATE CRAIG McINNES, Local 938: Mr. President, on behalf of Teamsters Canada National Board, we'll donate \$10,000.

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE McINNES: And on behalf of my Local 938, we'll add another \$5,000.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Very good.

Mike 2.

DELEGATE RICK EICHEL, Local 362: Mr. President, I'm from Joint Council 90, Calgary, Alberta, covering Alberta, Saskatchewan, Manitoba. We need much more bricks and mortar. After hearing this story, Joint Council 90 in Canada will donate \$5,000. I have no idea what that will be in Canadian funds but \$5,000 U.S.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: We'll figure it out. Thank you, Rick.

DELEGATE WAYNE SCHULTZ, Local 695: Mr. President, I'm President, Joint Council 39 from Wisconsin. I polled our Board and we will contribute \$5,000.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you. Mike 2.

DELEGATE DENNIS ROBERTS, Local 407: Local 407 in Cleveland. Our board is going to donate another \$5,000.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE BETTY ROSE FISCHER, Local 538: Mr. Chairman, I'm the Secretary-Treasurer for Joint Council 40. We just polled the officers and members of Joint Council 40. We're going to donate \$10,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Mike 2.

DELEGATE LEONARD CROUCH, Local 760: Mr. President, I'm Secretary-Treasurer of Local 760, Yakima, Washington. Our Board pledges \$1,000.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you so much.

DELEGATE STAN HENNESSY, Local 31: Mr. President, I'm proud Joint Council President of Joint Council 36. I've polled my Board and we will be sending up \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Stan.

DELEGATE VIC PALUMBO, Local 177: Mr. President, I'm Secretary-Treasurer of Local 177 in New Jersey. Just polled the Board, we're donating 5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Vic.

DELEGATE MIKE PHARRIS, Local 166: Mr. President, I'm President, Teamsters Local 166. On behalf of our Executive Board and my Secretary-Treasurer, Mike Bergen, 166 pledges \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE ROCCO CALO, Local 1150: Mr. Chairman, I'm Secretary-Treasurer and Principal Officer of Local 1150. I just polled our Board and we will commit \$10,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Rocco.

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Mike 2.

UNIDENTIFIED DELEGATE, Local 572: Mr. Chairman, we just polled our Board. On behalf of Rick Middleton's Local 572, we are pledging \$10,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you so much.

DELEGATE RAY WHITMER, Local 911: President Hoffa, I'm a 33-year Teamster of Local 911. 911 pledges \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Ray.

DELEGATE DAVE LUCAS, Local 671: Mr. President, I'm from Local 671, Bloomfield, Connecticut, I just polled my Board. We pledge \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Thank you, David.

DELEGATE FRED ZUCKERMAN, Local 89: President Hoffa, Joint Council 94, we're going to pledge \$10,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Fred.

DELEGATE ZUCKERMAN: And on behalf of Local 89, we're going to pledge another \$10,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Fred.

DELEGATE CATHERINE COBB, Local 2010: Our Executive Board has pulled together. We'll pledge \$5,000 under the leadership of Jason Rabinowitz.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE DENNIS PIERCE, Local BLET 150: General President Hoffa, Dennis Pierce, National President, Brotherhood of Locomotive Engineers & Trainmen. With me is the National President of the Brotherhood of Maintenance of Way Division, Fred Simpson. Each of our divisions has polled its Executive Committee. We will each be contributing 10,000, and the Teamster Rail Conference will add another 10 for a total of \$30,000. Thank you.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Whoa.

Mike 2.

DELEGATE KEVIN MOORE, Local 299: Mr. Chairman, I'm President of Local 299, the home of James R. Hoffa. On behalf of our Executive Board, we are going to match our great Joint Council 43, the home of James P. Hoffa, that \$10,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

Mike 2.

DELEGATE MARVIN KROPP, Local 618: I'm President of Joint Council 13. We're going to pledge \$5,000, and out of my local, Local 618, another \$2,500.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much.

Mike 2.

DELEGATE JAIME VASQUEZ, Local 542: General President Hoffa, I'm with Teamsters Local 542 out of San Diego, California. My Executive Board, and on behalf of our members, we will donate \$5,000.

GENERAL PRESIDENT HOFFA: Thank you.

Yes, sir.

DELEGATE DOYLE BAIRD, Local 92: Mr. President, I'm Principal Officer of Teamsters Local 92, Canton, Ohio, and personal friend of Travis Bornstein. Our Executive Board has also approved \$5,000 for the charity. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much.

Mike 2.

DELEGATE JOHN SCEARSY, Local 117: I'm Principal Officer, Teamsters Local 117 in Seattle. My sister, Cheryl, Cheryl Miller, this touched her personally. Her son is addicted to heroin. Thirty-six years old, father of four. Been missing since December.

I polled our Board. They're all here and present. We'll be donating \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, sir. Thank you, Brother and Sister.

DELEGATE JAY PHILLIPS, Local 396: Mr. Chairman, Local 396, we've polled our phone Board and we are donating \$5,000. And, Travis, you're an awesome father.

(Applause)

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GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE JOHN BULGARO, Local 294: Mr. President, I'm President of Joint Council 18. I have polled the Board. We are going to donate \$5,000.

(Applause)

Also, from Local 294, we have a 501(c)(3), which we give to medical necessities. We will donate an additional 2500.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you so much.

Mike 2.

DELEGATE MICHAEL McGAHA, Local 391: President Hoffa, I'm the President of Local 391. I polled the Board. We will donate \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Mike.

Mike 2.

DELEGATE JOHN MCCANN, Local 879: President, I'm Principal Officer of Teamsters Local 879, Southern and Southwestern Ontario, Canada. On behalf of the Board of Local 879, we'll be more than happy to donate \$5,000 in U.S. funds.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE JOHN CAPOBIANCO, Local 677: Mr. President, I'm with Teamsters Local 677, Waterbury, Connecticut. We donate \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

Mike 2.

DELEGATE NICK BERRY, Local 315: General President Hoffa, I polled my wife at home because this has touched me personally. I have a foster son who's currently dealing with addiction. We're going to personally donate a thousand dollars to the cause.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE PAUL KOZICKI, Local 247: President Hoffa, I'm Secretary-Treasurer, Principal Officer of Local 247 in Detroit. We proudly support the Bornstein family and contribute \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you so much.

Mike 2.

INTERNATIONAL VICE PRESIDENT AT-

LARGE TEDESCHI: I'm President of the Graphic Communications Union and International Vice President, and also a Marine. We don't forget our Marine brothers. Once a Marine, always a Marine. We're with you, Sergeant. Don't worry about it.

(Applause)

In addition to what the Graphic Communications Conference will give, I personally will give out of my money \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, George.

Mike 2.

DELEGATE TOM GESUALDI, Local 282: President Hoffa, I'm President of Local 282. We polled our Executive Board and we'll donate \$10,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Tommy.

Mike 2.

DELEGATE STEVE CHANDLER, Local 38: Mr. President, I'm with Local 38, Everett, Washington. Our Executive Board contributed \$2,500.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE VAL HOLSTROM, Local 690: President Hoffa, I'm the Secretary-Treasurer of Teamsters Local 690 in Spokane representing 3,000 members in Eastern Washington and Northern Idaho. I've polled my Board, we're donating \$2,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE RANDY DONER, Local 230: General President, I'm Joint Council President for Ontario Canada. I've had the opportunity to poll our Board. We, too, will match the \$5,000, and in U.S. funds, also. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Randy.

DELEGATE DON E. GARCIA, Local 315: Mr. Chairman, I'm Teamsters Local 315 Secretary-Treasurer. We will also donate \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE BRIAN INDELICATO, Local 896: Mr. President, 896, we're donating \$1,000.

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(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE MARK DAVISON, Local 162: Mr. Chairman, I'm President of Teamsters Local 162 in Portland, Oregon. We've polled our Board. We're going to make a \$2,500 donation.

Now, one more thing. I haven't seen any black coats get up here yet. This should be nonpartisan.

GENERAL PRESIDENT HOFFA: Fred got up.

DELEGATE DAVISON: Get in line. Make a donation.

GENERAL PRESIDENT HOFFA: Fred Zuckerman got up.

Go ahead.

DELEGATE BO MORGAN, Local 853: Thank you, Mr. Chairman. I'm Local 853 Vice President. On behalf of 853 and Rome Aloise, we donate \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much.

DELEGATE ROBERTA BRAZELL, Local 455: Mr. President, I'm out of Local 455, but I come to you as Vice President from the Teamster Horsemen Motorcycle Association, Chapter 3, out of Colorado. I reached out, we donate \$250, our chapter. Chapter 25, the mother club, will also donate \$100. And I also see lots of Horsemen in this room as I stand. I'm reaching out to the Horsemen brothers and sisters, please donate. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much.

DELEGATE CHUCK HALIBURTON, Local 455: Mr. President, I'm President of Local 455. On behalf of Secretary-Treasurer and Vice President Steve Vairma, our Executive Board has approved \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE MIKE MARTIN, Local 337: President Hoffa, I'm President of Teamsters Local 337, Detroit, proud member of Joint Council 43. We commit \$10,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Thanks, Mike.

Next?

DELEGATE MIKE ZEMLA, Local 293: Mr. President, I'm Principal Officer for 293 out of Cleveland, Ohio. After polling our Board, we pledge \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you so much.

DELEGATE MARIA PEREZ, Local 97: President Hoffa, I'm with Local 97 in New Jersey. Our Board has agreed to pledge \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Maria.

DELEGATE ROB GILLMAN, Local 11: Mr. Chairman, I'm President, Local 11. My Executive Board donates \$1,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much.

DELEGATE BRIAN BUHLE, Local 135: General President Hoffa, Teamsters Joint Council 69 pledges \$5,000, and Local 135 pledges \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Brian.

DELEGATE BOB LENNOX, Local 495: Mr. General President, I'm Teamsters Local 495 Principal Officer. On behalf of the Executive Board and the members of our local union—and I'd also like to say I'm a 43-year Teamster member, 40 years working for the local union, and I was a former Marine Corps Vietnam veteran.

(Applause)

On behalf of the memory of former Marines that I served with—and many Teamsters here are former Marines—we donate \$10,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Bob.

DELEGATE TONY PETILLO, Local 125: Mr. President, I'm Vice President, Joint Council 73. We commit \$5,000. We polled the Board. My Local 125 will give \$1,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you so much.

DELEGATE W.C. "WILLIE" SMITH, Local 891: President Hoffa, I'm President of Teamsters Lo-

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cal 891, Secretary-Treasurer of Joint Council 87. I pledged our Board—excuse me, I polled our Board and we will pledge \$10,000 to this great cause.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, W.C.

Mike 2.

DELEGATE TERRY HANCOCK, Local 731: Mr. Chairman, I'm from Chicago, Illinois, Joint Council 25. We polled the Board. President Coli put everyone together. We're in for \$25,000.

(Cheers and applause)

Hold on.

GENERAL PRESIDENT HOFFA: Thank you so much.

UNIDENTIFIED FEMALE DELEGATE: Now I am going to be the voice of Terry Hancock. We all know and love Terry Hancock and he has this wonderful charity called "In Search of a Cure" to raise money and awareness for autism in honor of his special, wonderful son, Brian Hancock. That organization is making a commitment to donate \$10,000.

(Cheers and applause)

DELEGATE JOHN LISNER, Local 731: Good morning, Mr. Chairman. I'm Secretary-Treasurer of Local 731. I'm a delegate with the Joint Council and proud supporter of the Hoffa-Hall slate and the Strzechowski/Coli candidates for Vice President. And also I work with Terry Hancock. Our local would like to donate \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you so much.

DELEGATE JOHN COLI, JR., Local 727: Mr. President, I'm President of Local 727. My Executive Board just approved a donation of \$25,000. Thank you.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you, John.

Mike 2.

DELEGATE BARRY RUSSELL, Local 445: Thank you, Mr. President. I'm Principal Officer, Teamsters Local 445 in New York, member of Joint Council 16. Our Executive Board will donate \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much.

DELEGATE CHRIS GRISWOLD, Local 986:

Mr. President, I'm Teamsters 986, Secretary-Treasurer, with Sean Harren, our President. We are donating \$25,000.

(Applause)

GENERAL PRESIDENT HOFFA: Yes, sir. Next?

DELEGATE SCOTT A. SULLIVAN, Local 763: General President Hoffa, I'm Secretary-Treasurer of Teamsters Local 763 in Seattle. We polled our Executive Board and we're going to donate \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Scott.

Next.

DELEGATE ALAN DAURIE, Local 150: I'm Business Agent, Teamsters Local 150. Thank you so much, Travis, for telling us that it's time to speak up before it's too late. My future stepson has the same issue. \$1,000 from me. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Al.

DELEGATE SHEILA DOMDOMA, Local 350: Mr. President, Local 350, our Executive Board would like to donate \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you so much.

DELEGATE ADAM OCHOA, Local 948: Mr. President, I'm Principal Officer, Secretary-Treasurer, Teamsters Local 948. We just polled our Executive Board. They have approved \$1,000, plus an additional \$200 from staff, for a total of \$1200. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: You're welcome. Thank you.

DELEGATE RICHARD BOYLES, Local 959: President Hoffa, I'm Secretary-Treasurer for Teamsters Local 959 from the great state of Alaska. On behalf of all our members, our local approves \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Thank you very much.

DELEGATE TED BUNSTINE, Local 174: Mr. President, I am the President of Teamsters Local 174 in Seattle, Washington. Our Board has been polled and we will donate \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

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DELEGATE MIKE LAGOMARSINO, Local 856: Mr. President, I am President of Local 856. On behalf of our Principal Officer, Peter Finn, we have polled our Executive Board and we are donating \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE MATTHEW TAIBI, Local 251: Mr. President, I'm the Principal Officer of Local 251. Our Executive Board has approved a donation of \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Brother.

DELEGATE TAIBI: Additionally, we have a charity fund, 501(c)(3), and the trustees approve a donation of \$1,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE RANDY SHEPLER, Local 30: I am Business Agent, Local 30. Our Executive Board was also polled and we are willing to donate \$5,000 as well.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

UNIDENTIFIED DELEGATE, Local 344: Mr. President, Local 344 in the down-but-never-beaten state of Wisconsin has approved a \$5,000 donation.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE DENIS TAYLOR, Local 355: Mr. Chairman, I'm President of Joint Council 62 in Baltimore, Maryland. We pledge \$10,000, on behalf of Teamsters Local 355, an additional \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much, Denis.

DELEGATE RICK SKUTAK, Local 662: Mr. Chairman, I'm with Teamster Local 662 in Wisconsin. Our Board has approved a \$5,000 donation.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE RALPH STUBBS, Local 41: President Hoffa, I am President of Local 41. We have polled the Executive Board and we approve \$5,000. We pledge that.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Ralph.

DELEGATE CARL PECORARO, Local 507: Mr. President, I'm Principal Officer, Teamsters Local 507. On behalf of our members and our Board, we give \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Carl.

DELEGATE SEAN CEDENIO, Local 570: Mr. President, I'm Principal Officer of 570 in Baltimore, Maryland. Our Board has approved a \$5,000 donation.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE RON KOZUMA, Local 996: Aloha, President Hoffa.

GENERAL PRESIDENT HOFFA: Aloha.

DELEGATE KOZUMA: Teamsters Local 996 over in Hawaii, the Executive Board has approved \$3,000 to donate. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE FERNANDA SANTOS, Local 847: Mr. President, Local 847, Canada, our Board has approved \$5,000 in U.S. funds.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you so much.

DELEGATE NINA BUGBEE, Local 332: General President and the Travis family, I'm from Local 332. My niece died of a heroin overdose. My husband and I just this past year adopted her baby boy, and our Local 332 Board has approved a \$5,000 donation.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE PAT STRYKER, Local 237: I'm with Local 237 in New York, Recording Secretary. Our Board will donate \$5,000.

(Applause)

And on a personal note, my young cousin is a drug addict; he will always be a drug addict. But rehab works after the fourth time. Seven years.

(Applause)

DELEGATE DAVID PEREZ, Local 917: Mr. President, I'm Secretary-Treasurer of Local 917 in New York. I polled our Board and we pledge \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE GEORGE MIRANDA, Local 210:

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Mr. President, I'm Principal Officer of Local 210, and we pledge \$15,000 on behalf of our Local Union.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, George.

DELEGATE TOM O'DONNELL, Local 817: Mr. President, I'm President of Theatrical Teamsters Local 817. The Executive Board, upon approval of the membership, pledges \$10,000, and \$1,000 personally.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE SAM COOK, Local 377: Mr. President, I'm Secretary-Treasurer, Principal Officer, Teamster Local 377, Youngstown, Ohio. Polled our Board and we donate \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Youngstown.

DELEGATE ROBERT "BIG DOG" TERRELL, Local 63: Mr. President, I'm from Local 63, Vice President. I also represent as Vice President of our Teamsters National Black Caucus, the Southern California Chapter. And our chapter donates \$1,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you so much.

DELEGATE DAVE BROWN, Local 150: Mr. President, Dave Brown from the great state of Minnesota. I'm the state legislative Board Chairman. My Board is going to donate \$2,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE CHUCK SCHULZ, Local 910: Mr. President, I'm Legislative State Chairman for the BLET in Wisconsin. Our Board will pledge \$2,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE SHANNON GEORGE, Local 170: Mr. President, I am Local 170's Principal Officer. We polled our Board and we donate \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE DENNY KROGSTAD, Local 614: Mr. President, I'm from Local 614, and we pledge \$2,000. God bless Travis.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE CLAUDIA PETTIT, Local 90:

General President, I am Principal Officer of Local 90 in Des Moines, Iowa, a 1903—local standing and fighting hard. My Executive Board has pledged a \$5,000 contribution.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE DAVE WEBSTER, Local 100: Mr. President, I'm President of Teamsters Local 100 in Cincinnati, and our Executive Board has pledged a thousand dollars—\$5,000, rather.

Also, I spoke with Randy Verst, President of Joint Council 26 in Cincinnati, and the Joint Council has also pledged \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE RODERICK ALSTEAD, Local 346: Mr. President, Local 346, Duluth, Minnesota, polled the Board and we're approving \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you so much.

