



FIRST DAY
MONDAY MORNING SESSION
June 27, 2016

The 29th International Convention of the International Brotherhood of Teamsters was called to order in the Grand Ballroom of the Paris Hotel & Casino Convention Center at 9:30 a.m., Monday, June 27, 2016, Randy Cammack, International Vice President, presiding as Temporary Chairperson.

ANNOUNCER: The Convention will please come to order.

... An opening video and musical performance was presented to the delegates.

(Applause)

ANNOUNCER: It is now my honor to introduce the President of our host Joint Council, from Covina, California, the President of Joint Council 42, Brother Randy Cammack.

(Cheers and applause)

TEMPORARY CHAIRPERSON CAMMACK: Good morning, delegates, friends and guests, brothers and sisters. On behalf of all of our brothers and sisters in the Western United States, we welcome you to the 29th Convention of the greatest union in this world, the International Brotherhood of Teamsters.

(Cheers and applause)

We are 1.4 million strong, and every day we're making America stronger. I am so proud in my 50th year as a Teamster to be here to open the 29th Convention.

Ah-hah, the Convention will now come to order.
(Cheers and applause)

Please rise and remain standing for the presentation of the colors. We are honored to have the Henderson Fire Department Honor Guard from Las Vegas with us today. Join me in welcoming them, please.

... The colors were presented by the Henderson County Fire Department Honor Guard.

(Applause)

TEMPORARY CHAIRPERSON CAMMACK: Please remain standing for the singing of the national anthems. Please welcome Rylie Robinson. She is the daughter of Local 1070 Secretary-Treasurer Mike Robinson and the winner of the Indy Idol Award.

(Applause)

... The national anthem of the United States was sung by Rylie Robinson.

(Cheers and applause)

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TEMPORARY CHAIRPERSON CAMMACK:
Thank you, Rylie. That was beautiful.

(Cheers and applause)

Unbelievable.

Next we have Catherine Gemme, who will sing "O Canada." She is the daughter of Jean-Gilles Gemme, Trustee and Business Agent of Local 1999. Please give her a great welcome.

(Applause)

... The national anthem of Canada was sung by Catherine Gemme.

(Cheers and applause)

TEMPORARY CHAIRPERSON CAMMACK:
Thank you, Catherine.

I'm now proud to introduce a Teamster Brother from Local 901 in Puerto Rico, Leonel Morales. Please give him a big round of applause.

(Applause)

... The national anthem of Puerto Rico was sung by Leonel Morales.

(Cheers and applause)

TEMPORARY CHAIRPERSON CAMMACK:
Thank you, Leonel. Thank you, Brother.

The color guard may now retire.

... The colors were posted.

(Applause)

TEMPORARY CHAIRPERSON CAMMACK:
Please remaining standing for the invocation. Antonio Christian will give this morning's invocation. He's the Director of the Teamsters Human Rights Commission.

Antonio.

... The Colors continued to be posted.

TEMPORARY CHAIRPERSON CAMMACK:
I'm sorry, brothers and sisters, I missed the cue card.

I'd like to introduce again Antonio Christian. Please give him a big round of applause.

(Applause)

INVOCATION

Antonio Christian

Director, Human Rights Commission

To the God who made it possible for us to be here at this 29th Convention, we just say thank You. In reverence and recognition of our General President Hoffa, our General Secretary-Treasurer Ken Hall, our General Executive Board, staff, officers, Joint Council, local unions, and all of our delegates, our

alternate delegates, our guests, and that great local over there in the corner, Local 853.

(Cheers and applause)

I'm just proud to be here and thank you for another year, another convention.

As you remain standing, we'll read a couple of verses of Scripture, and we'll move into that. The 27th number of Psalms, it reads: "The Lord is my light and my salvation; whom shall I fear? The Lord is the strength of my life; of whom shall I be afraid?"

"When the wicked, even mine enemies and my foes, came upon me to eat up my flesh, they stumbled and fell. Though a host should encamp against me, my heart shall not fear; though war should rise against me, in this will I be confident.

One thing I have desired of the Lord, that I will seek after; that I may dwell in the house of the Lord all the days of my life, and to behold the beauty of the Lord, and to inquire in his temple."

The 14th verse says simply: "Wait on the Lord: be of good courage, and He shall strengthen thine heart; wait, I say, on the Lord."

Then if we look in the recentness to say in John 3:16—we all know it. It simply says: "For God so loved the world, that he gave his only begotten Son, that whosoever believeth in Him shall not perish, but have everlasting life."

Let us bow our heads and our hearts.

O Gracious Master, we come this morning, Father, just to say thank You, Father. Thank You for that opportunity to gather together here, a Teamster family, Father. We say thank You, Father.

Bless us today as we move through this Convention, Father, that we might not forget why we're here. We're here to take care of the members that we've left behind, as representatives of them, to get the work done that they sent us to do.