Mike 2.

DELEGATE LENDON GRISHAM, Local 480: General President Hoffa, I am from Teamsters Local 480 in Nashville, Tennessee. We have a quorum of our Board on the convention floor. We've agreed to pledge \$5,000 to this cause.

(Applause)

On a personal note, I haven't polled my wife, but I personally will donate \$250 for this as well. And God bless this family.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE DARREN O'NEIL, Local 252: Mr. President, Teamsters Local 252, I'm the Secretary-Treasurer. We polled our Board and on behalf of our members we're donating \$2,000. Thank you.

GENERAL PRESIDENT HOFFA: Thank you.

Mike 2.

DELEGATE GARY ALWARD, Local 249: Mr. Chairman, I'm from Local 249 in Pittsburgh. Unfortunately, our Board has gone through this three times. Our Vice President has lost his son. Our Recording Secretary lost a stepson, and also our President, his brother.

We polled our Board and we are going to donate \$5,000. And my sympathy goes out to the Travis family.

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(Applause)

GENERAL PRESIDENT HOFFA: Thank you so much.

DELEGATE MIKE BROOKS, Local 95: I'm from Joint Council 83 and Local 95. Joint Council 83 did a Board poll and will give \$5,000. Local 95, I pledge \$1,500.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE JAMES WRIGHT, Local 822: I polled my Board and we're going to donate \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

UNIDENTIFIED DELEGATE, Local 79: General President Hoffa, Travis, to you and your lovely family. I've polled my Joint Council. I've also polled my local union. We all have kids and we all have grandkids and we all know this is a horrible disease. I can see the Teamsters has pulled their heads up where it belongs, like a lot of our politicians should be doing.

Our Joint Council is up in age, some of us, and we want to see that ribbon cutting on your new building as soon as possible. So the Joint Council is going to contribute \$10,000, and my Local Union 79 will also contribute \$10,000 towards that building.

(Cheers and applause)

DELEGATE RUSSELL SHJERVEN, Local 839: General President Hoffa, I'm the Principal Officer of Local 839 in Pasco, Washington. My wife's younger brother has been clean for six months. He's been fighting heroin addiction for about 15 years.

It's real easy to see there's never a bed in rehab available for addicts but there's always a bed in jail. That's something that we as a society have to deal with. So my wife and I will pledge \$1,000. When we get back to Pasco, our E-Board will take up a vote and pledge money out of our local, also. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much.

DELEGATE ESAU HERNANDEZ, Local 439: Mr. President, I'm from Teamsters Local 439 in Stockton, California. On behalf of our E-Board, they would like to donate \$1,000. And on behalf of stability through solidarity, we would like to donate another \$1,000. Thank you.

GENERAL PRESIDENT HOFFA: You're welcome. Thank you.

DELEGATE ROBERT MELE, Local 988: Mr. President, Joint Council 58, I polled my Board and we would like to donate \$5,000.

Also, on behalf of Local 988, we are also going to contribute another 5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Robert.

DELEGATE BRENT TAYLOR, Local 745: General President Hoffa, I'm Secretary-Treasurer of Local 745 in Dallas, Texas, also Secretary-Treasurer of Joint Council 80. On behalf of Joint Council 80, we will contribute \$5,000.

On behalf of the members of Local 745, we're going to contribute \$5,000.

(Applause)

Also, too, on behalf of Local 516, Kelly Swon, he has polled his Executive Board and they will give \$2,500.

And on behalf of myself and my wife, Jody, we're going to give \$500. Thank you.

(Applause)

DELEGATE MARIO CONTRERAS, Local 150: Mr. President, I'm Secretary-Treasurer, Sacramento California, Teamsters Local 150, member of Joint Council 7. We donate \$2,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE DEMOS DEMOPOULOS, Local 553: Mr. Chairman, I am Secretary-Treasurer of Local 553. We'd like to pledge \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Demos.

DELEGATE MARK GLEASON, Local 665: President Hoffa, I am Secretary-Treasurer of Teamsters 665 in San Francisco, California. Our Executive Board has been polled and is going to be donating \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE LOU CALEMINE, Local 295: President Hoffa, Teamster Local 295. Jim, this is something that reaches all across our country, all economic levels, my family, everyone's family here.

To Brother Travis, I'm glad you brought this fight to our house and to Jim's house. Maybe we can do something about it now besides just what we're doing now. I pledge \$5,000 from my Execu-

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tive Board, and I'm glad to see everybody getting involved with this. Thank you.

(Applause)

DELEGATE CHESTER SUNIGA, Local 517: President Hoffa, I'm with Teamsters Local 517 out of Visalia, California, a proud member of Joint Council 7. On behalf of the Executive Board we would like to donate \$1,000.

(Applause)

DELEGATE JOHN GALE, Local 878: General President Hoffa, I'm with Local 878, Little Rock. On behalf of our local, we will donate \$2,500.

Also, Tim Nichols, President, him and his wife Angie will donate \$250. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE MIKE SCOTT, Local 769: General President Hoffa, I'm President and Principal Officer of Local 769 in Miami. I've polled my Executive Board just now and will contribute \$5,000. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Mike.

DELEGATE BRIAN MCELHINNEY, Local 653: President Hoffa, I'm the Secretary-Treasurer and Principal Officer of Local 653 in the "City of Champions," Brockton, Massachusetts. I'd like to donate \$1,000 on behalf of all of the parents like myself and brothers and sisters and grandparents around this country who are raising children that were left behind by this terrible disease.

I'd just like to talk to the family for a second. You are not alone. I felt ashamed and embarrassed when it happened to me as well. Just want to let you know that all of us are together in this fight.

Thank you for your courage and we're behind you a hundred percent.

(Applause)

DELEGATE STAN WHITE, Local 206: Mr. President, Local 206 in Oregon. We polled our Board. We will pledge for the membership of 206, \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Stan.

DELEGATE RALPH WINTER, Local 175: Mr. President, I'm Secretary-Treasurer of Local

175 and the home Local of Ken Hall. I gladly—on behalf of our members, our Board has agreed to donate \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Thank you.

DELEGATE JAMES KANE, Local 522: President Hoffa, I'm Principal Officer of Local 522, and the members of Local 522 would like to pledge \$5,000. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE JOHN SHORTS, Local 767: Mr. Chairman, I'm Teamsters Local 767 President and Principal Officer. On behalf of our Executive Board and the entire membership of Local 767, we donate \$5,000 to this cause.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE PATRICK KELLY, Local 952: I'm with Local 952, Orange, California. On behalf of our local and our members, we donate \$5,000, and on a personal note, I'm going to share this. I'm a recovering addict, and I'm—I want to share that.

(Applause)

I quit drinking—I quit drinking 34 years ago, and I'm going to personally pledge \$2,000. The Teamsters saved my life. Thank you.

(Standing ovation)

DELEGATE MIKE WATSON, Local 651: Mr. President, I'm from Local 651, Lexington, Kentucky.

Our Board pledges at this time \$2,000, hopefully more to come.

GENERAL PRESIDENT HOFFA: Thank you so much.

(Applause)

DELEGATE RANDY FICEK, Local 670: General President Hoffa, I'm from Teamsters Local 670, Salem, Oregon.

Our Executive Board and members pledge \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE RON HICKS, Local 776: Mr. President, I'm Secretary-Treasurer, Teamsters Local 776, Harrisburg, Pennsylvania. We polled our Board, and on behalf of our membership we pledge \$5,000.

(Applause)

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GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE MIKE DEBUCK, Local 289: Mr. President, I'm Secretary-Treasurer, Teamsters Local 289. We humbly pledge \$2,500.

GENERAL PRESIDENT HOFFA: Thank you so much.

DELEGATE HARRY NESPOLI, Local 831: Mr. President, I'm President of the Uniform Sanitation-men's Association, New York City. I polled my Board, and they approved \$5,000.

GENERAL PRESIDENT HOFFA: Thank you, Harry.

DELEGATE NESPOLI: God bless you.

GENERAL PRESIDENT HOFFA: God bless you.

DELEGATE ED WEBER, Local 812: Mr. President, I'm President, Teamsters Local 812 in New York, and our Board pledges \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE SCOTT GELHAR, Local 970: President Hoffa, my name is Scott Gelhar, I'm Principal Officer of Local 970 in Minneapolis. We polled our Board, and we are going to give \$3,000.

GENERAL PRESIDENT HOFFA: Thank you so much.

(Applause)

DELEGATE PERRY KETTNER, Local 577: Mr. President, I'm Secretary-Treasurer of District Council 1 of the Graphic Communications Conference. We'd like to humbly donate \$1,000 to this worthwhile cause.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE TOM BAYUSIK, Local 443: Mr. President, I'm President of Local 443, New Haven, Connecticut. On behalf of our Executive Board and Principal Officer Dan Flanagan, we pledge \$1,000.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE STEVE PICKLE, Local 305: President Hoffa, I'm President of Local 305 in Portland, Oregon. We polled our Board. We proudly donate \$5,000 to this cause.

I will also personally pledge another \$1,000 on—my son Tyler is a drug and alcohol counselor in Portland, Oregon, and fights this devastating disease every day, so I will personally pledge another thousand dollars on his behalf. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. At this time here we're also passing the bucket, so—

DELEGATE RICHARD ZEBRACKI, Local 173: Mr. President, I'm the President and Teamster of Local 173 in Bradenton, Florida. We polled the Executive Board, and we'd like to donate \$1,000 to the cause.

On a personal note Bornstein family, I want to thank you for coming here and sharing your story with us, and at the end of this day I want to thank you for letting all of us be a part of this with you.

(Applause)

GENERAL PRESIDENT HOFFA: Well said.

DELEGATE TOM MILLONZI, Local 200: General President Hoffa, I'm Principal Officer, Teamsters Local 200, Milwaukee, Wisconsin. We polled our Board and donate \$5,000 to this cause.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE MILLONZI: And so sorry for your loss.

DELEGATE ERIC TATE, Local 848: Mr. General President, I'm Secretary-Treasurer of Teamsters Local 848, and I've received E-Board approval for \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Eric.

DELEGATE RICH EWING, Local 231: Mr. President, I'm the Secretary-Treasurer of Teamster Local 231 in Bellingham, Washington. I've polled our Executive Board, and we will contribute \$1,000 to this wonderful cause.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE DENNIS HOWER, Local 773: General President Hoffa, I'm President of Local 773 in Allentown, Pennsylvania.

This issue hit really close to home for us. On Saturday morning our Trustee and elected alternate delegate was supposed to get on a plane to come to this great Convention.

Unfortunately, she had found out that her son had passed away through an overdose the night before. She actually found him in her basement. So I really—it kills us; and in honor of her and in memory of

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her son who they're laying to rest right now as we stand here, Local 773 pledges \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Wow.

Mike 2.

DELEGATE WALTER LACHAPPELLE, III, Local 58: Good afternoon, General President Hoffa. I'm from Local 58, Recording Secretary, out of Vancouver Washington, and on behalf of Walter Lachapelle, Sr., and myself, we collectively pledge \$1,000. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE TONY JONES, Local 413: Mr. Chairman, I'm the Principal Officer, Local 413, Columbus, Ohio. Our Executive Board pledges \$5,000.

I would like to say, though, to Travis, you know, I've got a Tyler, too; and I remember years ago in a hotel room, there was kids running up and down the hall and waking everybody up, and it was two Tylers and a Travis that was running the halls.

Travis, you're a great father. You always have been. God bless you and your family.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

Mike 2.

DELEGATE STU HELFER, Local 853: Mr. President, I'm Chairman, Northern California Teamsters Construction Committee out of Joint Council 7. I polled our group. We're donating \$5,000.

GENERAL PRESIDENT HOFFA: Thank you so much.

(Applause)

DELEGATE PETER NUNEZ, Local 43: General President Hoffa, I'm Principal Officer, Teamsters Local 431. We've polled our Executive Board, and on behalf of our members, we would like to contribute \$2,500.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE TOM FLYNN, Local 1379: Good afternoon, President Hoffa. I'm President of Local 179 in Joliet, Illinois, proud member of Joint Council 25. I polled my Executive Board, and we're in for five grand.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you so much.

DELEGATE WAYNE SCHULTZ, Local 695: Mr. President, I'm Secretary-Treasurer of Teamsters Local 695, Madison, Wisconsin. I've polled our Board, and on behalf of our members, we'd like to contribute another \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE BILLY CUNNINGHAM, Local 641: President Hoffa, I'm from Teamsters Local 641, Union, New Jersey. I'm proud to be able to poll my Executive Board and pledge \$5,000 to this worthy cause. And all I want to say is, if not for the grace of God, there go I. Semper fidelis, Travis.

(Applause)

INTERNATIONAL VICE PRESIDENT SIMPSON: Mr. Hoffa, I'm from the BLET. We have 16 system federations nationwide here, and most of them have the authority here to pledge—some don't. But they all want to step up and give you their name, and there will be votes coming, but they're all going to pledge. Thank you.

GENERAL PRESIDENT HOFFA: Thank you, Fred.

(Applause)

DELEGATE GERALD WELLS, Lodge 1368: I'm from the Northeastern System Federation BMWED. President, Lodge 1368, on behalf of Dale Bgart, General Chairman, \$1,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE HAYWARD GRANIER, ICGF: Mr. Hoffa, I'm from the Illinois Central Gulf Federation of the BMWED/IBT. I'm the Principal Officer, and I pledge \$1,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you so much.

DELEGATE GARY MARQUART, AT&SFF: Mr. Chairman, I'm General Chairman of the AT&SF Federation. We pledge \$1,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE BRIAN THIES, AF-SE: I'm from the Allied Federation, BMWED. We pledge \$1,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

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DELEGATE MARCUS HOOD, SOU: Marcus Hood, Southern System Division, \$1,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE GALEN OWEN, USDW: Mr. President, I'm First Vice Chairman of the Unified System Division of BMWED, and we'll pledge \$1,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE JUSTIN BLANKENSHIP, AFS: With the Affiliated System Federation. We pledge \$1,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE STACI MOODY-GILBERT: I'm General Chairwoman, Burlington System Division BMWED. We'll pledge \$1,000.

(Applause)

DELEGATE JOHN MOZINSKI: I'm Secretary-Treasurer, Burlington Northern System Federation BMWED. We pledge \$1,000.

(Applause)

DELEGATE DANNY GRACE, Local 830: General President Hoffa, if I may, the heading says it all. "Teamsters Strong." For all the delegates here, on behalf of Local 830, we pledge 5,000, and on behalf of Local 115, they pledge \$5,000. Teamsters strong.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE CHUCK COLLINSON, Local 20: President Hoffa, I'm Secretary-Treasurer of Local 20. The biggest local in the State of Ohio pledges \$5,000.

(Applause)

DELEGATE PAUL BOUCHER, BLET: President Hoffa, I'm the Recording Secretary, Teamsters Canada Rail Conference Executive Board. On behalf of President Doug Finnon, the Executive Board, and our membership, we pledge 10,000 American dollars.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE BILLEE HAWKINS, Local 614: President Hoffa, I'm from Teamsters Local 614. On behalf of my brother who died from a heroin overdose eight years ago, I pledge \$500 personally.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Billee.

DELEGATE BOB MCDONALD, Local 313: President Hoffa, I'm from Teamsters Local 313, Tacoma, Washington, an originally chartered local union. We pledge \$2,500.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE ANDY MARSHALL, Local 104: President Hoffa, I'm Secretary-Treasurer, Teamsters Local 104, the State of Arizona. The Executive Board pledges \$5,000.

GENERAL PRESIDENT HOFFA: Thank you, Andy.

DELEGATE JEFF BERDION, Local 386: President Hoffa, I'm Secretary-Treasurer, Teamsters Local 386 in Modesto, California.

We polled our Executive Board, and we would like to donate \$2,000 to this worthy cause. It is a disease, and God bless the Teamsters and our family members who are suffering over it. Thank you.

(Applause)

DELEGATE KEITH GLEASON, Local 627: General President Hoffa, I'm President of Teamster Local 627, Peoria, Illinois. On behalf of the Executive Board, the membership of our local union, we pledge \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE MIKE STAPLETON, Local 385: I'm President of Teamster Local 385. President Hoffa, Travis and your family, our Executive Board has pledged \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Mike.

DELEGATE JOSEPH CILIA, Local 2785: President Hoffa, I'm Secretary-Treasurer of Local 2785 in San Francisco. We've pledged our Executive Board, and would like to donate \$1,000, and just like to say today, makes me feel proud to be a Teamster to see everybody come up and donate. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you so much.

DELEGATE JACK SULLIVAN, Local 445: President Hoffa, I am President of Teamsters Local

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445. On behalf of the Teamster Horsemen Chapter 16 North, we pledge \$500.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

Mike 2.

DELEGATE STEVE DAYAN, Local 399: General President Hoffa, I'm Secretary-Treasurer, Teamster Local 399, Hollywood. On behalf of our members and Executive Board, we would like to pledge \$5,000 to this worthy cause.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Steve.

DELEGATE DAYAN: Thank you.

DELEGATE KENNY HOWARD, Local 957: Mr. President, I'm from Local 957 out of Dayton, Ohio. We'd like to pledge \$5,000.

Thanks, Travis.

(Applause)

DELEGATE PAT DARROW, Local 348: I'm the President of Joint Council 41. I'm proud to stand here in front of everybody with everything everybody has done. Joint Council 41 is the home of Travis Bornstein, Secretary-Treasurer of the Joint Council. We are here to pledge \$10,000.

(Applause)

Also, on behalf of the 27 locals in Ohio, the Ohio Conference of Teamsters pledges \$25,000 predicated on the delegates' approval next month. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE JERRY DOUBLEDAY, Local 848: General President Hoffa, I'm a 37-year grocery driver out of Local 848. I'm also the President of the Teamster Riders. And on behalf of our Executive Board we'd like to donate \$500.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE DOUBLEDAY: And on a note to the family, thank you for standing up and making your voice heard, bringing the awareness, because this is a really bad, very bad disease. It's hit in our neighborhood too. We've seen family friends lose their children, and my heart goes out to you for what you guys are going through. Thank you.