Touch us today and guide us in all that we do. Bless us and keep us in Your care. We thank You for the opportunity to be here. Thank You for traveling grace to bring us here, Father. Touch us today and give us the work that we need to do here. Touch our leadership as we move forward. Let us all do everything we do in love.

Thank You, Father, for the opportunity. These many blessings in Jesus' name we pray, amen.

(Applause)

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IN MEMORIAM

TEMPORARY CHAIRMAN CAMMACK: Let's take a minute to honor our Teamster Brothers and Sisters who have passed away since our last Convention.

We remember them and are thankful for all that they have done to build our union. Their sacrifices will not be forgotten. You may now be seated.

... The names of several Teamster members who have passed away scrolled.

(Applause)

You know, this isn't on the script, but I think what these folks that you just saw their names have given to this organization and spent most of their life serving the members that we all try to represent—are you proud to be a Teamster?

(Cheers and applause)

TEMPORARY CHAIRPERSON CAMMACK: I could almost hear you. Are you proud to be a Teamster?

(Cheers and applause)

INTRODUCTIONS

TEMPORARY CHAIRPERSON CAMMACK: God bless the Teamsters. I didn't see that written here somewhere, but—

Join me now in recognizing our Teamster Division and Conference Directors.

(Applause)

ANNOUNCER: From the Airline Division, Captain David Bourne.

From the Bakery and Laundry Conference, Dave Dudas.

From the Brewery and Soft Drink Conference, David Laughton.

From the Building Material and Construction Trade Division, Bubba Davis.

From the Carhaul Division, Kevin Moore.

From the Dairy Division, Rome Aloise.

ANNOUNCER: From the Express Division, Bill Hamilton.

From the Food Processing Division, Rome Aloise.

From the Freight Division, Tyson Johnson.

From the Graphic Communications Conference, George Tedeschi.

From the Industrial Trades Division, Steve Mack.

From the Motion Picture and Theatrical Trade Division, Thomas O'Donnell.

From the Newspaper, Magazine and Electronic Media Conference, Joe Molinero.

From the Package Division, Ken Hall.

From the Parking Division, John Coli.

From the Port Division, Fred Potter.

From the Public Services Division, Michael Filler.

From the Rail Conference, Dennis Pierce.

From the Solid Waste, Recycling and Related Industries Division, Ron Herrera.

From the Tankhaul Division, Keith Gleason.

From the Trade Show and Convention Centers Division, Dennis Taylor.

From the Warehouse Division, Steven Vairma.

TEMPORARY CHAIRPERSON CAMMACK: Please give our Division and Conference Directors a great round of applause again, please.

(Applause)

I'm very proud of these next leaders I'm going to introduce to you. Las Vegas is a union town. That's because of the hard work and dedicated local Teamster leaders. Here to welcome you to Las Vegas is Larry Griffith,

UNIDENTIFIED CREW MEMBER: Hold on, please, your mike is not on.

TEMPORARY CHAIRPERSON CAMMACK: I get up here and they turn it off.

UNIDENTIFIED CREW MEMBER: One, two, one, two. Please stand by, we'll have this mike working in just a second. Just a second. We've lost our—have an equipment failure.

Technical difficulties, please stand by. If you can hear me, repeat what I say, please. Technical, pass it back.

Mike check one, two. All right.

(Applause)

Okay. Then you may go with the intro. Thank you.

TEMPORARY CHAIRPERSON CAMMACK: Thank you for your patience. I was about to introduce the leaders here in Las Vegas. They have done a tremendous job of building this town to make it a Teamster town again, and we're extremely proud here at Joint Council 42, and I'll go ahead and introduce:

Larry Griffith, Secretary-Treasurer of Local 14 in Las Vegas, Nevada.

Also from Las Vegas, Local 631 Secretary-Treasurer Tommy Blitsch.

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And from Local 986, Secretary-Treasurer Chris Griswold.

And before they come up and say something, I've got to say, in the last few months they have organized ten hotels—the Bellagio, Mandalay Bay, the Mirage, New York, New York, Monte Carlo, on and on and on.

Clark County is here. These are the leaders that are pulling Las Vegas together. I think you should give them, before they speak, a big round of applause because we're extremely proud of the work they do at our Joint Council.

(Standing ovation)

DELEGATE LARRY GRIFFITH, Local 14: Good morning, Brothers, Sisters, Delegates. My name is Larry Griffith, and I'm the Secretary-Treasurer of Teamsters Local 14 here in Las Vegas.

Last year we won an election 11,700 support staff, Clark County School District workers. Some of those Brothers and Sisters took part in this opening ceremony at the Convention today.

We are still fighting in the courts to have this election recognized, and for the last 15 years these brave fellow workers have been fighting to join this great union, the Teamsters Union.

(Applause)

DELEGATE BLITSCH, Local 631: Good morning. My name is Tommy Blitsch, Secretary-Treasurer of Teamsters Local 631, home of the hardworking Teamsters that helped put this convention together. Let's hear it for those members that helped put this Convention together and make this event possible.