(Applause)

DELEGATE SAM OROPALLO, Local 848:

President Hoffa, I am also with the Teamster Riders. And on behalf of the Oropallo family, we'd like to donate \$200.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE AL GHILARDUCCI, Local 14: General President Hoffa, I'm President of Teamsters 14. On behalf of our Principle Officer Larry Griffith and Teamsters 14, we'd like to donate \$1,000.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE JOSEPH SUMLIN, Local 87: President Hoffa, my name is Joseph Sumlin. I'm Secretary-Treasurer for Teamsters Local 87 in Bakersfield, California, and on behalf of our Executive Board we will donate \$1,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE TIM BOYLE, Local 2727: President Hoffa, I'm from Louisville, Kentucky. Our members would like to pledge \$5,000.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE JEFF BRYLSKI, Local 449: President Hoffa, on behalf of our Executive Board and our Principal Officer, George Harrigan, Local 449 donates \$2,500.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE JAMES REUTER, Local 1100: President Hoffa, I'm President of Local 1100 in New Jersey. My 130 members are privileged to donate \$1,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE PAUL MCCULLEN, Local 974: President Hoffa. I'm from Local 974, Minneapolis, Minnesota. I'd like to donate a thousand dollars.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

Mike 2.

DELEGATE MARC DREVES, Local 926: General President, we polled our Board, would like to donate \$2,500.

And on a personal note, I'd like to thank you for bringing this before the delegates. It means the world. I'm a multiple-year recovering addict, and my wife and I would also like to donate \$500 personally.

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Thank you.

(Applause)

DELEGATE KEVIN SEXTON, Local 0420: President Hoffa, I'm the General Chairman of the Long Island General Committee of the BLET. On behalf of my Committee, we would like to donate \$1,000.

God bless you and your family, Brother.

(Applause)

DELEGATE RICK MIEDEMA, Local 997: Mr. Chair, I'm Secretary-Treasurer of Local 997, Fort Worth, Texas. On behalf of the Executive Board and membership, we would like to donate \$1,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

UNIDENTIFIED DELEGATE, Local 267: President Hoffa, on behalf of the members of Local 267, we'd like to add a thousand dollars.

GENERAL PRESIDENT HOFFA: Thank you very much.

(Applause)

DELEGATE GERALD ASANO, Local 802: Mr. President, Local 802, New York. On behalf of the Executive Board, we'd like to donate \$2,000, and I would like to personally donate \$500.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

UNIDENTIFIED DELEGATE: Mr. General President? Mr. Hoffa?

GENERAL PRESIDENT HOFFA: Yes.

UNIDENTIFIED DELEGATE: I doubt there's anybody in this room who personally or extended family hasn't been hit with the shit that's on the streets. I'm a good example of that. My father—I'm a second-generation Teamster. My father was a tireless worker. Started with Navajo Freight Lines, went to PIE, and retired at Yellow Freight as a road driver. His brother, my uncle, has been on that shit his whole life. I don't know if he's still alive or dead at this point.

I've got an Executive Board member whose son is dealing with that shit that's on the street now.

And on behalf of Teamsters Local 492, a state-wide local from the "Land of Enchantment," we donate \$3,000. And on a personal level, on behalf of my Executive Board member and his son, I will donate a thousand dollars.

(Applause)

DELEGATE PAUL SUFFOLETTO, Local 284:

General President Hoffa, I am Local 284 President. Our local has approved \$2,500, and our officers will personally donate another 2,500, match that. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE BRETT MILLER, Local 340: General President Hoffa, I'm the President of Local 340, wonderful state of Maine, part of Joint Council 10. We would like to pledge a thousand dollars.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

BROTHER JOHN WEDFORD, Lodge 358: President Hoffa, from the BMWED, Lodge 358. We would like to donate a thousand dollars.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE GEORGE BELANGER, Local 59: Mr. President, Local 59 in New Bedford, Massachusetts. Our Executive Board would like to donate \$2,500.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE BRAD TAYLOR, Local 839: Mr. President, Local 839, Washington. We polled our Executive Board. We'd like to donate a thousand dollars.

On a personal note, the Executive Board raised another \$400.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

INTERNATIONAL VICE PRESIDENT KANE, Local 202: I'm from the Bronx, New York. Polled our Board for a donation of \$5,000 to this worthy cause.

GENERAL PRESIDENT HOFFA: Thank you, Danny.

(Applause)

DELEGATE GERRY CADEAU, Local 647: General President Hoffa, Local 647, Toronto, Ontario. We polled our Board, and we will donate \$2,000.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE RICK ROLLINSON, Local 1150: General President Hoffa, with me is the commander of Veterans Caucus, Terry Pacitto.

BROTHER PACITTO: Teamsters Veteran Caucus from Local 1150 would like to donate a thousand dollars to the cause.

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GENERAL PRESIDENT HOFFA: Thank you very much.

(Applause)

DELEGATE PAUL ATWILL, Local 72: I'm President of Local 72, Washington, D.C. We donate \$500.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE BILL ROWE, Local 2: President Hoffa, Local 2 in Butte, Montana. We polled our Executive Board, and we will donate a thousand dollars.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE PAUL STRICKLAND, Local 781: Mr. President, we're in for 5,000. And thank you for your leadership this morning.

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE STRICKLAND: And every day.

(Applause)

DELEGATE BRIAN AHERN, Local 577: President Hoffa, I'm Principal Officer of Local 577, Amarillo, Texas. I polled our Executive Board. On behalf of the membership of 577, we'll donate \$5,000.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE DAVE HAWLEY, Local 137: I'm Principal Officer of Local 137. We will donate a thousand dollars. Thank you.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE MIKE OEBEL, Local 688: President Hoffa, I am Principal Officer of 688 in St. Louis. I polled my Board. We'll make an initial donation of \$2,500.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE PAT GLEASON, Local 26: President Hoffa, Local 26, Champaign, Illinois. On behalf of the Executive Board and membership, we'll donate \$5,000.

Travis, semper fi?

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE GREG NOWAK, Local 1038: General President. Local 1038 in Detroit. Travis, heartfelt. You've got \$2,500. I just got a poll vote in.

(Applause)

DELEGATE DAVID LAXEN, Local 471: Mr.

President, Teamster Local 471, Minneapolis. We're proud to donate a thousand dollars.

(Applause)

DELEGATE ROBERT GARTNER, Local 6: Teamsters Local 6, St. Louis, Missouri. On behalf of our Executive Board, we'd like to pledge \$2,500.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE MATT CONDRON, Local 384: Mr. Chairman, Local 384, out of Joint Council 53, proud home of Billy Hamilton. Local 384 is in for \$5,000.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE LARRY TINKER, Local 600: President Hoffa, Local 600, St. Louis, Missouri. I polled our Executive Board, and we'd like to donate \$2,500.

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE TINKER: God bless the Bornstein family for taking up this worthy cause.

(Applause)

DELEGATE JASON RABINOWITZ, Local 2010: Good afternoon, President Hoffa. I've been asked to convey on behalf of our dear member, Jamie Watkins, who is here as a guest and a volunteer, her donation of \$500 on behalf of her dear uncle and friend who lost their battles with drug addiction.

And on behalf of addicts near to my heart, I'll match her donation.

Thank you, President Hoffa, for your leadership, and I couldn't be prouder to be a Teamster than at this moment. Thank you.

(Applause)

UNIDENTIFIED DELEGATE, Local 91: Good afternoon, President Hoffa. On behalf of Local 91, located in Canada's capital, Ottawa, Ontario, on behalf of our Executive Board and our members, we would like to pledge \$5,000 US.

And as well on behalf of the Ontario Teamsters Construction Council with Gary Kitchen as President, with Locals 91, 230, 879 and 938, we'd like to pledge an additional \$5,000 US.

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE JOHN THYER, Local 604: Good afternoon, General President. Local 604, St. Louis, Missouri. We're going to contribute a thousand dollars.

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On a personal note, a delegate from 688, which is a personal friend of mine, lost a son recently to this terrible disease, and he's donating \$200.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE BRIAN LAWRENCE, Local 419: I'm from Toronto, Canada, and we would like to donate 10,000 U.S. dollars.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE JAMES DEWEESE, Local 89: Hello, Mr. President, I'll make a personal pledge of \$250. In addition to that, as candidate for State Representative in our great state of Kentucky, when elected November 8th, I'll take up the cause in my state and help out, Brother.

Teamsters Strong.

(Applause)

DELEGATE JIM LARSON, Local 190: Mr. President, I'm Secretary-Treasurer, Local 190, "Big Sky Country, Montana." On behalf of our members and our E-Board, and especially our President who has a daughter battling this, \$1,000.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE BRUCE BOLDUC, Local 42: Local 42 in Lynn, Mass. We polled our Board, and we donate \$1,000.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE KEVIN DRYSDALE, Joint Council 46: President Hoffa, Joint Council 46 in Western New York. On behalf of Joint Council 46, we would like to pledge \$1,000.

In addition, as President of the Teamster Horsemen Motorcycle Association, Chapter 46, there's another \$500 coming to this.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

UNIDENTIFIED DELEGATE, Local 264: President Hoffa, Local 264 also donates \$1,000.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

UNIDENTIFIED DELEGATE, Local 118: President Hoffa, as an elected delegate—the rest of my delegates would like to pledge a thousand dollars on behalf of Local 118 in Rochester, New York.

(Applause)

DELEGATE DAVE DUDAS, Local 52: General President Hoffa, I have the entire Executive Board of the Teamsters National Bakery and Laundry Conference here with me. We donate \$5,000.

Travis, Shelly, you ever think it would happen?

(Applause)

DELEGATE LENNA PHENIX: President Hoffa, I'm President of Teamsters Ontario Women's Caucus in Canada, affiliated with Joint Council 52. I've polled my Executive Board, and we will be donating a thousand dollars US.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE DAVE NEGROTTO, Local 270: President Hoffa, Local 270, New Orleans. On behalf of all our members, we are giving \$5,000. Thank you.

(Applause)

UNIDENTIFIED DELEGATE, Local 372: President Hoffa, good afternoon.

GENERAL PRESIDENT HOFFA: Good afternoon.

UNIDENTIFIED DELEGATE: On behalf of Local 372, we'll donate a thousand dollars.

GENERAL PRESIDENT HOFFA: Thank you very much.

(Applause)

UNIDENTIFIED DELEGATE, Local 404: Mr. Chairman, I'm Principal Officer of Teamsters Local 404, out of Springfield, Mass. We would like to pledge \$2,000, and our condolences to your family.

(Applause)

DELEGATE MARTY FRATES, Local 70: Mr. Hoffa, we committed a thousand earlier. My Executive Board just kicked my ass. We're upping it to 5.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Marty.

DELEGATE FRATES: On another note, I chair the UPS Nor Cal Committee, and we've committed another 5,00 subject to their approval. If they don't approve it, I'll kick their ass.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE JOHN PRESTON, Local 929: Mr. President, Teachers Local 929, Philadelphia. On behalf of Local 929, I polled the Executive Board, and we want to donate a thousand dollars.

On a personal note, to the parents of these chil-

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dren that live in fear every day, go to sleep at night and wake up every morning with the fear that they're going to have the sheriff come to the house, and the parents that are raising their grandkids because of this disease, my wife and I, Kathy, donate another \$250 to this cause.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE HOWARD WELLS, Local 676: Mr. Hoffa?

GENERAL PRESIDENT HOFFA: Yes, sir.

DELEGATE WELLS: I'm President of Local 676 in Collingswood, New Jersey. I admire your courage, Travis family. It's amazing that you guys can step up and do this. You gave me the courage to come up here. It wasn't easy. I'm raising two of my grandchildren. On behalf of Local 676, I polled the Executive Board, and we will donate \$5,000. Thank you.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE PAUL MORRISON, Local 77: General President Hoffa, Travis's family, I'm Recording Secretary and Business Agent for Local 77 in Fort Washington, Pennsylvania.

Pardon me if I get emotional. This has affected my family, also.

I have a niece who passed away from an overdose, a son and a daughter in recovery, and my wife has two twins—her twins—who are suffering from the disease now. We need to get this shift off the street. My wife and I personally are donating \$250. I wish I could do more.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE KENNY CHISM, Local 322: President Hoffa, I'm President of Local 322 in Richmond, Virginia. I polled my Executive Board. On behalf of the members, we're giving \$5,000.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE DWAYNE GARRETT, Teamster Horsemen Chapter 42: Good afternoon, President Hoffa. I'm the Vice President of the Teamster Horsemen, Chapter 42 in Southern California. On behalf of the Teamster Horsemen in Chapter 42, we donate \$300.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE JONATHAN LIGHT, Local 8: President Hoffa, I'm President of Teamsters Local 8. I polled the Board together. We pledge \$5,000.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE MIKE SMITH, Local 810: I am Principal Officer and President of Local 810 out of New York City. I polled our Executive Board, and we can contribute \$2,500.

And on a personal note, Mr. and Mrs. Bornstein, I'm a product of rehabilitation. The Teamsters helped save my life. I stand here a proud and grateful rehabilitated drug addict and recovering alcoholic. God bless you. God bless all of you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Yes, sir.

DELEGATE MIKE HAMM: President Hoffa, I'm with the Teamster Horsemen Motorcycle Association, Chapter 13 in St. Louis. We would like to donate \$200, also in memory of one of our member's sons. He just passed from heroin. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE RUSS HARPER, Local 823: President Hoffa, President of Local 823 in Joplin, Missouri. We'd like to pledge a thousand dollars. And from one Marine to another brother, semper fi.

(Applause)

DELEGATE KIM QUICK, Local 554: General President Hoffa, I'm President of Local 554, Omaha, Nebraska. We polled our Executive Board, and we will donate \$2,500.

(Applause)

DELEGATE RICHARD GILL, Local 855: President Hoffa, Local 855, Newfoundland, Canada. We'd like to pledge \$5,000 US.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE DOYAL MOMON, Local 1129: President Hoffa, we pledge \$1,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE ISRAEL CASTRO, Local 546-M: President Hoffa, District Council 3 of the GCC. we'd like to pledge 1500.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE JOCK ROWE, Local 77: President

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Hoffa, Teamsters Local 77, Fort Washington, Pennsylvania. And on behalf of the members of Local 77, we'd like to donate \$1,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE LESLIE SLOY, Local 223: Mr. President, I am President of Teamsters Local 223 in Portland, Oregon, affiliated with Joint Council 37. On behalf of our Executive Board and 223, we'd like to donate a thousand dollars.

DELEGATE ED CLOWES, Local 261: President Hoffa, Local 261, New Castle, Pennsylvania. I polled our Board. We'd like to pledge a thousand dollars.

On a personal note, a year ago, I was fearing a call. I'm happy to say that my son now is in recovery.

(Standing ovation)

DELEGATE ELIZAR HARRINGTON, Local 542: Mr. Chairman. Mr. Chairman, I recently lost a very good friend who was a Marine to this scourge of what's going on in this country. On his behalf, I would like to pledge \$200 personally.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

Yes, sir. Mike 2.

DELEGATE WALTER LACHAPPELLE III, Local 58: Mr. President, again, I'm the Recording Secretary of Local 58, and under the leadership of John Silva and Local 58's Executive Board, it's with honor and privilege we donate \$2,500 to the cause.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE TOMMY RATLIFF, Local 639: President Hoffa, I'm the Principal Officer, Washington, D.C., Local 639. With the polling of our Executive Board, we pledge \$10,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Tommy.

Mike 2.

DELEGATE TONY ST. HILAIRE, Local 597: President, Local 597, Vermont, and we're pledging a thousand.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

DELEGATE ED ROONEY, Local 191: President Hoffa, Local 191, Joint Council 10. Polled the Executive Board, \$2,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Mike 2.

DELEGATE JOHN SKRBIC, Local 481: President Hoffa, Teamsters Local 481 out of San Diego, California. On behalf of E-Board, which has been polled, we will donate \$2,500 to the cause. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE LORRIE WARD, Local 155: President Hoffa, Local 155 Principal Officer, single delegate of our local. We'd like to donate 5,000 US, which is 6500 Canadian.

God bless you.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE JAMES THOMAS, Local 743: President Hoffa, on behalf of Teamsters Local 743—I'm the Secretary-Treasurer. Our Board has been polled and on behalf of our members and the Board, we want to donate \$1,000.

And our prayers go to the family.

(Applause)

DELEGATE BRYAN EMORY, Local 245: President Hoffa, I'm here as Trustee of Local 245, Springfield, Missouri, but I stand before you as President of Chapter 56 South of the Teamsters Horsemen Motorcycle Association.

On behalf of Chapter 56 South, I want to donate \$100 and promise you, when I get home, I'll be lobbying the Executive Board Chapter 56 South to put you at the top of our charity list going forward.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

Mike 2.

DELEGATE JON BEDILLION, Local 585: President Hoffa, I'm from Teamsters 585 in Washington, Pennsylvania. And our Executive Board wants to donate a thousand dollars. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE MARIA ASHLEY ALVARADO, Local 601: Hi, President Hoffa. I am Principal Officer of Teamsters Local 601 and very proud delegate of the Hoffa-Hall slate.

I would like to pledge, with approval of my Executive Board, a thousand dollars to this cause.

GENERAL PRESIDENT HOFFA: Thank you.

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(Applause)

DELEGATE ALVARADO: And, also, from Anna Machoy and myself, Executive Officers of the Cannery Council, another thousand dollars.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much.

DELEGATE TOM MARI, Local 25: Mr. Chairman, I'm Secretary-Treasurer of Teamsters Local 25 in Boston. We've got shop stewards here from South Boston that came out as guests. They're going to pledge a thousand bucks of their own money, also.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE BETTY ROSE FISCHER, Local 538: General President Hoffa, I'm the Secretary-Treasurer, Principal Officer, for Local 538. In March of this year, I had a phone call from one of our employers, Butler Refrigerated Meats, that one of our members, Andrew Verba, 27 years old, didn't show up for his afternoon shift at the warehouse that day.

A couple days later they found him not only dead of an overdose, but he had frozen to death, and he was left.

So my Executive Board is here with me and we have talked, and in memory of Andrew Verba, we would like to donate \$5,000 from the local union.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Mike 2.

DELEGATE CARL BAILEY, Local 205: President Hoffa, Local 205 from White Oak, Pennsylvania. My Executive Board is here with me. We agree to donate \$2,500.