(Applause)

DELEGATE CHRIS GRISWOLD, Local 986: Good morning, Brothers and Sisters. My name is Chris Griswold. I'm a Trustee of Joint Council 42 and Secretary-Treasurer of Local 986. Local 986 is over 17,000 strong throughout the west, including 3,300 members here in Las Vegas. The last six months we've organized over 1,000 members here in Las Vegas, and we're not done yet.

(Applause)

We're here to welcome you to the great state of Nevada and our home in Las Vegas.

DELEGATE LARRY GRIFFITH, Local 14: It is an honor to be opening this Convention here today, and I'm proud to be standing next to my fellow Sec-

retary-Treasurers of the locals here in Las Vegas, Tommy Blitsch and Chris Griswold. Thank you.

(Applause)

DELEGATE BLITSCH, Local 631: Let's have a great week, Brothers and Sisters, and enjoy our time. I want to make this real loud, so loud that we rock the Las Vegas Strip all the way down to the Trump Hotel. Are you ready? Who are we?

... The Delegation shouted "Teamsters!"

DELEGATE BLITSCH: Who are we?

... The Delegation shouted "Teamsters!"

DELEGATE BLITSCH: God bless the Teamsters Union.

(Cheers and applause)

DELEGATE GRISWOLD, Local 986: Thank you very much. Have a great convention. God bless all. God bless the Teamsters.

And we want to thank Randy Cammack, the greatest Joint Council President of this union. Thank you.

(Cheers and applause)

TEMPORARY CHAIRPERSON CAMMACK: Thank you Larry, Tom, and Chris, and especially Lynn Griffith for dressing Larry this morning. Did a great job.

(Laughter)

Our next order of business is the reading of the official Convention Call. Mike 2?

DELEGATE BILL COLI, Local 727: My name is Bill Coli. I'm with Teamsters Local 727. I move that we waive the reading of the Call.

TEMPORARY CHAIRPERSON CAMMACK: We have a motion to waive the reading of the Convention Call. Do we have a second?

DELEGATE MIKE MALONE, Local 700: Mr. Speaker, Mike Malone, Local 700. I second the motion.

TEMPORARY CHAIRPERSON CAMMACK: We have a motion and a second. Is there debate?

No debate, we call for the question.

All in favor?

And those opposed?

The ayes have it. Thank you.

(Applause)

... The Convention Call was submitted for the record as follows:

OFFICIAL CONVENTION CALL

TO THE OFFICERS AND MEMBERS OF AFFILIATED LOCAL UNIONS, JOINT COUNCILS,
STATE CONFERENCES, BLET GENERAL COMMITTEES OF ADJUSTMENT,
BMWED SYSTEM FEDERATIONS AND TEAMSTERS CANADA

In accordance with the provisions of Article III, Section 1 of the International Constitution,¹ you are hereby notified that the 29th International Convention of the International Brotherhood of Teamsters (the "Convention") will convene in the City of Las Vegas, Nevada, on June 27, 2016, at 9:00 a.m. at the Paris Las Vegas, for the purpose of nominating candidates for Regional and At-Large Vice President positions; nominating candidates for International Trustee positions; and nominating candidates for the offices of President of Teamsters Canada, General Secretary-Treasurer, and General President; considering amendments to the International Constitution; and transacting such other business as the Convention may lawfully consider in accordance with the Convention Rules, the Rules for the 2015-2016 IBT International Union Delegate and Officer Election ("2016 Rules"), and the Final Agreement and Order ("Final Agreement") entered in *United States v. International Brotherhood of Teamsters, et al.*, U.S.D.C., SDNY No. 88-Civ-4486 (LAP) (Feb. 14, 2015).

BASIS OF REPRESENTATION. In accordance with Article III, Section 2 and Article VII, Section 5 of the International Constitution, each Local Union having one thousand (1,000) members or less shall be entitled to one (1) delegate, and one (1) delegate for each additional seven hundred fifty (750) members or major fraction thereof, but in no case shall a delegate have more than one (1) vote, even though he or she may also be a delegate from the International Union or from more than one subordinate body. For the determination of delegate entitlement, the term "Local Union" includes all IBT Local Unions and the following IBT subordinate entities within the IBT Graphic Communications Conference and the IBT Rail Conference:

CONFERENCE OR DIVISION	ENTITY
Graphic Communications Conference ("GCC")	All GCC local unions with 125 or more members.
GCC	GCC local unions with less than 125 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.
Brotherhood of Locomotive Engineers ("BLET")	All BLET General Committee of Adjustment ("GCAs") with 100 or more members.
BLET	BLET GCAs with less than 100 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.
Brotherhood of Maintenance of Way Employes Division ("BMWED")	All BMWED System Federation ("SFs") with 100 or more members
BMWED	BMWED SFs with less than 100 members shall be consolidated by the IBT geographic region in which their headquarters are located, and

Teamsters Canada
Rail Conference ("TCRC")

vote as though they constituted a single local union within the region. The BMWED and BLET Divisions within the TCRC will each be treated as a single local union.

No proxy vote will be allowed. Only delegates certified by the Election Supervisor will be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers.

Each Local Union shall be required to send all of the delegates to which it is entitled to the Convention, unless the General Secretary-Treasurer and Election Supervisor have attested to the financial inability of the Local Union to send a full delegation and thereafter the Local Union's membership has voted to send less than a full complement of delegates. However, a delegate may seek financial assistance in order to attend the Convention, subject to Article III of the 2016 Rules. The failure of any Local Union to send its full complement of delegates shall not constitute a basis for challenging the credentials or seating of those delegates sent so long as the Local Union has complied with Article II, Section (4)(b)(9) and Article III, Section 3(a) of the Rules.

In accordance with Article III, Section 5(c) of the International Constitution, International Officers shall be entitled to all the privileges of regularly credentialed delegates by virtue of their position. However, in that capacity, such delegates will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers at the Convention unless they have been nominated and duly elected as Convention delegates by a Local Union under the 2016 Rules.

In accordance with Article III, Section 5(d) of the International Constitution, Joint Councils and State Conferences are entitled to one (1) delegate each. However, such delegates will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers at the Convention unless they have been nominated and duly elected as Convention delegates by a Local Union under the 2016 Rules.

In accordance with the Merger Agreement between the IBT and Graphic Communications International Union (the "GCC Merger Agreement"), the GCC President shall be a delegate to the Convention; however, he will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers unless he is nominated and duly elected as a Convention delegate by a Local Union under the 2016 Rules. Also, in accordance with the GCC Merger Agreement, any members of the GCC General Board and any delegates to the GCC convention who are not otherwise delegates or alternate delegates to the Convention shall be invited as guests at the Convention.

In accordance with the Merger Agreement between the IBT and BMWED (the "BMWED Merger Agreement"), the BMWED National President shall be a delegate to the Convention; however, he will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers unless he is otherwise nominated and duly elected as a Convention delegate by a BMWED System Federation under the 2016 Rules. Also, in accordance with the BMWED Merger Agreement, any officers of the BMWED National Division who are not otherwise delegates or alternate delegates to the Convention shall be invited as guests at the Convention.

¹All references to the IBT Constitution are to those sections in effect under the Final Agreement.

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REQUISITES FOR REPRESENTATION. In accordance with Article III, Section 3 of the International Constitution:

(a). Except as provided in (c), no Local Union shall be entitled to representation in the Convention that has not been chartered, affiliated, and in good standing for a total of six (6) months prior to the opening of the Convention.

(b). No IBT Local Union shall be entitled to representation in the Convention which, at the time of the Call of the Convention, is six (6) months or more in arrears in moneys due to the International Union or to any subordinate body thereof with which such Local Union is affiliated, or which, if less than six (6) months in arrears, has not paid all such arrearages in full at least three (3) days prior to the opening of the Convention, excepting those moneys due for the last month, which amounts must be paid by the beginning of the Convention. GCC Local Unions, BLET GCAs, and BMWED SFs, are entitled to representation at the Convention provided they have satisfied the per capita obligations required by their respective merger agreements with the IBT and are otherwise not more than six (6) months or more in arrears. If the circumstances warrant, the General Executive Board or the Election Supervisor may waive any of the foregoing requirements on a nondiscriminatory basis.

(c). The General Executive Board or the Election Supervisor is empowered to grant full representation to any Local Union which has been affiliated with the International Union for less than six (6) months when such Local Union was formerly an independent union or was formerly affiliated with an international union other than the International Brotherhood of Teamsters or was chartered as a result of a split-off or merger.

EXPENSES OF DELEGATES. In accordance with Article III, Section 4 of the International Constitution, each subordinate body shall pay the expenses of its delegates authorized to attend the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies.

Each GCC Local Union having 125 or more members shall pay the expenses of its delegates authorized to attend the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the GCC local unions having less than 125 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

Each BLET GCA having 100 or more members shall pay the expenses of its delegates authorized to attend the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the BLET GCAs having less than 100 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

Each BMWED SF having 100 or more members shall pay the expenses of its delegates authorized to attend the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the BMWED SFs having less than 100 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

All such authorized delegates from a Local Union shall be provided with the same expenses. Expense allowances for delegates and alternates should be determined in accordance with your union's bylaws or past established practice and any rules issued by the General Secretary-Treasurer, to the extent they are consistent with the Election Supervisor's **Advisory on Delegate and Alternate Delegate Expenses** to be issued in March 2016. Delegates and alternates may not receive duplicate expenses or allowances, even if authorized. Thus, in determining the amount of expenses or allowances, the Local Union must take into account any expenses or allowances a delegate or alternate receives from another labor organization.

² Guest badges will not be issued to employer/company representatives.