And I got to tell you, I'm a retired narcotics detective. When I retired fifteen years ago, we were getting 4th grade kids selling this stuff. So it's touching everybody.

Our heart goes out to you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE CHRIS MUHS, Local 324: President Hoffa, I am the Principal Officer of Local 324 in Salem, Oregon. Our Executive Board pledges \$300.

On a personal note, something I don't talk about either, my oldest son is battling drug and alcohol abuse, has tried to take his life twice. And I pray to

God every day that I don't have to bury my son. So, on a personal level, I'll double that and make it \$600. God bless.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE TOM STRICKLAND, Local 81: President Hoffa, I'm out of Local 81. We're a Freight local. I've been with the Teamsters 44 years. We were 3800 strong when I started. My local, we're down to 600 members.

We pledge—I polled the Executive Board; we pledge a thousand dollars.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much.

DELEGATE JIM BROWN, Local 830: President Hoffa, I'm President of the Philadelphia and vicinity TNBC chapter, affiliated with Joint Council 53.

Travis and your family, my condolences. Best of luck to you with this foundation.

With Board approval, I would like to donate \$500 from the TNBC chapter of Philadelphia.

GENERAL PRESIDENT HOFFA: Thank you.

(Applause)

UNIDENTIFIED DELEGATE, Local 808: General President Hoffa. For the family, I hope no one else ever has to feel your pain. I can only imagine what it must be like.

Teamsters Local 808 has polled the Board, and we pledge a thousand dollars to support your efforts.

Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE SCOTT CURLEY, Local 174: President Hoffa, I'm a proud delegate. On behalf of the Travis and Shelly family, I am here for Roger Pardo, Business Agent, Local 174, and his Brother Rich, Local 313 Trustee. They know the pain of burying a child and will donate \$400.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE PAT BRUNO, Local 703: President Hoffa, I am Vice President of Teamsters Local 703 out of Chicago. We wish to donate a thousand dollars.

On a personal note, I lost a brother back in 1995. He left an 8-year-old son and an 11-year-old daughter that I so humbly raised as my own. And, Brother, I am so proud to call you my brother.

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And on behalf of the Pat Bruno family, we're going to donate another \$250. Thank you.

GENERAL PRESIDENT HOFFA: Thank you.
(*Standing ovation*)

DELEGATE GREG BASHEM, Local 986: Mr. President—I've lost my voice. I'm a wimp.

I'm here with Gene Brewer. And on a personal note, Gene is going to donate \$500.

I also am going to donate \$500 because this hit me too. I lost my wife to that disease two years ago. She probably would be here right now if she had just gotten in a good place and listened to the doctors and everybody else. So on her behalf, 500, and Gene 500.

(*Applause*)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE SANTOS LERMA, Local 912: Mr. President Hoffa and family—

GENERAL PRESIDENT HOFFA: Yes.

DELEGATE LERMA:—on behalf of Teamsters Local 912, I'm Secretary-Treasurer. We would like to donate \$1,000.

I would also like to say to the brothers and sisters that when we are leaving Vegas now, that we have done this as winners.

Thank you.

GENERAL PRESIDENT HOFFA: Good point.

DELEGATE GARY BEST, Local 0720: Mr. President, I'm a General Chairman for the BLET. Our Committee would like to donate \$1,000.

And on behalf of Billy Lyons with the Northern Alliance, he'd like to also donate \$1,000.

On a personal note, Travis, I'm a son of a deceased Marine who fought in the Vietnam Conflict. I'm also a grandson of a World War II POW. In today's society, most people put athletes on a pedestal. Not me. You are my hero. We've got your back, Brother.

(*Standing ovation*)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE ANTHONY CAIFANO, Local GCC 1L: General President, Local GCC 1L. I'm out of New York. We haven't polled the entire Board, but I do have a majority, and I believe the rest will go unanimously. And we would like to donate \$10,000.

(*Applause*)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE LEO LALIBERTÉ, Local 106: Mr. President, Local 106 in Montreal, Vice President. Our Executive Board would like to put 5,000.

GENERAL PRESIDENT HOFFA: Thank you.

(*Applause*)

Yes, mike 2.

DELEGATE ERIC LARAMEE, Local 1999: President Hoffa, I'm the Secretary-Treasurer. We just discussed with the Board, the Executive Board, and we're going to give \$5,000 US.

(*Applause*)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE MIKE LANDSIEDEL, Local 214: I'm Secretary-Treasurer of Local 214, Public Employees, State of Michigan. And our Executive Board took a poll, and we're going to donate \$1,500.

(*Applause*)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE WOODROW WILSON, Retiree: President Hoffa, I am a retiree, veteran.

Travis, your family, as a veteran, as a Teamster, I salute you. I'd like to donate personally \$200.

(*Applause*)

GENERAL PRESIDENT HOFFA: Thank you.

ALTERNATE DELEGATE FRED RISPOLI, Local 385: Mr. President, Local 385, Orlando, Florida and Alternate Delegate. I polled my wife, and she said I could give you 200 bucks. How about that?

Go, Brother.

(*Applause*)

DELEGATE NATLIALIE LECLAIR, Local 1791: Hi, hi. The Teamster Women Caucus of Quebec, we give \$1,000. Thank you.

(*Applause*)

GENERAL PRESIDENT HOFFA: Merci beau coup.

DELEGATE RICHARD LAMOUREUX, Local 931: General Hoffa, I am the Vice President of Local 931, Montreal, Quebec. And it's a great honor to participate at such a great cause. Local 931 will give \$5,000 US.

(*Applause*)

GENERAL PRESIDENT HOFFA: Thank you.

INTERNATIONAL VICE PRESIDENT HENNESSY, Local 31: President Hoffa, I'm from Local 31. My heart was breaking. I lost my firstborn son a lot of years ago to cancer, and it's a disease. And I've talked to my Board and we're going to donate \$10,000. And I'm going to personally donate a thousand dollars.

(*Applause*)

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GENERAL PRESIDENT HOFFA: Thank you, Stan.

DELEGATE JOHN DAGLE, Local 628: President Hoffa, I'm President of Local 628 in Philadelphia. We will donate a thousand dollars.

Excuse me.

On a personal note, my wife and I would like to donate a thousand dollars on behalf of her niece, in her name. Her name was Stacy Payne, just recently buried due to a heroin overdose.

Thank you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE MICHAEL HAFFNER, Local 301: Mr. Chairman, Teamsters Local 301, Joint Council 25. I'd like to donate \$5,000 on behalf of our Executive Board. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much.

DELEGATE BRENT CORBELLO, Local 891: Mr. President, I'm Secretary-Treasurer of Local 891 in Jackson, Mississippi. On behalf of our Board and our members, we would like to donate \$3,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

UNIDENTIFIED DELEGATE, Local 1070: Good afternoon, President Hoffa. I am here representing Local 1070 from Lafayette, Indiana. Travis, as you know, there's lots of business that has to be handled when you lose a child. I lost my daughter, Victoria, almost a month to the day prior that you lost your son.

It's odd. When I went around and closed up business, one of the things that I collected was 250 bucks out of her bank account, and I wasn't real sure what to do with that money, so I took it home and put it in my gun safe.

My wife and I would like to match that 250 bucks and give you \$500. I wish I could do more.

(Standing ovation)

SISTER PAMELA GASKILL, Local 853: General President Hoffa, I am a proud member of Local 853 in Oakland, California. I have a sister who is suffering from addiction, and I personally pledge that when I get home I'm going to get a huge pledge from our Women's Committee to make a donation to your cause. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Mike 2.

DELEGATE TODD MENDEZ, Local 683: President Hoffa, on behalf of my membership, our local would like to donate \$5,000.

(Applause)

DELEGATE JP FYANS, Local 916: From Teamsters Local 916, Springfield, Illinois. On behalf of our E-Board, we're going to donate \$5,000.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE ROBERTO PARO, Local 1164: President Hoffa, I am President of Local 1164 in Cleveland, Ohio. My Board will donate \$2,000 for the good cause, to Travis.

Thank you, Brother.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Brother.

INTERNATIONAL VICE PRESIDENT AT-LARGE MURPHY, Local 122: Mr. President, I'm Secretary-Treasurer, Principal Officer of Local 122 in Boston, the other local in Boston. And I'm also Vice President At-Large. And I'm here with my good friend and another Hoffa whip, Chuck Stiles.

But on behalf of Local 122, we pledge \$2,500.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE CHUCK STILES, Local 728: Hey, Jim. I'm Vice President of Local 728. Randy Brown, our Principal Officer, has polled the E-Board, and we would love to donate on behalf of our members \$5,000. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Yes, Brother.

DELEGATE LOU VILLALVAZO, Local 630: President Hoffa, sorry about my voice. I'm the Principal Officer, 630 in Los Angeles, the heart of Los Angeles, out of this great Joint Council 42, and this great International Brotherhood of Teamsters.

Brother Travis, I want to thank you for your service. You are a hero to all of us; and not only that, for all of us that are here—

(Applause)

—we all have family members that are dealing with drug addiction, alcoholism, and all this pain medication. We have a right and we have the oppor-

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tunity to make some change here at the polls, okay? We're putting people behind, in jail, when what they need is help. It's a disease. Okay? It's not in the hood anymore. It's in Middle Class America.

(Applause)

I'm a recovering addict and alcoholic, and I'm proud. My parents didn't give up on me. Neither should you. It's the hardest thing to deal with.

You know what? You can get through it, but you need help. I'm sorry your son didn't get it, but you know what? Don't be ashamed. The hardest thing to do is bury a son.

My compadre, he passed away, and I had to help raise his son, okay? A father and a mother should never bury their son or their child. My parents are raising two, a nephew and a niece, because my sister was also an addict. They're still raising them as we speak, and I help share a little bit of the cost here and there.

I want to tell everybody here, guys, regardless of red and black, like it says Teamster Strong. We have an opportunity to make a change.

I commend you for your service, I commend you for what you're doing.

I polled my Board—they're still working, but we've got half of them. We're going to commit to \$5,000, and you will be part of one of the organizations that we will donate to from here on out.

Thank you, Brother.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you, Brother.

Yes, sir, mike 2.

DELEGATE WADE BREWER, Local 986: President Hoffa, my name is Gene Brewer, Wade Brewer by the records. I'm a member of 986 Executive Board, Recording Secretary, Business Agent. On behalf of the Joint Council Construction Trust Fund that we have there, we would like to donate \$5,000 to the fund.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you so much.

UNIDENTIFIED DELEGATE: Mr. President,

I'm back up here again as a recovering addict and alcoholic with 25 years of sobriety one day at a time.

(Applause)

I come up here—I can only imagine the call—how scared this family was day after day when the phone would ring, that maybe they would get that phone call that something happened to their son. I have a son that is battling being bipolar and also has gone through addiction, started with pain medication that was prescribed to him by his doctors.

So on behalf of my son—and thank God I haven't gotten that call, and I hope to God I never do get that call—I pledge personally an additional \$2,000. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Walt. Thank you.

Okay. You know, what do you say? We've all seen something here about what it is to be a Teamster and what it is to be united and to be proud.

(Applause)

I want to say that we have raised over \$1.4 million here. We're still counting.

(Cheers and applause)

... *The delegates shouted, "Teamsters! Teamsters! Teamsters!"*

BROTHER TRAVIS BORNSTEIN: Listen, Brothers and Sisters, I've never had a moment like this in my life. You know, if I could give it all back and just get my boy back, I would do it in a heartbeat. But I certainly believe that God didn't give this to us because he wanted to torture us. He gave this to us so we can make a difference.

Thanks to all of you, the Teamsters, we're going to make a difference. We're going to stand up, and we're going to fight. I promise you that we won't let you down. Thank you so much. Thank you so much.

(Standing ovation)

GENERAL PRESIDENT HOFFA: We stand in recess. Let's come back about 2:15. 2:15. Thank you all.

What a morning.

(At 12:51 p.m., the Convention stood in recess until 2:15 p.m.)

PROCEEDINGS

29th Convention
International Brotherhood
of Teamsters



THIRD DAY
Afternoon Session

Wednesday, June 29, 2016

Paris, Las Vegas
Las Vegas, Nevada





THIRD DAY
WEDNESDAY AFTERNOON SESSION
June 29, 2016

The Convention was called to order at 2:18 p.m., General President Hoffa presiding.

... *Comedian Fred Armisen addressed the convention via video as follows:*

FRED ARMISEN
Comedian

Hi, I'm Fred Armisen. This is the 8G Band. We're from "Late Night With Seth Meyers" on NBC. I want to say congratulations to the Teamsters for the 29th International Convention.

That's such a great thing, and I've got a little joke for you. How many Teamsters does it take to change a light bulb? There's no punch line because the Teamsters are not a joke.

ELECTION SUPERVISOR MARK: Good afternoon. I have an announcement for the delegates from Teamsters Canada. There were three positions for Vice President, Teamsters Canada. There are three nominees, so for the delegates from Teamsters Canada, you don't need to come to vote tonight. There will be no ballot for that region.

(Cheers and applause)

All the other delegates, there will be ballots for vice presidential regional nominees from your regions. Voting opens at 5:00. We will see you then. Thank you.

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

(Applause)

GENERAL PRESIDENT HOFFA: All right. We're back. We're back. Hope you had a good lunch and a great morning. Thank you all. Have a seat.

Our next performance is one of the few musicians today still releasing protest music in his time, basically out here helping the Teamsters fight the good fight.

He's a songwriter, a singer, a true troubadour. Joel Rafael is somebody that's been performing for more than 50 years and has toured with Crosby, Stills and Nash, Sheryl Crow, Joan Baez, John Lee Hooker, and others.

He once worked as a Teamster in San Diego, and his songs are full of compassion and social justice. He recently released his ninth album.

THIRD DAY—AFTERNOON SESSION

Rafael is no stranger to performing for unions and for working people. So let's show him a real Teamster welcome. Hello, Joe Rafael.

(Applause)

JOEL RAFAEL Singer/Songwriter

Thank you, Teamster Brothers and Sisters. It's good to be here, and I'm honored to be part of this event as a double union member, Local 47 Musicians Union, Los Angeles, and Local 1000 Traveling Musicians, and I'm a former Teamster from my time working at the San Diego Wild Animal Park. So it's great to be here with you.

(Applause)

You know, history just recycles itself; and because of that, sometimes old songs are new; so some of these songs are songs you may have heard before, and you're always welcome to join in with me.

... Entertainer Joel Raphael performed for the delegation.

... SAG-AFTRA President Jane Austin addressed the convention via video as follows:

JANE AUSTIN President, SAG-AFTRA Los Angeles

Hi, I'm Jane Austin, I am the Los Angeles President and National Secretary-Treasurer of SAG-AFTRA, and I would like to congratulate all of you for your 29th International Convention, and just a shout out to 399, and thank you, everyone involved with production that is behind the scenes that constantly is making us look fantastic. Have a good convention. Thanks.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

... Actor and director Josh Radnor addressed the convention via video as follows:

JOSH RADNOR Actor/Director/Producer/Screenwriter

I wanted to offer a big congratulations on your 29th International Convention. I am in Hollywood right now, so a shout out to Local 399.

I also filmed a TV show in Richmond last spring with the good folks in Local 592, so hey to all my

friends over there, and just wishing you guys all the best. Oh, and thanks for taking care of our cast and director friends. Means a lot. Thanks.

(Applause)

GENERAL PRESIDENT HOFFA: You know, we have great delegations from a number of labor unions around the country. You've heard from Rosa Pavanelli from Italy, Len McCluskey from the UK, Tony Sheldon from Australia.

And it reminds me of a story that I want to share with you, that a few years ago—I don't know if you all know this story—there was a big labor dispute in Turkey, the country Turkey far away, and it had to do with UPS, and four of the guys got fired. So the union in Turkey calls us, can we get them back to work.

So, of course, who do we call on? Our Secretary-Treasurer Ken Hall, who does his work and his magic with UPS, and we got those guys in Turkey back to work. I mean, that's Teamster power, man.

(Applause)

We're reaching out everywhere. I like that story. That's one of those great Teamster stories.

Anyway, we have a delegation from the General Federation of Labor in Israel observing this Convention. Ariel Jacobi is the President of the Israeli Union of Government Employees, and he's also a member of the Leadership of Histadrut, but more importantly, he's a good friend of mine and the Teamsters Union. Give a warm Teamster welcome to Ariel Jacobi.

(Standing ovation)

ARIEL JACOBI President, Israeli Union of Government Employees

Dear IBT Brothers and Sisters, my dearest friend, President Hoffa, International Union guests, please forgive me for my English. You know, usually you say English is second language. It's my fourth.

(Laughter)

I bring to you solidarity greetings not only for myself, but from all my country, my union federation, the working men and women in the Israeli public sector.

Jews from 120 different diasporas—Christians, Muslims, Druze, Armenians, Circassians—all are equal and participate in our union structure.

We represent almost the entire spectrum of life, literally from birth to death.

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I am honored to be here representing the Union of Israeli Government Employees and the Histadrut, one of the largest and most important within the Histadrut Labor Confederation.

IBT and IUG are similar in many respects. Like you, we represent and fight for the workers. Their rights and conditions comes by our power. Often we fight against hostile, anti-union influences and demands to privatize the public sector.

At this very moment we are at loggerheads with the Minister of Transportation, who demands the outsourcing of driving license inspectors.

(Chorus of boos)

We have succeeded through the labor courts and in almost one and a half months of strike to force the government to rethink this decision, and they would be better to change the decision.

(Applause)

Like you, our sisters and brothers worldwide, the plague of outsourcing construction workers without tenure, maximization of profit for the private operators of public service, has reached Israel as well.

We are proud of the declaration of friendship, and we teach from you. We learn from you. We have the cooperation from Illinois IBT. We learn—John, we learn from you a lot, and thank you for John Coli and Becky, and Becky Strzechowski. I said it correct, huh?

(Applause)

Countersigned by my dear friend President Hoffa.

(Applause)

You know, we share common values of freedom, of democracy, trade unionism, but I want to spotlight something special.

We have a particularly warm and friendly relationship with IBT going back many years, 70 years ago. Teamsters have been actively involved since then, and even before 1948, the independent State of Israel was established.