DELEGATE CREDENTIALS. Credentials will be issued by the Election Supervisor and mailed or delivered by him to each certified delegate, with a copy to the General Secretary-Treasurer. The credential shall have printed thereon the delegate's name and the Local Union number, and shall be signed by the Election Supervisor.

At the Convention, each delegate must present at the time of registration his or her credential, properly signed by the Election Supervisor. In order to be seated, each delegate at the time of the Convention must be a member in good standing from a Local Union entitled to representation. Each delegate should have, if possible, a copy of his or her paid-up dues receipts for the month of May 2016 to present at the time of registration. If the delegate is unable to obtain his or her dues receipt, dues records will be verified at the Convention by the Credentials Committee and the Election Supervisor.

In addition, each delegate or alternate delegate must present at registration a government-issued picture identification (preferably a driver's license).

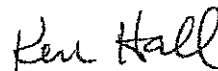
ALTERNATE DELEGATES. Each Local Union has elected alternate delegates to the Convention. Said alternate delegates have been separately nominated and elected under the **2016 Rules**, and certified by the Election Supervisor. Credentials are not provided for alternate delegates. A Local Union shall pay the expenses of its alternate delegate(s) for attendance at the Convention, as set forth in the Local Union Election Plan approved by the Election Supervisor. However, a Local Union cannot pay the expenses of any alternate delegate unless it sends and pays for expenses of its full complement of delegates. If the Local Union sends or pays the expenses of less than all of its elected alternate delegates, the highest-ranking alternate delegate(s) shall be those sent and for whom expenses are paid. A Local Union may not send to the Convention or pay the expenses of any member or guest unless it pays the expenses of all its alternate delegates regardless of the terms of the Local Union Plan,² **2016 Rules**, Article III, Section 3(c). Alternate delegates may seek financial assistance in order to attend the Convention, subject to Article III of the **2016 Rules**.

AMENDMENTS AND RESOLUTIONS. In accordance with Article III, Section 9(a) of the International Constitution, at least thirty (30) days prior to the Convention, Local Unions, Local Union officers, members in good standing, or the general officers shall have the right to send to the General President proposed amendments or additions to the Constitution, or resolutions, which shall be submitted to the Constitution Committee when it meets.

All of the applicable provisions of Article III and Article VII, Section 5, of the International Constitution, and the provisions of Article III of the **2016 Rules**, are hereby incorporated by reference in this Official Convention Call.

Furthermore, you are hereby requested to review in detail those provisions of the International Constitution and the **2016 Rules** concerning this Convention.

Fraternally yours,



Ken Hall
General Secretary-Treasurer

cc: Richard W. Mark, Election Supervisor

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Our announcer will now introduce the Committee Co-Chairs who have served on our convention committees.

INTRODUCTION OF CONVENTION COMMITTEE CO-CHAIRS

ANNOUNCER: The Co-Chairs of the Appeals & Grievance Committee are Michael Stapleton of Local 385 in Orlando, Florida, and Claudia Pettit from Local 90 in Des Moines, Iowa.

... *The committee members' names were scrolled on the screen.*

ANNOUNCER: The Co-Chairs of the Credentials Committee are: Gary Dunham of Local 238 in Cedar Rapids, Iowa, and Steve Dayan of Local 399 in North Hollywood, California.

... *The committee members' names were scrolled on the screen.*

ANNOUNCER: The Co-Chairs of the Diversity Committee are: Antonio Christian of Teamsters Human Rights Commission and Betty Rose Fischer of Local 538 in Worthington, Pennsylvania.

... *The committee members' names were scrolled on the screen.*

ANNOUNCER: The Co-Chairs of the Organizing Committee are: Nina Bugbee of Local 332 in Flint, Michigan; Sean Cedenio of Local 570 in Baltimore; and Chris Griswold of Local 986 in South El Monte, California.

... *The committee members' names were scrolled on the screen.*

ANNOUNCER: The Co-Chairs of the Pension & Benefits Committee are: Dave Laughton of Local 633 in Manchester, New Hampshire, and John Murphy of Local 122 in Boston.

... *The committee members' names were scrolled on the screen.*

ANNOUNCER: The Co-Chairs of the Political & Legislative Committee are: Leticia Acosta of Local 657 in San Antonio, and Pat Stryker of Local 237 in New York City.

... *The committee members' names were scrolled on the screen.*

ANNOUNCER: The Co-Chairs of the Resolutions Committee are: Dave Dudas of Local 52 in Brook Park, Ohio, and Tom Ratliff of Local 639 in Washington, D.C.

... *The committee members' names were scrolled on the screen.*

ANNOUNCER: The Co-Chairs of the Rules Committee are: Bob Lennox of Local 495 in West Covina, California; Tom O'Donnell of Local 817 in Great Neck, New York; and Dennis Roberts of Local 407 in Cleveland, Ohio.