After the horrors of the Second World War, the European Holocaust where 6 million of our brethren were murdered in the Nazi maximum death camps. Maximum—God will raise the name from earth—IBT stood by us then and now.

Mr. President, we are especially proud of our national relationship with your father, the legendary Jimmy Hoffa.

(Applause)

I say legendary because in Israel in the trade unions there is no one who doesn't know him. He is a legend. In our darkest hours, when we were surrounded by the hostile Arab countries determined to annihilate our unborn nation, and abandoned by the rest of the world, your father risked his freedom to help us with supplies and support.

(Applause)

When Israel struggled to settle thousands of orphaned children liberated from Hitler's maximum death camps, once again Jimmy Hoffa came to our side helping to build an orphanage to care for children who lost everything, a place of love and comfort built by your Teamsters Union.

(Applause)

We also remember when you came to Israel and dedicated that school and honored the legacy of your father. Tim and Karen found for us special pictures. I want to show to you. Is it possible?

... President Jacobi showed pictures to the delegation.

(Applause)

We are grateful to your father and grateful to you as you have continued his legacy of support, even as the Middle East descends into chaos, and some have tried to isolate and punish Israeli workers who are Muslim, Christian, and Jew. You have stood with us and the thousands of working families.

I am pleased to express the appreciation of a grateful nation to you and to the International Brotherhood of Teamsters.

Israel was established as a labor state. In Israel we have courts dedicated to enforcing the rights of labor, and Israel is the only country in the region that has a free trade union movement representing all of Israeli workers.

(Applause)

On behalf of my colleagues here with me—Mrs. Idit Cohen, Mr. Dov Randel, Mr. Nissim Levy, Mr. Shimon Farjoun, Mr. Eli Lahav, and the last, Mrs. Yafa Ben Gigi, my friend—I wish you all a very fruitful and successful Congress.

I invite you all to come to the Holy Land to visit us in Israel, and to be with us, the IUG.

Solidarity and friendship forever. Thank you.

(Standing ovation)

I want to give Mr. Hoffa a blessing from Jerusa-

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lem. It's a special present for you, and please come visit me.

GENERAL PRESIDENT HOFFA: Thank you so much. I accept this on behalf of the Teamster members. Thank you so much.

PRESIDENT JACOBI: Thank you very much.

GENERAL PRESIDENT HOFFA: Thank you. Very good.

International Vice President Sean O'Brien is here to tell us about the work that he's been doing in Boston to help young people get involved in the Teamsters Union.

Sean, tell us your story.

INTERNATIONAL VICE PRESIDENT SEAN O'BRIEN: Thank you very much, General President Hoffa.

(Cheers and applause)

I want to take this opportunity to thank you and General Secretary-Treasurer Ken Hall for giving me the opportunity to address this great delegation.

My name is Sean O'Brien. I'm President and Principal Officer, Teamster Local 25 in Boston. I'm a fourth-generation Teamster out of Local 25, and I'm here today to acknowledge that everything my family and I have had in our entire life is because of the greatest organization in the country, and that is the International Brotherhood of Teamsters.

(Applause)

Now, in Local 25 we've noticed, as many of you have probably noticed, the one thing that's eroding in our local unions, in our joint councils, our international is general knowledge of the fight that the Teamsters Union has done for a hundred years.

And that generational knowledge is crucial because a lot of times we're in battles. We need to look back and see what our forefathers have done so that we can be on the cutting edge of how the challenges we face we can conquer.

In Local 25 we created a Futures Program, and that Futures Program is strictly volunteer. We target the 35-year-old-and-younger members. We give them some sort of autonomy, and we make certain that they are armed and understand what being a Teamster member is all about.

You know, any organization, like I said earlier, the true test of loyalty is volunteerism, gives us a gauge to identify and cultivate the next leadership in the next generation for the Teamster Union.

In Local 25 we have our Futures Committee volunteering on political action. We have our Futures Committee volunteering on organizing. We have our Futures Committee being involved, job shadowing our Business Agents to make certain they understand how tough a day it is to negotiate strong contracts.

A lot of folks think that all you have to do is run for office and you're going to be able to have the tools to survive and run a local union or run a joint council. It's our obligation as leaders to make certain that we educate the next generation, that we make certain that they understand Teamster power, they understand the struggle that our forefathers have fought, they understand the struggles that we face now and into the future.

With our Futures Program we've brought our members to pension meetings where we have employer Trustees on the other side of the table trying to kill our pensions. We've brought the Futures to political action when politicians are trying to get rid of the right for us to collectively bargain and/or try and institute right to work.

I got news for you, Brothers and Sisters, this next generation needs to be bigger, faster, stronger in order to fight the battles that are ahead of us, and I want to put corporate America on notice, I want to put the politicians, the Wall Street fat cats—this next generation is going to be the generation that's going to put Teamsters in the forefront of how it is to survive and how it is to fight on your back whenever all the odds are against you, and to stand up to the schoolyard bullies. And those employers and those corporate bigwigs need to understand the next generation, when you deal with the Teamsters Union and you try and take us on, put your helmet on, buckle your chin strap, because being a Teamster is a full contact sport. Thank you very much.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Well, I think all of you know the long, storied history between the Teamsters Union and the United Auto Workers. It goes back to my father and Walter Reuther.

That contact goes on today, but the contact has never been stronger than since Dennis Williams became President of the UAW. I'm in Detroit—the UAW is in Detroit—and we have a real working relationship, one that grows out of respect and common interest.

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We see the world the same way. TPP bad, fast track bad, sending jobs overseas bad; and we have basically joined together to keep our labor unions together with regard to politics; so we fight together in the trenches on the same side.

He's a great ally, somebody we need every day. When we go on strike, he's there for us. When he's got a problem, we're there for him. We've got each other's back. Let's hear it from our friend, Dennis Williams, the President of the UAW.

(Standing ovation)

DENNIS WILLIAMS President, United Auto Workers

Hello, Brothers and Sisters.

... The delegates shouted, "Hello!"

Wow. I haven't seen this many people for a long, long time. It's really great to be here. It's great to be here with the Teamsters, and it's certainly great to be here with my good friend Jim Hoffa. You know, we have—we go back a long, long ways.

I was thinking about this the other day. We started to work together on a campaign for a man that we thought should be president of the United States, Dick Gephardt. '04, that's right.

And Dick's whole message was about trade and bad trade. But I want to first start off by saying, I bring you greetings from the members, brothers and sisters, of the UAW to our brothers and sisters of the Teamsters that we are always and foremost brothers and sisters, and we will stand together.

(Applause)

You know, I wanted to personally come here; and when I had the invitation, I couldn't wait to thank Jim for what you did on Labor Day when we were sitting down with the Big 3 getting ready for negotiations and they were telling us how their goal was to stay competitive. And on that Labor Day, when I was supposed to pick a target, my good friend, Jim Hoffa, got up in front of hundreds of people, the media, and the Big 3, and said to the UAW members and to me as President of the UAW, that he said the Teamsters will be there if we go on strike and not one truck would cross our picket line. That sent a message to the Big 3.

(Applause)

It was that moment I decided I didn't need to pick a target because eventually all three of them were

going to be targets. And now that I knew the Teamsters were with us, I knew we had power, we needed to get a good agreement.

And, Brothers and Sisters, in today's world, it's hard to get that good agreement. Whether you're a caravan truck driver or you're fighting for the workers for port drivers, this is the fight of our life. This is when union brothers and sisters have to stand together like never before, in solidarity.

It's a point in our history and a moment in time when labor has to show up. We are sick and tired of the same things, bad trade deals like NAFTA. We need to fight with every breath we have against another bad trade deal called TPP.

(Chorus of boos)

It is bullshit. The fact of the matter is that this country has been going in the wrong direction for a long time. When we see CEOs making 387 times the amount of money than the average worker in this country, and we find workers in this country getting part-time jobs underpaid and overworked, it's time that the direction goes a different way.

(Applause)

When we watch the struggles throughout the United States, no matter where you're at, whether it's Wisconsin or what happened in Flint, Michigan, with the water, or schools shutting down or not getting enough funding, it's time for a change. Wall Street and millionaires have had it their way way too long.

(Applause)

And, Brothers and Sisters, we always hear about this machine they have. I don't get it. There's over 300 million people in the United States of America. There's a hell of a lot more of us than them. What we have to do is join in solidarity, working men and women in this country, and get out the vote and change the plight of our country, change the direction so everybody has a plan, a fair playing field.

(Applause)

We have seen so much as trade unionists, a constant fight of survival, always under attack. They keep saying, "Well, it's because the unions get our members too much, so they can't be competitive," but they never talk about how much their board members make, how much their executives make, how much CEOs make.

When is it our turn? When is it when a worker can once again work a 40-hour work week for a fair day's

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work for a fair day's pay, be able to afford that home, that union-made car or truck. Just throwing a hint.

(Applause)

Save enough money to send their kids to college, and set back enough so we can save enough to once enjoy what we have done for 30 or so years in retirement. That has always been the American Dream. That has always been my friend Jim Hoffa's dream. That has always been the sense of solidarity between the United Auto Workers and the mighty Teamsters. That's who we are as a trade unionist, but yet they keep telling us we can't do it. I'm telling you it's our time, it's our moment in history. We can get this job done.

(Applause)

I came here because, for one thing, Jim Hoffa has always been there for the UAW. Jim Hoffa has always been there for me as a friend when I said, "Look, we need help." And he has many times said to the UAW members that "Don't worry, the Teamsters have your back."

(Applause)

That is leadership. That is friendship, and that is solidarity. Brothers and Sisters, I'm here to say to all of you, the United Auto Workers of America has your back.

(Standing ovation)

And let me close by saying this. Let me close by saying this, Brothers and Sisters, and I said this when I got elected President of the UAW. I am many things. I'm a hunter, love to hunt, have many guns, but I believe in common-sense gun control.

(Applause)

I believe in an environment because I'm a fisherman, and I want my children and my grandchildren to enjoy the environment.

(Applause)

But foremost and always, I am not a Democrat, I am not a Republican. I'm a trade unionist, and I will always fight for the Labor movement.

Thank you very much.

(Standing ovation)

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

(Applause)

GENERAL PRESIDENT HOPFA: International Vice President Rick Middleton heads up the Drive-Up Standards Campaign. Please welcome Rick. Tell us about our success in school bus.

INTERNATIONAL VICE PRESIDENT RICK MIDDLETON: Good afternoon, Sisters and Brothers. I'm proud to report to you from coast to coast the Teamsters continue to organize school bus transit at record numbers.

As you have heard, when our campaign began in 2006, we had 4,000 members in the school, in the bus industry. I'm here today to tell you we have 46,000 bus operators in the ten years nationwide.

(Applause)

We have grown tenfold in the ten years. While these numbers speak for themselves, I want to show you what organizing on this scale really means to the locals.

If you take a look at the map behind me, you'll see the locations of the Teamster bus yards and the campaigns. Every year the worker-led movement has grown.

In 2016, General President Hoffa, you called on our Teamster Local Unions to organize in this industry. Thanks to your leadership we have taken your call to heart. Today, one half of the local unions have bus drivers. The bus industry is a Teamster industry.

When we started out this was an effort to organize workers in the school bus industry, but we didn't stop there. In the past ten years we have won strong contracts in Teamsters school bus, paratransit, community transit, and shuttle bus, and coach operators.

School bus organizing is where it all began. And through the thanks to our ever-growing membership, we continue to be the largest and strongest union in the school bus industry.

At the 2011 Convention, I proudly reported on the success of winning neutrality with First Student, the largest school bus company in the United States. We now represent more than 20,000 First Student bus operators, and continue to organize new Teamsters First Student yards every day. Just one month ago a group of 300 First Student bus drivers and monitors voted to join Teamsters Local 745 in Dallas, Texas.

(Applause)

First Student is now the third largest Teamster employer. There is power in numbers like these. Just last year we went back to the table with First Student to improve the Master Agreement that was first negotiated in 2011. That agreement was overwhelmingly ratified by our bus operators.

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The First Student National Master Contract remains the only national master contract in the industry. From the beginning this campaign has been based on the goal to unite all bus workers under the Teamster banner.

In an industry where transportation contracts change hands between different employers, we know that the only way to truly drive up standards is by building union density across the industry. That is why we aren't stopping with First Student. Local unions are taking the lead in creating Teamster markets in every bus company in the jurisdiction of Teamsters.

In Jacksonville, Florida, Local 512 has successfully organized all four school bus contractors in Duval County, the fifth largest school district in the country.

(Applause)

This way, no matter what company name is on the side of the bus, those drivers will be Teamsters. Bottom feeders need not apply in Jacksonville, Florida. Strong Teamster contracts are raising standards for bus workers across the country—better pay, improved safety, a grievance procedure, seniority, and respect on the job.

Our members are dedicated, trained and professionals that protect the safety of everybody they transport. They deserve the dignity and respect and decent wages and benefits that come from Teamster contracts.

But we all know that Teamster power isn't just at the bargaining table and that sometimes our fights are outside the workplace. That is why I'm proud to report that it was the Teamsters that reached out to the White House when we discovered that the loophole in the ACA meant that school bus companies didn't have to provide healthcare to the workers. Flexing our political muscle, the Teamsters have successfully convinced the U.S. Government to clarify the rule.

The fight continues, but we won't stop there. Teamster members at every bus company are afforded the basic right to qualify and have affordable healthcare.

We have the greatest success, but we can't stop there. There are still anti-workers, anti-union companies out there, and every time they win a contract it undermines our efforts to improve standards in the industry. We may have made gains with companies like First Student, but there is still a war on workers in

the bus industry. Anti-union companies underbid good Teamster companies, slashing wages and benefits, and ignoring safety standards, hurting workers, and putting the people that they transport at risk.

As Teamsters we are united, and we are committed in taking the fight to each and every bus company that wants to operate in our communities. And that is why we need to set our sights on our next target.

The second largest school bus company in the industry is National Express. They go by the name Durham School Bus Service here in the United States, and Stock Transportation for our brothers and sisters in Canada. To date the Teamsters represent nearly 20 percent of the company's workforce. And while our local unions continue to move the ball forward through collective bargaining, this company has made it clear one bus yard is one bus union too many.

They attack us and the workers we represent on every level. They harass, they intimidate workers that seek to organize. They fight us at the bargaining table, and they disrespect and undermine the union of our members every contract that is in place.

There's no question about the brothers and sisters in this company is a bad sector. In fact, according to our friends and allies at the International Federation of Transport Workers, that is exactly what they are. The ITF has officially designated National Express Durham as a bad actor by invoking a charter to respond to the corporate violations of workers' rights.

This is the first time the ITF has ever invoked a charter, so this gives you a sense of just how much a target this company is. The charter is more than just strong words on a piece of paper. This charter obligates the ITF and affiliates that represent National Express in any country to act. We've already seen the efforts of this charter begin to be put into place. Our brothers and sisters in Unite, the union, Britain's largest union, have taken the lead in coming together with four British unions representing National Express in the country's own backyard.

Under the leadership of the General Secretary Len McCluskey, Unite has committed to hold the companies accountable in the UK for the workers' rights and abuse here in the United States. I cannot express to you strongly enough just how significant these developments are. Smart strategy, partnership like this sends a message not only to National Ex-

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press, but to the multinational companies. Union solidarity does not stop at the country's borders.

We all understand that the only way to really take on the global companies and win is with an aggressive, escalating, all-in approach that doesn't let up until our demands are met. We are only—going to hit this company from every angle, and we're going to hit it where it hurts.

This is an historic moment, Brothers and Sisters. As we continue to fend off the attacks of our union and our members, all allies, such as Unite and the ITF affiliate unions—we are taking the fight to the employer. That is right at the core of the Teamsters school bus and transit campaign. Whether we are bringing new members into the union, fighting to change the government policies that hurt our workers, or ridding the industry of irresponsible, unsafe bus companies, we are committed to seeing it through.

That is Teamster power and that is how we roll. Let me introduce members in the bus industry. Michelle Quirk, Durham school bus driver out of Teamsters Local 238 in Iowa.

(Applause)

MICHELLE QUIRK, Local 238: Hi. I'm Michelle Quick, and you may not remember me, but I was here ten years ago speaking to you about our struggle to get unionized at First Student in Iowa City, Iowa.

We were battling faulty equipment. We had a bus out on route, and the brake caliper fell off. We had buses transporting college students to bar hops at night, and in the daytime they were hauling elementary kids to school with a bus that smelled like stale beer.

There were also blatant discrimination issues. Our Spanish-speaking coworkers were being shorted in pay because they didn't speak English well. Yeah. And so these were a few of the issues that we dealt with.

We were fed up with the situation, and we decided we needed outside help, so we looked at different unions and decided to go with the strongest. We called the Teamsters.

(Cheers and applause)

Luckily, the Teamsters were getting ready to organize the school bus and transit workers in the Drive-Up Standards Campaign. Our location in Iowa City was the first to test the power of the Team-

sters versus the multinational corporations, First Student in the UK, or based in the UK.

The International Brotherhood of Teamsters sent Jesse Case out to help organize us. We went to the newspapers, the school board, and the parents with our safety concerns.

The company denied the accusations and tried to intimidate us with mandatory meetings where only their point of view was expressed. We went on strike for half a day, and my seven-year-old daughter was on the picket line with us.

(Applause)

The TV news finally allowed our concerns to reach the ears of all the parents, the school board, and the community, which hadn't taken us seriously.

We held our election on May 16, 2006, and we won. We even had the support of the then Governor Tom Vilsack and other public officials.

The Teamsters proved that no corporation—I don't care how big it is—is beyond the law and reach of justice. No company is too big.

Thanks to the Teamsters we won the freedom of association at First Student. Now other First Student drivers don't have to go through the union busting that we went through.

First Student lost their contract a year later with the district in 2007. Yay. And guess what? When they left we were hired by the new company, Durham, which is another UK multinational corporation; and as you can probably guess, Durham isn't fond of unions either. But that's too bad because we have a contract that they have to abide by, and more importantly, we have our brothers and sisters of the Teamsters to watch our backs.

(Applause)

Now, before the Teamsters contract, our drivers made about \$12 an hour with no guaranteed hours per week, so they could give you two hours. With our Teamster contract, drivers at the top of the seniority make \$19 an hour and are guaranteed at least 20 hours a week, with some having 31.