... *The committee members' names were scrolled on the screen.*

ANNOUNCER: The Co-Chairs of the Sergeants-at-Arms Committee are: Nick "Sonny" Nardi of Local 416 in Cleveland; Frank Rocha of Local 70 in Oakland; and Ron Rocha from the IBT; and also from the IBT, Mike Clark.

... *The committee members' names were scrolled on the screen.*

ANNOUNCER: And the Co-Chairs of the Constitution Committee are: General President James Hoffa and General Secretary-Treasurer Ken Hall.

... *The committee members' names were scrolled on the screen.*

(Applause)

TEMPORARY CHAIRPERSON CAMMACK: Please join me in acknowledging the Committee Co-Chairs for the great job they've done putting all of this together over the past week.

(Applause)

Every time I get up here, they kill the mike. I don't know what's—

(Booing from the delegation)

At our International Union we've got exceptionally talented and dedicated people. I will introduce to you some of the people who keep our International running on a day-to-day basis. Please stand as I call your name.

From the Office of the General President: W.C. "Willie" Smith, Executive Assistant to the General President.

From the Office of the General Secretary-Treasurer, Dick Bell.

When your per capita is late, that's who calls you. Our General Counsel, Brad Raymond.

The Director of the IBT Legal Department, Gary Witlen.

And with us to help our Convention run smoothly are the Readers: Donna-Lynn Dalton from Local 385 in Orlando, Florida; Lindsey Dougherty from Local 399 in Hollywood, California.

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And the Teamster Rail Conference President, Dennis Pierce.

Our IBT Convention Coordinators are Bret Caldwell, Director of Communications, and Cindy Impala, Director of Training and Development. Thank you for all that you do.

Let's give them another big round of applause. This is really—this is terrific.

(Cheers and applause)

And now the members of our General Executive Board will now be introduced. I've got to be careful because when they say little things as "voice of God," I think it's me.

INTRODUCTION OF THE GENERAL EXECUTIVE BOARD

ANNOUNCER: First, our International Vice Presidents At-Large.

From San Leandro, California, Vice President Rome Aloise.

From New York City, Vice President Gregory Floyd.

From New York City, Vice President George Miranda.

From Boston, Vice President John Murphy.

From Hazlet, New Jersey, Vice President Fred Potter.

From Southfield, Michigan, Vice President Fred Simpson.

And from Washington, D.C., Vice President George Tedeschi.

Now, our Regional International Vice Presidents:

From Teamsters Canada, from Laval, Quebec, the President of Teamsters Canada, Francois LaPorte.

From Delta, British Columbia, Vice President Stan Hennessy.

And from Mississauga, Ontario, Vice President Craig McInnes.

From the Central Region:

From Indianapolis, Vice President Brian Buhle.

From Chicago, Vice President John Coli.

Also from Chicago, Vice President Becky Strzechowski.

And from Joplin, Missouri, Vice President Gordon Sweeton.

From the Eastern Region:

From Philadelphia, Vice President William Hamilton.

From New York City, Vice President Daniel Kane.

And from Boston, Vice President Sean O'Brien.

From the Southern Region:

From Dallas, Vice President Tyson Johnson.

And from Tampa, Vice President Ken Wood.

And from the Western Region:

From Covina, California, Vice President Ron Herrera.

From Carson, California, Vice President Rick Middleton.

And from Denver, Vice President Steve Vairma.

And our International Trustees:

From Springfield, Missouri, Trustee Jim Kabell.

From Detroit, Trustee Kevin Moore.

And from Baltimore, Denis Taylor.

(Cheers and applause)

TEMPORARY CHAIRPERSON CAMMACK:
We're back to the other "voice of God."

It is my great honor and pleasure—and forget the teleprompter—to introduce a personal friend, a 49-year Teamster. He's always been there for us who have reached out for his help or assistance. I would like to introduce you to—who you know very well, because he feels so strongly about you.

I can't even follow this because it's so personal.

I introduce to you your General Secretary-Treasurer Ken Hall.

(Standing ovation)

GENERAL SECRETARY-TREASURER HALL:
Thank you. Thank you. Thank you very much.

And, Randy, thank you for that great Teamster welcome.

You know, it's great to be here with you today at the 29th Convention of the greatest union in the world, the International Brotherhood of Teamsters.

(Cheers and applause)

And let's hear it for our great Executive Board and the job that they've done over the past few years. Give them a hand.

(Cheers and applause)

And now it's my honor to introduce our next guest to the podium. And I want to talk about someone who has—you know, we've accomplished so much. I just have to say that for you that have never been here to a convention, it is going to be such an

exciting week. And for you who have been there to many conventions, you know how it works. It is a great time for us to highlight what has happened and all the accomplishments that we've had over the past five years, as well as planning the future for how we're going to continue to protect our members and grow this union.

But you can't do that without leadership. And so the person I'm going to introduce is someone who has united this union when it was divided, who has restored the finances when he inherited a bankrupt union, who has brought us all together, and who has returned the Teamsters Union to be the most respected labor organization in the world.