(Applause)

Teamster contracts make a huge difference, and as happy as I am for Iowa City, I'm saddened because there are lots of Durham locations around the U.S. which aren't unionized. Some locations are making as little as \$9 an hour with no guaranteed hours, safety issues, management intimidating the

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drivers, and they're living in fear for their jobs. So I can't stress enough how important the Drive-Up for Standards Campaign is. It's amazing that this all began in Iowa, because we're not just corn. I've been a school bus driver for 15 years, and a Teamster for 10.

(Applause)

I hope in the next ten years we work together to make sure that every First Student and Durham location has a Teamster contract. Every location.

I'd like to thank President Hoffa and all my brothers and sisters of the Teamsters for making this possible. And so, on that note, I would say, let's go out there and kick some Durham, FedEx, XPO, and Con-Way butt. Thank you.

(Standing ovation)

DONALD TALLEYRAND, Local 769: Hello, Brothers and Sisters. My name is Donald Talleyrand, and I work as a paratransit for First Transit in Dania, Florida. My coworker and I are some of the newest team to join the Drive-Up Standards Campaign. On April 8 we vote 52 to 11 to join the Teamsters Local 769 in Miami.

(Applause)

Already we can already see the difference of having a union representation. We are all currently working together to negotiate our first contract, and I'm very happy to report things going very well.

(Applause)

My coworker and I are united in our goals in working together as a team. Before the campaign begun, true, most of us were hesitant to organize. Nimiety percent of us from Haiti, where a lot of unions are run by the company. The other 10 percent are mostly Jamaican or from the other Caribbean countries where unions are either weak or infective.

Many of my coworkers did not know unions in the U.S. were true unions that's actually for workers. In America workers have the opportunity to bring real change by joining a union, and lucky for us we joined the strongest union in America. The strength is because we know how to work together, and we respect one another.

We knew the Teamsters were the right union for us because they understand what bus worker are facing, and they appreciate the important work we do every single day. They know that our passengers are depend on us, and that we are responsible for their safety, and the importance to retaining professional

driver to proper work condition. Many in a wheelchair and have no other way to get where they need to go without us behind the wheel. We have to know what to do, and you would have to be successful in this line of work.

Like school bus drivers and monitors, it's required love and respect for passengers. It's require more than just a skilled driver. You must also have empathy and to treat passengers with dignity. As a paratransit—

(Applause)

As a paratransit driver, my coworker and I understand how important is dignity. It's a part of the job description. Every human being deserves to be treated with dignity. Back in Haiti there was no union willing to fight for workers and no way to win respect, but here in the U.S., thank for Teamsters, we have the power to win respect.

(Applause)

That's what Teamsters are all about—power, respect, and dignity—and now that we have the strongest union, we have the power to earn respect so that we will treated with dignity.

I look forward myself for many more years, and when I get back to Florida, for what I see, I will tell them they need to be in, not behind the door. I can see that's a great movement. That's a movement.

(Applause)

And thank you all for all your support, and go and go and go, Teamsters.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Rick and Don for leading Drive-Up Standards in the industry.

Next up we have an inspiring labor leader from Canada. Can Teamsters President Francois LaPorte please come forward. Canadian Teamsters.

(Applause)

To help me welcome our next guest.

(Applause)

INTERNATIONAL VICE PRESIDENT FRANCOIS LAPORTE: Thank you very much. Thank you very much, President Hoffa. Before I introduce our next speakers, I would like to invite the delegates here tonight—today, I'm sorry, today, to join me for a special thanks for the job that the staff of the IBT are doing putting this Convention together,

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so, please, I invite you to let's give them a round of applause, please.

(Standing ovation)

These people are working hard, they are working behind the scene. They don't always get the recognition they deserve, so thank you very much.

(Applause)

... *International Vice President LaPorte spoke in French to the delegation.*

I have the honor, Brothers and Sisters, of introducing our next speakers. This man put the labor movement back on track. I have the honor to introduce a man who was elected in May 2014 as the first person of color to lead Canada labour movement.

Hassan Yusseff is a mechanic who rose through the rank of the Canadian toll workers, and who has already left his mark on the Canadian labor movement, a man who made it his mission to improve the lives of union workers and the nonunion workers as well.

Please join me, Brothers and Sisters, in welcoming a true friend of leaders, a true friend of Teamsters Union, the President of the 3.3 million strong Canadian Labour Congress, Mr. Hassan Yusseff.

HASSAN YUSSEFF

President, Canadian Labour Congress

Good afternoon, Sisters and Brothers. First, let me start by thanking my colleague and friend, Francois LaPorte. Of course your colleague and friend as the Vice President of our organization, the Canadian Labour Congress. And, too, of course, let me thank your President and Francois for inviting me to join you at your convention.

I can't begin to tell you what an honor it is to be here today speaking to you at your Convention, 1.4 million strong working people across this great land and into Canada. 120,000 members in Canada celebrating their 40th anniversary at this Convention here.

(Applause)

And, of course, like you, Sisters and Brothers, of course, we're celebrating some very positive change in my country, Canada. 2015 was a great year in our country, and we hope 2016 will turn out to be an even better year in Canada.

You know, we have had employers in government tormenting us on a number issues over the years and using, of course, their legislative powers, of course, to legislate the rights of workers away.

We coordinate our strategies and took our governments who were tormenting us to the Supreme Court of our land, and in 2015 we won two of the greatest victories on behalf of our movement and our country.

I want to tell you, of course, when the Supreme Court of our country ruled early last year, they set some precedent decision that is so important for working people in our country. They said, of course, the right of workers to go on strike is a fundamental right. It's protected by the Constitution of our country.

(Applause)

No employer or government can ever take away that right of workers in our country. We always knew the right to strike is a last resort, but the reality is when employer don't want to freely bargain a collective agreement, we need to tell them we're going to take them to the streets if necessary.

(Applause)

We also won in 2015, Sisters and Brothers, basic recognition of workers to join a union. The Supreme Court many days later, of course, made an important decision, an important decision that said independent association that engage in collective bargaining is a fundamental right the workers have in our country, and I want to read you what the Court says about the workers having the right to join a union.

Individual employees typically lack the power to bargain and pursue workplace goals when their more powerful employers only band together in collective bargaining associations, thus strengthening their bargaining power. With their employers they can meaningfully pursue their workplace right.

That is now a fundamental right protected by the Constitution of our country.

(Applause)

Of course, back in the '80s this now squared a circle. The Rand Formula has been recognized by our Supreme Court also as a fundamental right for workers to pay dues to their union.

(Applause)

2015 also brought in some unprecedented change in our country. Like you, in many parts of the states of this country, you struggle, of course, with right-wing government. We have had a right-wing government at our national level, and we did an important thing last year. We kick his ass out of office last year.

(Standing ovation)

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We send a very clear message that when you attack this movement, we will unite in our determination to take you on, because we have no intention of giving up the right we have won historically in our country just because of your ideology. You must respect us, and if you don't, we are going to do what is necessary.

Of course, we've got a new government in office who recognize many of the issues we have talked about in our convention are important. You've had in your country something which is very foreign in our country, the LM-4 process in which you have to file all kinds of information to your national government about your financial information.

I really believe in our country that workers have the fundamental right to get financial information from their union, but more importantly, the bosses and the corporations that want to attack us should never have access to that bloody information. It's none of their bloody business.

(Applause)

And they passed a law in our country called Bill 377. For three years we held them at bay. They could not pass the law. They finally rigged the system, and they got that law through the Parliament. One of the second piece of legislation the new government introduced was to repeal that law. By this fall that law will become part of the dustbins in our country.

(Applause)

Similarly, Sisters and Brothers, we have had the right to card certification at the national level for over 60 years. Any worker chose to join a union only had to do 50 percent plus one signing a union card. This same right-wing government, of course, took away that right. The new government came into office and said by this fall they will restore that right to federal workers in our country.

(Applause)

This sends a very clear message across our land that the trade union movement is part of a democratic society. We have an equal part to participate and to defend our members. But, Sisters and Brothers, there are many issues we're working on in our country. Let me tell you of one of them that you're very familiar with, asbestos.

As I speak to you today, workers are still being exposed to this horrible carcinogen that is killing workers every day in your country and it does in mine. We have launched a national campaign, of

course, to ban this substance in all its form, import and export. And no worker should be ever have to come in contact with it.

I know firsthand what it's like to work in asbestos. I was a mechanic in my life, and I was exposed to it. I know it's in my lungs in some form. But the reality is we said to our national government we must bring in a comprehensive ban on asbestos in our country, should not be used in construction materials. If it's in a building, workers should have a right to know so they can exercise their right whether they want to work in that facility. And, more importantly, we should ban the importation of any product that has asbestos in it.

(Applause)

We're hoping by the end of this year we will achieve our objective. There's one fundamental truth about what we do in our lives. We go to work to make a living. We don't go to work to die and no worker should ever have to die from this horrible substance because they do not know what they are working with.

(Applause)

Like you here, of course, in your union—I've been here for the last day or so listening to the debate. President Obama, of course, negotiated the Trans-Pacific Partnership. If President Obama was to listen to me today, I would tell him this is a terrible trade agreement and should not be passed by the Congress of the United States.

(Cheers and applause)

We believe in trade. We know how much trade is important in our respective countries. But let's be clear. We want to participate in fair trade, not unequal trade with countries that undermine our social and democratic structure. This is a bad deal. It will cost thousands of jobs in our country.

It will affect, of course, our dairy industry in Canada, as it would in the United States. And, Sisters and Brothers, we're doing everything we can to ensure this deal does not come into being and Canada does not sign. We sent a very clear message to our national government: We're against the TPP because we believe this deal has nothing to do, of course, with uplifting workers and improving the standards of workers.

It will continue provisions in this agreement to allow multinationals to sue our national government

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that want to pursue public policy on behalf of working people. We are doing everything we can to fight it.

I just want to show you a little video we have made to explain this to many of our members and activists across the land.

If I can ask the technicians to please show it.

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

(Applause)

Sisters and Brothers, I know our collective work here in the United States and in Canada is one that we must pursue and, of course, ensure this deal is defeated.

One of the other issues we've been working on in our country is to expand our public pension plan. During the 2008 recession and financial crisis, we saw the horrors, of course, that workers were faced with. We launched a campaign in the middle of that crisis to expand our public system of pensions for Canadians across the country.

We recognized fundamentally that we need to ensure every Canadian in our country should have a decent retirement. If you spend a lifetime working in our country, whether you're trade union or not, you should not have to retire in poverty in our country called Canada.

We launched this campaign to ensure every Canadian can have a better pension. After seven-and-a-half years, of course, of work, we finally succeeded. When we first launched the campaign, we didn't have a single provincial government or the federal government to support us. Public opinion was not on our side.

So I can tell you, last Monday our federal and provincial finance ministers met. We were asking for 100-percent increase in our public pension. What we won was a 33-percent increase in our public pension. It will impact 19 million Canadians who are part of the system. More importantly, 11 million Canadians who go to work every single day in my country don't have any workplace pension. They rely, of course, on the public system.

We did this with the understanding, of course, it will benefit the next generation of Canadians, the young workers who are joining the workforce. Like you and I know every single day, our workplace pensions are under threat. By doing this national campaign to improve the public system, we were clearly

recognized, of course, for the good work we were able to do to win this fight.

But, more importantly, Sisters and Brothers, we're also trying to change the public opinion about how Canadians see the trade union movement in our country. Through a campaign which we call the "Fairness Works," which is showcasing our struggles, what we do on behalf of Canadians who are not trade unionists in our country. Of all the things we do every single day to improve their lives, we need to remind them how important that is. And, more importantly, they need to support us in the greater fight to make Canada a better place.

We, of course, ran a national campaign, with a video part of our Fairness Campaign. They reached some 6.3 million workers through Facebook, Twitter and YouTube, and they watched the entire video which I'm about to show you.

We reached some 20 million Canadians. This video I'm about to show you was seen by 20 million Canadians across the country. It was on every single national, of course, television. This is how we can change public opinion about our movements and, more importantly, about the greater good we do on behalf of working people every single day in our respective countries.

I would like to, again, show you a very short video about how we construct this campaign.

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

(Applause)

Sisters and Brothers, this is one of the greatest achievements we have had in the last 30 years in our country. It's the largest expand of our Canada pension system which, of course, includes all Canadians who work in our country. Our pension system was established some 50 years ago. This is the first time they're increasing the benefits.

We have learned much from the work we're doing every single day of how we can change public opinion about the trade union movement. We need to find a better way to tell our stories, how we can talk about the battles of the past when we have won, of course, the protection of workers with its health and safety in the workplace.

This Labor Day, equally so, we will launch another campaign. It will focus on the human rights work

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we do on behalf of our movement, but at the same time recognizing this has had an impact in Canada.

I know we face some similar challenges in our respective countries. We've got to find a better way to talk to the public about the great work we do on a day-to-day basis, of course, to make the lives better for American workers as you do in Canada for Canadian workers.

I can't thank you enough for the opportunity to speak here today. But I conclude—I was here yesterday and I listened to some of your leaders talk about your organizing campaign and how important that is and the need for those campaigns to succeed.

In our next convention, our density in Canada has been 30 percent. It's been that way for over 30 years. And while we're very proud of what we've achieved, we recognize we can't rest on our laurels. At our next convention in the CLC, we will spend a lot of time talking about how we can increase our density and grow our movement. We also have to change the way we communicate. We have to find a better way to engage ourselves with the new members and the broader public in many of the fights we take on. What have worked in the past may not work in the future. We can't simply ignore that reality but we've got to find a better way to tell our stories. We have got an incredible story to tell.

I sat here today and I watched brothers and sisters one after the other went to the microphone to pledge to support one of their own who lost a loved one and said, "We can do something to help that family." That story should be told 200 million times in your country and in my country.

(Applause)

Because what we do is not simply about defending our members. What we want for ourselves we desire for all. And we need to tell that story more. And we have to change the way we communicate.

Sisters and Brothers, there's lots of work for our movement in Canada. I can tell you I'm truly honored to be the President of our Canadian Labour Congress, because I was not born in my country Canada. I came there as an immigrant. I can't begin to tell you how I'm proud to be a Canadian.

But, more importantly, my movement embraced me as one of their own. What we cannot allow is prejudice and unfairness to divide us. We are stronger when we stand together.

(Standing ovation)

Ninety-nine percent, that's every one of you is in me. The only difference is I live in Canada and you live in the United States. There is no borders within our country of working-class struggle. When we stand together, we can change the world.

It's an honor to be here. Thank you so much, my friends.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Next we have a video.

Well, thank you. What an inspiring individual. What they're doing in Canada we've got to do here in the United States.

Our next video is about someone that needs no introduction. It's Senator Elizabeth Warren.

(Applause)

I have the opportunity to meet most of the senators in the Congress, at least the Democrats. We don't want to meet the Republicans. When you talk about people you meet that share in what we believe in—we feel at home with her. She shares our goals on trade. She shares our goals on Social Security. And, most of all, she shares our goals of income inequality, to correct that great sin in America.

Let's hear it for Elizabeth Warren. She's given us a nice video.

(Applause)

... *Senator Elizabeth Warren addressed the delegates via video as follows:*

HONORABLE ELIZABETH WARREN

United States Senate

(D) Massachusetts

Hello to all my friends in the International Brotherhood of Teamsters. I really wish I could be there with you in person for your 29th International Convention. I'm afraid we're just going to have to settle for video.

But I do want to start by saying thank you to International General President Jim Hoffa for inviting me to speak with you. You know, Jim has had my back from the very beginning. He called me at home when I had barely dipped a toe into running for office, and he said he wanted to help. I will never forget that.

I also want to give a very special shout out to International Vice President John Murphy and International Vice President Sean O'Brien. When we're

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down in Washington fighting for working families, it helps to know that I've got fighters like John and Sean in my corner back in Massachusetts. They keep me strong.

You know, during my time in the Senate I have learned that Washington works great for big corporations and for billionaires that can afford to hire armies of lobbyists and lawyers. But working men and women, they just keep getting left behind.

But take a look at an issue that you all know very well, how the financial collapse has affected pensions and retirement security. Last month, 270,000 Central States pensioners narrowly escaped devastating cuts to their pensions.

Now, there are a lot of reasons for the problems that Central States is experiencing. But one thing is clear: These retirees would be a whole lot better off today if Wall Street hadn't made the reckless bets that tanked our economy. The crash of 2008 cost Central States pension funds \$11 billion, more than 42 percent of the funds' entire assets.

The men and women who depend on the Central States pension funds spent their whole lives driving from coast to coast delivering goods to keep our economy running. They helped build this country. You helped build this country. And we have to make sure that Wall Street never crashes our economy again.

(Applause)

But I've lost my share of battles in Washington and I've learned Washington is a tough place. Real reform isn't easy. But I know that we can't win if we don't fight, and I am proud to fight alongside you. Shoulder to shoulder, that's how we're going to improve the lives of working people everywhere, to give all of our families a fighting chance.

(Applause)

GENERAL PRESIDENT HOFFA: She's the real deal.

I would now like to call on the Co-Chairs of the Pension & Benefits Committee, Dave Laughton of Teamsters Local 633 in Manchester, New Hampshire, and John Murphy of Local 122 in Boston, to make their report to the delegates.

REPORT OF THE PENSION & BENEFITS COMMITTEE

COMMITTEE CO-CHAIRPERSON LAUGHTON: Good afternoon, Brothers and Sisters. As

Co-Chairman of the Pension & Benefits Committee, I'm going to give a report out to you. As all of you know, a number of our pension funds are needing help, and so forth, at this point in time, and we are working on that crisis.

But how did that come about? And why are they in trouble is the real question. And that is we have to go back in time. We have to go back realistically 40 years ago when we got trucking deregulation. I'm sure a lot of you in this room were working at that time under our National Master Freight Agreement, and then came the change with the deregulation. Our companies couldn't react to it because the non-union people were coming in at much cheaper rates. It staggered out for a number of years because some of them were very well funded early on.

As it went on, these companies started going out of business. What they were doing is they were going out and using the bankruptcy court as a means of doing it. And why would they do that? Because they had a withdrawal liability, which meant they owe money for the people that were working at that time.

Under the bankruptcy court, unfortunately, we don't have standings as a security debtor. So, therefore, what would they do? As all of you that were involved, you know it best. They would just wipe that out like it didn't exist, which put more of a burden on the pension funds to continue moving forward. Because the rippling effect of that is the fact that we were getting less contributions in, less hours, people working less, and the funds were declining in size in many areas, not all of them, but certainly those who were dependent upon the trucking industry.

That process went on for a lot of years. A lot of people in our leadership did a lot of things to keep the companies in business as long as they could. But it was a demise, it was an expensive situation for all of the funds to face and try and deal with it. And we have dealt with it right up until this time. We still have to deal with it, but we've got to find other ways of doing that now.

The fact that these funds lost that much money, and then the other things that have happened is the bumps in the market, okay? Nothing worse than '08 and '09 when the market gave back—we cut the market by 30 to 40 percent and people—those of you who had 401(k)s, you certainly know that you lost yours.

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So it's been regulations that have come through, legislation that has come through, some court decisions that have come through. They've all really hurt us in a lot of different ways. We need to get back on track. All of our members need to get back on track and we need to do the right things to get the right people in office to help us.

The other thing that happened was we had another dip in it, too, the dot com era with the market where that took a dip, too. You can't make it all up. Some companies that we do business with that had single-employer plans and had a lot of money, it's a different story. But when it's a company that's bankrupt and there is nothing left—the only thing that was left with us was rolling stock. The trucks had already been depleted because they weren't performing maintenance. You could see that coming on. All the telltale signs came true as we saw that develop before us.

It's been very difficult. I happen to be the Co-Chairman of a pension fund, the New England Teamsters Pension Fund, and some other pension funds, and will be working diligently with everybody, especially our General President and all of the members of the Executive Board, and so forth, to do what we can do to right this ship and guarantee all of our members what we hope that they deserve, absolutely deserve and should get. And we're all working towards that goal, nobody more so than the General President. He's made it very clear and put it in writing to everybody that we're going to work diligently and try and get this resolved.

And I'll make that my report.

(Applause)

COMMITTEE CO-CHAIRPERSON MURPHY: General President Hoffa, General Secretary-Treasurer Ken Hall, Brothers and Sisters. I want to talk to you about one of the most disturbing things that happened in this country regarding federal pension policy. I think all of us know the story. But let me just touch on the highlights of how the world changed for our retirees and active members in the second week of December, 2013.

In that Lame Duck Session of Congress, legislation was tacked on to the federal spending bill at the final hour without review or debate by Congress. This was the Multi-Employer Pension Reform Act of 2014. This bill reversed 40 years of pension poli-

cy, namely, for the first time since ERISA, allowing for retiree pension benefits, an active member accrued benefits, to be cut.

In 2015, as most of you know, the IBT under the leadership of our General President and General Secretary-Treasurer, working with grassroots retirees' chapters and local union officers across this country launched an incredible public education and lobbying campaign about this reversal of federal pension policy.

In late September 2015, Central States Pension Fund filed the first application to reduce benefits under this law. Working with the Treasury Department, the International Union coordinated town hall forums with Special Master Ken Feinberg listening to retirees tell their stories.

These public meetings were the first and only time retirees and members had any input into the pension crisis and the impact of this devastating law.

In December 2015, the IBT submitted an extensive analysis and report on the application which challenged Central States actuary assumptions. The International Union, using all of its resources, embarked upon a schedule of briefings for members of Congress so they could learn about the deficiencies in the application and to galvanize support for alternative approaches to solving the pension system crisis.

In April 2015, every Democratic U.S. senator, every one of them, including Harry Reid, signed a letter that asked Treasury to consider the critique that the IBT had raised in its analysis and demand that Central States answer these questions raised by the IBT's report.

On May 6, Treasury denied the application by Central States, underscoring its rationale by adopting the criticisms the IBT had raised in its December and March reports.

(Applause)

This first battle to protect our retirees' accrued benefits for our members is over. But now we are on to the bigger fight, finding funding for our struggling pension funds through legislative means.

I would like now to introduce to you three key retiree leaders that were invaluable in this fight. The first is Bob Amsden, who is a retiree out of Local 200 in Wisconsin and did an incredible job in organizing retirees in Wisconsin. He is a tireless worker.

Bob.

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(Applause)

BOB AMSDEN **Local 200 Retiree**

Thank you, John. General President Hoffa, thank you.

Brothers and Sisters, first I'd like to thank, from Wisconsin, Secretary-Treasurer Tom Millonzi, President Tom Bennett, and Joint Council 39 for all of their help and effort of getting us through in the great state of Wisconsin.

I am honored to stand here today and address all of you on this most critical issue. I've been a member of Teamsters since 1973; my father since 1953, and I carry his union card proudly.

(Applause)

My family history amounts to over 235 years of Teamster seniority.

The issue of which I speak is the most sacred, retirement security. If we look at the answers as to why for so many years we have achieved so much and prospered as no other people in this country, it is because of the power of the Teamsters.

It is one of the most important parts of being a member of any union. We have bargained and fought to secure contracts that include retirement plans that will allow us to retire in dignity.

When we received the devastating news from Central States of a plan to literally wipe out hard-earned pensions, we had to act; and act we did. Thousands of retired brothers and sisters from across the country let their voices be heard loud and clear. We coordinated with every retiree chapter in this country to educate the Treasury Department and our elected representatives in Congress on the real impact of these proposed cuts of 25 percent up to 73 percent.

With the help of the International, we organized and staged a massive rally protest on the West Lawn of the Capitol of the United States. On April 14, 2016, more than 4,000 Teamster retirees and active members made the trip to Washington, D.C., to let the Treasury Department know that putting the burden of fixing the pensions with the drastic cuts on the back of the retirees is not the answer to the problem.

At the rally 25 of the most powerful members of Congress spoke and pledged their support. More than 120 representatives, Senators from both sides

of the aisle, have signed on a letter calling for pension reform in this country.

(Applause)

In order to help save all the families that are under the threat of pensions becoming insolvent, we must act now to stop this pension crisis from destroying the retirement security of every union member in this country once and for all. If we as a country cannot find a solution to this growing pension crisis, retirement as we know it will cease to exist.

So I ask you to stand with us and call your representatives in Congress and demand they support legislation that protects our hard-earned pensions forever. We need all Teamsters—all Teamsters—active and retired—to join with us to build upon the movement that the retirees have created. Teamster retirees need you to be with us. Remember, we're your fathers and grandparents, brothers and sisters. Together we will find a solution to the nation's pension crisis with your help.

And in closing, the Wisconsin Committee to Protect Pensions is pledging \$500 and our condolence to the Travis Bornstein family.

Thank you.

(Applause)

COMMITTEE CO-CHAIRPERSON MURPHY: Now I'd like to introduce Bruce Ervin, who is a retiree from Local 61 out of North Carolina. Let me tell you a little bit about this guy. He's a retired Teamster out of UPS for more than—ten years ago, I believe. It might even be more.

In the early part of this campaign Bruce became a one-man lobbying effort. He would travel up by himself to Congress, go knock on every door, and just speak to people. And then when I first was introduced to Bruce, I learned that when he came to Washington, half the time he wouldn't even let the IBT know he was there. He was just truly dedicated. And then he joined with the retirees from Local 391.

He really is an outstanding individual. Brothers and Sisters, Bruce Ervin.

(Applause)

BRUCE ERVIN **Local 61 Retiree**

Hello. I just want to tell you, my name is Bruce Ervin, and I'm from Local 61 out of Asheville, North

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Carolina. I was a UPS driver for more than 30 years before I retired in 2003.

Thanks to a strong Teamsters contract, I received more than 3,000 each month from my pension. When I received a notice from Central States Pension Fund saying that my pension would be cut starting in July, I was lost. I was so worried about having my world turned upside down. At the age of 73, I was devastated to feel I had lost it all. I knew I had to get involved and stand with my fellow retirees to stop this from happening.

I'm a member of North Carolina Save Our Pension Committee. Along with my brothers here on the stage, we launched a massive effort to stop these cuts, and moving forwards.

With the support—the support—of the IBT, we kept the pressure on our elected officials—our elects officials—and the Department of Treasury. And Ken Feinberg and the Treasury rejected the proposal for the cut, and I want to thank them for that.

However, the fight is not over.

However, the fight is not over.

We must continue to fight for protection not only for our retirees' pension but for pensions for every member. Please join me in continuing to call on Congress to find a solution to this problem. And we can do it by joining together. We must stand together, Central State and every pension fund, make them keep their promise. That's what we've got to do. Every pension should keep their promise to those of us that have worked and earned our right to retirement. God bless you.

(Applause)

COMMITTEE CO-CHAIRPERSON MURPHY: Our final speaker is Mike Walden, and let me tell you about this guy. I'm going start calling him Mr. Ohio. I think he traveled every single road and back road in Ohio talking to retirees all over the great state of Ohio. He is an incredible leader in this campaign. I think every federal legislature down in Congress and Washington, D.C. know who he is because he banged on their door at least a few times.

I'm please to introduce Mike Walden, retiree from Local 24.

(Applause)

MIKE WALDEN

Local 24 Retiree

Thank you, John, for that kind introduction—or Vice President Murphy, I should say.

As I look out here today, I see the mass numbers that you've assembled, the brotherhood that you've shown earlier today. You people don't realize it, but you could have anything you want in Washington, D.C., if you would show the brotherhood that you showed today. March on Washington. Do what you need to do at Washington. You can have it. You have to do it.

(Applause)

If people tell you nothing can be done, it's because they're not doing nothing. This is up to you, people. This is up to you, Brothers and Sisters. Get what you want. Not just pensions. Everything.

When we began the fight to protect our pensions more than two years ago, I knew it was going to be a tough battle. In our fight to protect the pensions, we knew that the future of active workers is in our hands as well as our hands are in the future of active workers.

From Ohio, we started the movement, the Northeast Ohio Committee to Protect Pensions. We joined together from Wisconsin to Florida, Michigan to Texas, Missouri, Nebraska, and all, to let Treasury and Congress know that these deep cuts, 60, 70 percent, would destroy and devastate our thousands of participants' lives and our future retirees would have nothing to look forward to.

We were supported by many organizations and Congress members, especially the IBT. The word in International Brotherhood of Teamsters, the keyword, is—and should always be—"Brotherhood." It doesn't matter if you're 20 years old or a 70-year-old retiree, we as Teamsters stand together when faced with adversity. When our backs are against the wall, no one mobilizes like Teamsters. Thousands of retirees called their representatives in Congress, visited them in their state offices, and went to Washington to speak to them directly.

I attended every hearing, participated in on and on panels in D.C., attended meetings with IBT, PBGC, Congress, and other committees across the country to mobilize the troops necessary, along with other committees such as Wisconsin, North Caroli-

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na, and others, which currently stands at 60-plus committees that we created.

We also would not be able to win this fight without the support of the hardest working man in show business, and that is John Murphy, with the support of IBT, also.

(Applause)

It was a huge effort. It was a huge effort that we couldn't have pulled off without the commitment and energy of retiree chapters in each state. Vice President Murphy worked tirelessly as the Union's liaison with Special Master Ken Feinberg in the Treasury, planning regional meetings for active and retired Teamsters to make sure voices were heard.

The International's Report to Treasury, the proposal for pension reductions exposed it for what it was: A zombie plan doomed to fail. Lives would be devastated, and the fund would still become insolvent.

We need to all join together as a brotherhood, active and retired, to find a better solution, a solution that does not hurt active or retired, who were only guilty of wanting what they earned and were promised.

Future retirees and current retirees should be able to have a secure, comfortable, and enjoyable retirement with their families that many gave time away from because of occupations that we chose. We were promised that security for the hard and loyal labor that we provided to our employers as we endured stress and punishment to our bodies.

Support the IBT and all that support our efforts to keep the promise of comfortable retirement to all. Brothers and Sisters, active and retired, do not give up, do not lay down. If it's worth fighting, it's worth fighting for. Brotherhood is the key. The only time "success" comes before "work" is in the dictionary.

I want to personally thank all the locals for standing by us, especially my local, Local 24. President Travis Bornstein, all the officers, including Dave Richards, Dave Richmond, and everyone else, for stepping up to the plate when we needed them the most.

My brother and friend, Butch Lewis, former President of Local 100, stood beside me in this fight until he passed away New Year's Eve last year, 2015. And while Butch is not here today, I know he would pass along one clear message: A pension is a promise. The promise is our pension. Promises should not be broken.

Thank you, Brother Butch and Local 100 for all you have done.

I also want to give special thanks to John Murphy; Galen Monroe, the Director of Communications; and, of course, Jimmy Hoffa and the IBT as a whole for the resources, especially for their time.

And now in closing with a motion. As I've seen displayed here today, I would also like to take this opportunity to let Brother Travis and his family know that the Retired Teamsters Akron Fellowship, which I'm a trustee of, President Al Fillingim and Secretary Micky Mader has approved a 2,500 donation to his charity.

(Applause)

I'm so proud of the brotherhood I witnessed today, and I know that we will all stand together, no matter how hard the fight.

Brotherhood to all brothers and sisters. Brotherhood, we've got it keep it. We have to keep it. We have to keep it.

Thank you all.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Brothers, for your testimony and for standing up for protecting Teamster pensions.

I now call on Reader Dalton to come forward to read the Pension Resolution.

... Reading Clerk Dalton read the following:

RESOLUTION ON PENSIONS

WHEREAS, the International Brotherhood of Teamsters has been in the forefront of promoting and protecting the retirement security of American workers, retirees and their families; and

WHEREAS, the Teamsters Union and Teamster affiliated pension funds have provided good benefits that have enabled Teamsters to live in retirement with dignity and financial security; and

WHEREAS, the Employment Retirement Income Security Act (ERISA) was enacted to provide assurances that plan sponsors could not simply renege on pension promises made to plan participants and beneficiaries; and

WHEREAS, for more than 40 years the law prevented ongoing pension plans from unilaterally cutting retiree's promised benefits; and

WHEREAS, the International Brotherhood of Teamsters believes the federal government, including the Pension Benefit Guarantee Corporation, has an obligation to protect the retirement security of

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workers covered by defined benefit plans under ERISA; and

WHEREAS, it was failures in government regulation and oversight that paved the way for two severe financial market collapses (2000 and 2008) that devastated the assets of many pension plans including the Central States Pension Fund; and

WHEREAS, Congress, in the dead of night, without vetting and without debate, passed the Multiemployer Pension Reform Act (MPRA) as part of a massive omnibus spending bill, which eliminated ERISA's core protections against forfeiture and reductions of accrued benefits; and

WHEREAS, amending ERISA to eviscerate the promise of a defined benefit pension is a dramatic assault by the federal government on America's middle class; and

WHEREAS, hundreds of thousands of Teamster members are participants in plans that could be affected by draconian cuts permitted by MPRA; and

WHEREAS, the Teamsters Union believes that promises made to millions of workers and dependents should not be violated because of a funding crisis that in large part is the result of failed federal policy; and

WHEREAS, the Teamsters Union vigorously opposed, and continues to oppose, the Multiemployer Pension Reform Act; and

WHEREAS, the International Brotherhood of Teamsters called for the rejection of the Central States Pension Fund application to U.S. Department of the Treasury to cut retiree benefits, and has to the fullest extent, participated in Treasury's comment and review process, filing comments and testifying at hearings, and has conducted extensive education activities for Congress about the real life ramifications of the proposed benefit cuts on retirees and the serious flaws and deficiencies in the Central States Pension Fund application and has urged members of Congress to call on Treasury to reject the application; and

WHEREAS, the International Brotherhood of Teamsters opposes the reduction of retiree pension benefits and the cutting of accrued normal retirement benefits of active members; and

WHEREAS, the Teamsters Union understands that any federal legislative effort to aid troubled multiemployer pension plans requires the participa-

tion and support of members and retirees. Therefore, local unions are encouraged to keep their members and retirees informed and educated about the funding crisis that confronts multiemployer pension plans and the reasons for such crisis; and

WHEREAS, the Teamsters Union has worked to build support for and pass the Keep Our Pension Promises Act and the Pension Accountability Act that would provide alternative solutions to cutting promised benefits to Teamster members and retirees; and

WHEREAS, the Teamsters Union is exploring creative concepts that would open up sources of capital from the private sector to fund troubled pension plans; and

WHEREAS, the Teamsters Union is building political and financial support for new approaches to address the funding crises affecting both multi-employer and single- employer pension funds.

NOW, THEREFORE, BE IT RESOLVED at this 29th Convention of the International Brotherhood of Teamsters that the Union will continue its work to:

- Protect the retirement security of Teamster members and retirees;
- Engage political leaders, financial institutions and regulatory agencies to find creative and enduring solutions that strengthen Teamster affiliated pension funds;
- Repeal the provisions of the Multiemployer Pension Reform Act which confer unprecedented power to "suspend" (i.e. permanently reduce) pension benefits of plan participants;
- Pass the Keep Our Pension Promises Act;
- Pass the Pension Accountability Act; and
- Resolve the retirement security crisis in America

GENERAL PRESIDENT HOFFA: Thank you so much.

Do I have a motion on the pension? Mike 2.

DELEGATE TOM ERICKSON, Local 120: Mr. Chairman, I'm President of Teamsters Local 120 from the great state of Minnesota. I'm a proud Hoffa-Hall delegate, and I make a motion that we adopt this resolution, and would like to reserve a right to speak on this, sir.

GENERAL PRESIDENT HOFFA: You do. Can we have a second?

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Mike 2.

DELEGATE RODERICK ALSTEAD, Local 346: Thank you, Mr. Chairman. I'm a proud Hoffa-Hall delegate from Duluth, Minnesota. I second the motion in support of this resolution, and I reserve the right to speak.

GENERAL PRESIDENT HOFFA: Thank you.

Okay, we've got a motion and a second.

Back to mike 2.

DELEGATE TOM ERICKSON, Local 120: Mr. Chairman, again, I'm President of Teamsters Local 120. I think it's important that everybody know, and the first thing I'm going to say coming out of the chute here is this: I apologize to everybody in here, actives and retirees, because the state of Minnesota put John Kline in office.