(Applause)

So please join me in welcoming our General President, Jim Hoffa

(Standing ovation)

... The delegation shouts "Hoffa! Hoffa!"

JAMES P. HOFFA

General President

International Brotherhood of Teamsters

Unbelievable! Thank you so much.

Thank you, thank you, thank you. Thank you.

Well, what a welcome. Wow!

It's so great to see everybody here, and welcome to the 29th International Teamsters Convention. We're here again.

(Applause)

And, hopefully, we'll be here for a lot more. It's great to see so many people here.

I want to tell you how much I enjoy these Conventions. And this is a huge Convention. Look, it goes all the way back to the wall there. We've got 1600 delegates.

(Applause)

Yeah, delegates. Hear for yourself, yeah.

We've got 4,500 guests, and they're everywhere in town. You see them all over the place. Retirees, friends, have all come here, and family.

You know, we're a great country. We're all over the place. We are here from California to New York, from Detroit to Florida, from Canada to Puerto Rico. The Teamsters Union is the largest industrial union in America. Amen. How about that?

(Applause)

People say, "Well, what kind of people are in the

Teamsters Union?" I always say, "We're A to Z, airline pilots to zookeepers." Let's hear it for the zookeepers! All right!

(Applause)

And, you know, we've got a lot of affiliates here, people that have joined our union to make us strong. And I'd like to just say hello to—where's our brothers from the Brotherhood of Locomotive Engineers? Where are they? Ah, right over there.

(Applause)

Thank you and welcome.

(Applause)

Thank you.

And where are our great affiliates from the Brotherhood of Maintenance of Way? Right there.

(Applause)

Man, a lot of people. And let's hear it for the Graphics Communications Conference. Where are they?

(Applause)

It makes us strong.

We are truly a great International Union.

Now, let's have a show of hands for the number of people that were here last Convention. Put your hands up. I like to do this every time.

That's pretty good, that's very good. Now, put your hands down.

Now, those people that are here for the first time.

That's the turnover we expect. Very good. Welcome! Welcome to all delegates. It's unbelievable.

(Applause)

You know, at our last Convention we made a lot of promises and, you know, we have to make—these are like pledges. We believe in this. We set goals for our union, and we set high goals, hard goals. And one of the things we said—and we had a resolution—that we would go out and end the Consent Decree and the RICO case, all those people that called us bad people. We talked to the government. And guess what? On February 17th, 2015, we ended government control of our union. They are out of our union. And you know what? Give it back to the members where it belongs.

(Standing ovation)

Absolutely! That's right! Unbelievable. We run a clean union, and we're proud of it!

(Standing ovation)

FIRST DAY—MORNING SESSION

That's an accomplishment. That's an accomplishment. Thank you.

And, you know, we promised to organize. We passed resolutions on organizing because, if you can't organize, you can't grow the union. We pledged that to our delegates. And since our last ten years, we've organized more than 300,000 new members into the Teamsters Union. That's progress, man.

(Applause)

And we've organized 40,000 new school bus drivers in the Teamsters Union in the past decade. Who would have thought that would happen?

(Applause)

And we have grown by affiliations. You know, people need strong unions today. These are hard times for workers; they need a strong union. And guess what union that is? The Teamsters Union

(Applause)

And we've been out organizing by affiliations. Everybody wants to join the Teamsters Union, and we all welcome—we love them. You know, we brought in 10,000 new members at the University of California. How about that?

(Applause)

Yay! And 13,500 members in San Bernardino County Employees

(Applause)

2,000 parking workers in Boston. Let's hear it for Boston.

(Applause)

And 1700 nurses at San Diego that want to be Teamsters.

(Applause)

And guess what? Hasn't happened yet. We're going to bring in 12,000 Clark County School District people right here in Nevada. That will happen within weeks. That's going to happen right here.

(Applause)

Everybody wants to be a Teamster, and I know why.

(Applause)

You know, at the last Convention we resolved to organize FedEx. And they said it couldn't be done, and here we are five years later. Guess what? We've got FedEx at the bargaining table. Yeah, how about that! They said it couldn't be done.

(Applause)

Two weeks ago we had our first meetings with Fe-

dEx in Philadelphia and Charlotte. And guess what? In the next two weeks we're going to have more meetings with them in New Jersey and California. That's progress. Promises made, promises kept.

(Applause)

That's right. That's right.

And we promised to organize Conway. Well, they changed their name. Now they call themselves XPO. They can run, but they can't hide. They can change their name, but we're still going to get them. They're not getting away from us. We're going to get them.

(Applause)

Let me tell you about Teamster power, you know? Did you hear about that big merger that was going on between Sysco and US Foods? They tried to put an \$8.2 billion deal together and thinks we weren't watching. Well, we went to them and we said, "You know, what's going to happen to our people? We've got great Teamsters at Sysco, we've got great Teamsters at US Foods. We want to know what's going to happen."