But I will tell you this: He has got us all together now, the actives, the retirees, led by the IBT. He has us together. And when we're unified, we will go after and get this done. And I will tell you this: Mr. Kline retired because he knew we were coming after his ass. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Very good.

The other brother reserved. Go ahead.

DELEGATE RODERICK ALSTEAD, Local 346: Thank you, Mr. Chairman. I could give 270,000 reasons we need to support this, and that's how many active and retiree participants in Central States it's going to affect. There's been a couple acts introduced, both in the Congress—or both in the House and Senate.

We need to climb on board. And you know, Washington—heck, they bailed out the banks, right? Our middle class dollars, our tax dollars, bailed out the banks, bailed out big businesses. What's wrong with kicking it back to help the middle class? What's wrong with kicking it back to people that fought for this country, that built this country—

(Applause)

—that are strong in the labor movement. We're going to move forward. Let's bring it back. I'm in strong support of this. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

Mike 1.

Nobody at mike 1?

Nobody at mike 1.

Mike 2?

How about mike 3?

Nobody at mike 3?

Back to 2.

DELEGATE GEORGE HARRIGAN, Local 449: Thank you Mr. Chairman. I'm the Joint Council President 46 of Western New York and Secretary-Treasurer of Teamsters Local 449 in Buffalo, New York. I've been a Teamster member for 38 years and a proud Hoffa-Hall delegate, and I urge the delegates to approve the pension resolution before us today.

First thing's first. I'd like to thank the IBT, all the union local leaders across the country, and a special thanks to the rank-and-file retirees and actives who fought the fight on the proposed Central States pension cuts. Excuse me. I meant to say pension annihilation.

These cuts would have ravaged and destroyed countless Teamster lives. Some of these proposed pension cuts would have been greater than 60 percent or more. With the end result the Teamsters retirees living in dire poverty. These are the same hard-working Teamsters who have worked their entire lives, fought in wars abroad, risked their lives, raised their children with dignity and respect, and built this country.

When we finally retire from work, you've all heard the expression, "These will be the golden years of our lives." Golden years, my ass. Golden years, these draconian pensions cuts would have created hardships for our retirees beyond belief resulting in mortgage foreclosures, being tossed out of your home, not being able to afford your prescription medicine, inadequate health care, inadequate diet, and, worst of all, your self-pride and your self-worth reduced to ashes.

The laws of this land must change, and the weight of this burden should not be placed on the backs of hard-working Americans. Corporations walk away scot-free and the government allows it. And then when shit hits the fan, we are told to make due with less, work longer, or just work them until you drop dead.

Although Central States was a great victory, we've only won the battle and not the war. Our collective actions bought us some time, and now we must restore the 1974 Employment Retirement Income Security Act laws that protected our pensions until 2013.

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I urge the passage of the Pensions resolution. Thank you, Teamsters.

And God bless the Teamsters and God bless America.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Thank you.

Anything else?

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I'm a vested participant in the West and also in Central States. And in order to facilitate the rehabilitation of these funds, and we're not just talking about Central States, we're going to have to think outside the box.

Now, trillions of dollars were poured into Wall Street by the Federal Reserve. And for those of you that study it, you'll even notice that pension funds in Europe got help from the Federal Reserve. It doesn't require an act of Congress, but it's going to require a lot of direct action from us and our retirees. The Teamsters are standing strong with this resolution and fighting for all retirees, both union retirees and non-Teamster and nonunion retirees.

So I strongly support this resolution.

Thank you, Brothers and Sisters.

(Applause)

GENERAL PRESIDENT HOFFA: Very good, thank you.

Mike 2.

DELEGATE KEITH GLEASON, Local 627: Mr. President, I'm a 44-year member from Teamster Local Union 627; a 37-year officer of Teamsters Local Union 627; proud delegate, Teamsters Joint Council 25; and a proud delegate to this Convention supporting the entire Hoffa-Hall slate. I rise in support of this resolution. Before I call the question, I have a few things to say.

ERISA passed a law in 1974 to protect our pensions not because of what the unions were doing but because of what the employers were doing when people got to 60, 65 years old and were pushed out of the door before retirement age so they didn't get their pensions. ERISA was passed to protect that. Along with it, it protected us. Ironically, in 2014, our Congress passes legislation that takes away that protection and our pension funds. At least some of them support that legislation. We can't stand for that.

I use my own pension, for example, 44 years paid

in, top-rate pension fund, would equate to over a \$60,000 pension if I were to retire right now. Based on the proposed cuts in Central States, my letter, that would be a reduction of over \$30,000 in benefits. Now, who the hell in this room is going to go out and ask our active members to take an \$15-an-hour wage cut, let alone to ask our retired members to take a \$15-an-hour wage cut. That's what this is tantamount to, to cut our benefits.

We have to educate our membership, we have to educate our retirees that this is just the beginning of this war. This is a battle. We just won a battle. We just dodged the bullet with respect to stopping the cuts to our pension. But we've got a long, hard fight ahead of us. We have to get Congress to move. We have got to get them to understand that we can't have 400,000 people—I say 400,000. We've got 270,000, I think, retirees. We've got future retirees. We have to have them understand the impact that it's going to have on those folks, the impact it's going to have on their communities, that we cannot allow this to happen to working men and women in this country that have worked for the promise—you know, the promise.

The pension promise was what built the middle class. That's what your father, James Riddle Hoffa, did. He put Central States together. That's our National Master Freight Agreement. In the mid 1950s, that's when that promise took place. That's when the pension was there. You didn't have to work to have many contributions in the pension, that many years, but you had a pension. It was unheard of.

And that promise continued. In the 1980s, it was unheard of, 30 years of contributions, a thousand dollars and out. It was unheard of. We were the pioneers, and those contributions continued. Yeah, we had deregulation in 1980. We had the contributions, the income, the revenue that was coming into the fund was going down while our benefits were going up. But along with that, the resources of the fund were going up, so we could afford to pay the type of benefits out that were being paid out.

Not only could we afford it, we had an obligation to do it because of the people, the members that we had that lost their jobs overnight when trucking companies, as a result of deregulation, closed their doors. We had to be able to provide those benefits.

You know, the second thing that Congress is responsible for is allowing the deregulation of banking

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and Wall Street, that allowed the crash on Wall Street in '01 that overnight stocks that were worth maybe five cents on the dollar, that caused the reform that had to take place in the rehabilitation plans in 2004. We all took part in that.

And then again in '08, when our economy crashed, Congress expects the working men and women to take it in the ass again. We can't do it. We can't walk out of this hall not understanding that the most important thing at this Convention is not just passing this resolution, but to take this resolution back to our local unions, back to our membership, back to our communities, all of us talk to Congress, and get the job done. You know, just like we got the job done this morning.

I was never so proud in the 44 years I've been a Teamster as I was this morning when we raised funds to build that rehab center.

And I'll never be so proud to be a Teamster again—

(Applause)

When we all stand together as one, we can get the job done.

Mr. President, I call the question.

(Applause)

GENERAL PRESIDENT HOFFA: All right. We called the question, we've got a motion, we've got a second. All those in favor, signify by saying aye. Anybody opposed?

It passes.

(Applause)

All right. We're moving right along towards that magic 5:00 time.

Next we're going to have a video.

... *SAG-AFTRA First Vice President Esai Morales addressed the Convention via video as follows:*

ESAI MORALES

First Vice President, Los Angeles
SAG-AFTRA

Hi, I'm Esai Morales, First Vice President of the SAG-AFTRA's local Los Angeles branch, and I'm here to congratulate you for your 29th International Convention.

Get together. Work it out. Stay strong and solid in solidarity.

And I just want to thank all of you Teamsters that not only take care of our productions, making sure

everything runs smoothly, but upon whose lives we depend. That's right. Make sure you get enough sleep and rest, and that your rights are covered. Take care.

(Applause)

... *Actor Jon Hamm addressed the Convention via video as follows:*

JON HAMM

Actor

Hi, everybody. It's Jon Hamm, and I wanted to say thank you to the Teamsters for all that they do to make our productions here in New York and elsewhere go smoothly, and to congratulate them on their 29th International Convention.

Congratulations, guys. Thanks for keeping everything moving smoothly.

(Applause)

... *NFLPA President Eric Winston addressed the Convention via video as follows:*

ERIC WINSTON

President

NFL Players Association

Hello, I'm Eric Winston, President of NFLPA. Congratulations to the Teamsters on their 29th International Convention. The members of NFLPA stand in solidarity with the brothers and sisters of the Teamsters Union.

Have a great Convention.

(Applause)

GENERAL PRESIDENT HOFFA: All right, man.

I now call on International Vice President George Miranda to the stage to talk about our Airline Division. Take it away, George.

AIRLINE DIVISION

INTERNATIONAL VICE PRESIDENT MIRANDA: Thank you, General President Hoffa, and General Secretary Hall, and brother and sister delegates.

Much like the Teamsters as a union, the Airline Division has a rich and storied history. Teamsters General President James R. Hoffa long ago recognized the need to organize within this growing airline industry. The Teamsters Airline Division was founded in 1961, and I am proud to say I started my

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career as a Teamster at Pan Am, whose Ground group and Ground members were the first-ever airline employees in the Teamsters.

Fifty-five years later, we now represent mechanics, customer service, ramp agents, stock clerks, dispatch personnel, flight attendants, and pilots. And we're still winning victories for the airline workers spreading Teamster power across the country.

Last year, passage of service workers with American Airlines voted to ratify a ground-breaking five-year agreement.

(Applause)

Yes.

The contract covers nearly 15,000 workers and provides for initial average wage increases of 30 percent. And they also got improved benefits and other industry-leading gains. We fought for this contract and for a long, long time, and we finally won.

In another victory after a five-year battle, we have reached a five-year tentative agreement with our flight dispatchers as NetJets. This is their first contract, and they'll be receiving wage increases of over 18 percent, signing bonuses over \$10,000, and technological furloughs will no longer be illegal under the current contract language.

We fought through a ton of challenges to get these workers to the point, and they finally succeeded, to get their Teamster power with this contract.

And we reached another historic agreement at Allegiant Air. After a three-year battle, more than 700 pilots will be voting on ratifying their first union contract in July.

(Applause)

They're going to see major, major safety improvements in the workplace, along with significant increases in compensation, retirement benefits, medical benefits. And there will also be major improvements in work rules, scheduling, as well as going to see their benefits with a strong union contract implemented in their workplace.

Also, 670 pilots at Flexjets and Flight Options voted to join the Teamsters Local 1108 in Ohio after the companies merged. The Flexjets pilots were already Teamsters, and they knew the benefits of being a part of America's strongest union. The pilots at Flight Options recognized the

union's differences and joined our ranks. We're not just winning organizing victories and closing contracts at national levels, we are focused on raising standards within the regional industries as well. Teamster pilots voted to approve a new five-year contract at GoJet Airlines by nearly a 2-to-1 margin. There are over 520 members in the bargaining unit covered by the agreement. The pilots will see the significant quality of life improvements in this contract.

And it's not just pilots that we are winning. Flight attendants at Trans States Airlines, mechanics as well at Piedmont Airlines, are also winning collective bargaining agreements to raise their standards.

But we still have lots of work to do. The airline industry has taken in record profits over the past few years. This would be a good thing if they were reinvesting this money into the union workforce behind their success. But too often we have to battle companies that we could be working with to better the lives of our membership.

United Airlines has become the poster child for corporate greed in the industry.

... Shouts of "Bullshit!"

Amen.

When United was in trouble, workers made concessions on promises of profit sharing when the company recovered. Now United is back in the black bringing in billions in profits, and the company wants to reduce the profit sharing and use those profits to enrich their executives instead.

... Shout of "Bullshit!"

Bullshit is right.

Teamsters at United are fighting back. Members voted down their latest contract offer and picketed the country across the United States. We are sending a message to United and the whole industry that the Teamsters won't settle for anything less than what our members deserve.

These victories are a team effort. Airline Teamsters stand together in solidarity and have supported each other during negotiations, job actions and organizing drives.

DHL and Amazon pilots are sticking together and voted to strike in order to protect American jobs.

(Applause)

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ExpressJet Teamsters are sticking together, and we are determined to get them an industry-leading agreement. Sun Country Airlines Teamsters are sticking together and are fighting back against management stall tactics at the bargaining table.

We're going to stick together, and we're going to win all of these battles. Our capacity for victory is what makes us leaders in the industry. We're organizing new workers, ratifying excellent contracts, constantly pushing for safer conditions for pilots, mechanics, and the flying public.

Here to talk more about how we have taken the battle for higher standards to Capitol Hill is the chairman of the Teamsters Aviation Mechanic Coalition, Chris Moore.

Please welcome Chris Moore.

(Applause)

CHRIS MOORE

President

Teamsters Aviation Mechanic Coalition

Thank you, Vice President Miranda.

The TAMC was founded in 2007, to raise industry standards and to promote safety within the airline industry. For those of you that did not know, the Teamsters represent around 18,000 aircraft mechanics across the industry.

I want to talk to you a little bit about some of the victories that we've had in the last year. When we started, we were very, very little known on Capitol Hill. And I want to tell you, after a couple of years of lobbying, taking rank-and-file members, the Teamster name opened a lot of doors for us. We were able to get our language into the FEA reauthorization bill not just on the House side, but on the Senate side as well. That is truly Teamster power, I've got to tell you.

(Applause)

And the language that we've got?

Thank you. What we went after was more stringent drug testing at foreign MROs and more FAA oversight at foreign MROs as well, because those people have been taking our good jobs from us overseas.

After eight years of hard work, the TAMC has now also become a nonprofit. That is going to allow us to create more and better programs and services for our membership as well as increase our footprint

in the industry, and it's really going to show mechanics at other airlines what we do as Teamsters in the industry.

As part of the nonprofit, we've begun a program to work with the Teamsters Military Assistance Program. We met with them earlier this year, and we found that we are a really good fit to help them transition veterans from aviation jobs in military into good-paying Teamster airline jobs. They already have a successful program. They're working with ABF, and they're working at a number of bases across the nation so that they can get guys their CDL license and they can go to work right out of the military. And we intend to do the same thing for aviation mechanics as well, create a pipeline to get some of these folks so they can go right into aviation jobs.

(Applause)

For those of you out there that have served or are serving, we thank you for your service.

(Applause)

And finally, I want to talk a little bit about Allegiant Airlines. You're going to hear more about them from Captain Tom Pozdro. But the Allegiant Airlines pilots were in a really bad predicament. They kind of launched the TAMC in a new direction because they came to us about two years ago, and they said, "Hey, you know, we think we have an issue here, guys. Is it really odd if you fail four engines in a two-week period?"

And we went, "Wow! This is not good."

So we, working with the pilots, launched an investigation into the Allegiant maintenance program. It was a horrible maintenance program. It was putting our brothers and sisters flying those airplanes at risk. It was putting the flying public at risk. We issued a number of reports. We did a lot of media. We worked with our pilots. And I got to tell you, we really, really exposed them for how bad an airline they were, mostly because they didn't have the strength of a good Teamster contract behind them. They now have a TA. I've got to say congratulations to Tom, Local 1224, for getting this done.

(Applause)

I'm going to turn this over now to Captain Tom Pozdro to tell you more about Allegiant. Thank you.

(Applause)

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TOM POZDRO **Captain** **Allegiant Air**

Thank you, Chris.

Hello, everyone. My name is Tom Pozdro. I'm an Allegiant Air captain and the chairman of our Membership Committee. I've been flying airplanes for about 25 years, and the last five have been right here in Las Vegas with Allegiant Air. And I am a proud Teamster member of Local 1224.

(Applause)

I've flown for other union carriers, and I'll tell you, they're deeply committed to promoting safety through protecting and retaining their pilots, protecting them when they stop the operation and refuse an aircraft that they deem un-airworthy or protecting them when they exercise their captain authority to declare an emergency.

Retaining pilots in our airline is essential to air safety because there's simply no substitute for experience in the flight deck. The Teamsters have driven that cultural change at many union carriers, and now they've been very successful at Allegiant as well.

We first voted in the Teamsters in 2012. And after three-and-a-half years of negotiations, compounded by lawsuits, informational picketing, a strike threat, and mediation, I'm proud to announce that just last week we hammered out a tentative agreement on our first labor contract with Allegiant Air.

(Applause)

As George had indicated, we have obtained great advances in compensation, scheduling, retirement, and medical insurance. We now have a binding contract, a grievance procedure, and language that will protect us if we become involved in an acquisition or a merger. None of this would have happened without the steadfast guidance and leadership we received from Local 1224 and the solidarity of our union members.

There's an industry-wide huge demand for pilots right now, and many of my brothers have left to fly for other carriers where unions have already paved

the way for great pay and benefits. Today, I celebrate my brothers that dug in with me to help make Allegiant a great airline with great pay and benefits.

(Applause)

Thank you.

Local 1224 was dead serious about making sweeping changes in the aircraft we fly, the way they're maintained, and paying to retain the most experienced pilots we have. But the most important reason for their effort is the same simple one that TAMC Chairman Chris Moore told me when I first met him in 2014, was that there's 170 lives on each one of these planes, and they deserve our best. Myself, and my fellow pilots are committed to seeing this effort through. Like all Teamsters in the airline industry, we are fiercely dedicated to aviation safety and making our workplace outstanding.

Thank you all for your time, your solidarity, and your brotherhood. We're proud to walk among you. Thank you.

(Applause)

ANNOUNCEMENTS

GENERAL PRESIDENT HOFFA: Thank you, George.

I want to make a few closing announcements.

You know, with regard to the rehab center that we're so digging deep on with regard to Travis Bornstein, not only did we raise \$1.4 million with pledges, we collected \$22,000 in cash. Thank you. Thank every one of you. That's a record. That's a record.

(Applause)

Also, don't forget the truck parade tomorrow is 8:00 on the Strip. 8:00, the truck parade on the Strip. So go right out there, and you'll see the truck parade. Tomorrow, 8:00, okay?

We will stand recessed until tomorrow. Don't forget to vote.

(At 4:57 p.m., Wednesday, June 29th, 2016, the Convention recessed, to reconvene at 9:00 a.m., Thursday, June 30, 2016.)