They said, "Well, we really don't know about job security. There's going to be a thing called "synergism." Synergism? You know what synergism means? You're going to lose your job, that's what that means. And we've got pissed off about that. We went to court, and we went out and went to the FTC and Teamster power worked. We stopped that merger in its tracks. That is Teamster power, man. That worked.

(Applause)

And we couldn't have done it without our Warehouse Director, Steve Vairma. Let's hear it for Steve Vairma. He did one hell of a job. Where's Steve? Where's Steve?

He did a great job, man. We have great people.

(Applause)

Trade, man. Trade deals. Have you ever seen a good trade deal? No. We promised to fight bad trade deals everywhere they go, and we are right on the job.

Remember we talked about NAFTA, CAFTA, and the workers get the shaft? It happens every time. Well, guess what? There's a new one. It's called TPP, Trans Pacific Partnership.

(Chorus of boos.)

It's NAFTA on steroids. That's all we need. Does anyone here really think it's a good idea to have a trade agreement with Vietnam or the Sultan of Brunei?

FIRST DAY—MORNING SESSION

(Chorus of noes.)

I didn't think so. That's a bad idea.

Well, the Teamsters have led the fight against TPP. And guess what? We're winning. All of a sudden, all the politicians agree with the Teamsters. Bernie Sanders is against it, Hillary Clinton's against it, and even Donald Trump's against it. I think we got this thing killed, what do you think?

(Applause)

All right. That's what I'm talking about. We've got to keep good jobs in America, and it starts right here.

I heard Donald Trump wants to build a wall with Mexico. Why don't we build a wall to keep American jobs in the United States. I want to build a wall like that; that's what I want.

(Applause)

At the last Convention we talked about organizing port drivers in LA. Man, we've been working on this for ten years. And you know what? It's finally working. We finally found how to do it. And you know what? We've organized over 600 port drivers in the past since the last Convention. We're just getting started out there. And we won on misclassification, and we've brought lawsuits to recover millions of dollars for people that have been misclassified. Let's hear it for our Port Director, Freddie Potter. He's doing a great job. Where is Freddie Potter? Right there, Potter.

(Applause)

You know, when I first became the Teamster—last Convention—and I took over in 1999—we had a strike fund that was broke. We didn't have a strike fund. It was a disgrace to our union, disgrace to the labor movement. This time, we have built our strike fund up to \$150 million, and you're going to get more about that. That just didn't happen.

(Applause)

I always tell people, yeah, we've got a lot of money. But that money—we're not running a bank here. And we've got to find a way to give it back to our members. And what we're doing now, this week, we're going to increase strike benefits, and we're going to cut the time that people have to wait to get their benefits. That's what I believe in, and that's what you believe in.

(Applause)

That's progress.

Thank you.

Is Canada in the house? Where are the Canadians? Over there. All right.

(Applause)

I always say two great nations, one great union. From the last Convention, we have a new President of Teamsters Canada. His name is François Laporte. Stand up, François. Right here. Great job. Doing a great job.

(Applause)

That's Canada right there. Hello, Canada! Thank you so much.

(Applause)

You know, we always talk about the war on workers, and the war on workers is going on. We're strong, we're fighting, we're getting new members; but we don't win every battle. And you know what? We've got to be careful what's going so here, because even though we've been successful and we'll strike—right to work has been on the march everywhere else. In a number of states we've lost right to work. In Michigan, my state; Wisconsin; Indiana; and just recently, West Virginia. That's bad. And we've got to find a way to fight that. And you know how you do it? Get our members involved. Get them to the polls. We've got more of us than there are of them. And what we've got to do is get them out there to make sure they vote and get them to the voting booths.

How many people here are registered to vote?

All right, all right. We're checking here. We'll know if you're not registered. We'll know.

(Laughter)

All right. How many people intend to vote this fall?

Well, now, that's what I'm talking about. We've got to get involved, because if we go to the polls, we can win. We can turn this thing around. And we've even got a chance to take back the Senate. You imagine taking back the Senate? That would be powerful. We can do it, but we've got to do it together.

(Applause)

Pledge to me you'll vote. "Yeah, we'll vote!"

Say it.

... *The delegation responded, "Yeah, we'll vote!"*

All right. I'm proud of the progress we've made in the past five years. But is it enough? No. You know it's never enough. It's more work that we have

FIRST DAY—MORNING SESSION

to do. We have to make new pledges, new promises. And we have to make sure that we organize, and we will organize more people.

There are more battles to be fought, and our journey is never going to be done. So as we leave this day, let's pledge to fight the good fight and to win the war on workers. And five years from now, when we get together here and we meet just like this and we start talking about it, all of us look in the mirror and say, "I did my part." Can we do it?

(Applause)

I want to do it, and you do it. It won't be easy. Victories are hard to come. So let's roll up our sleeves, let's get to work.

God bless the United States and God bless the Teamsters Union. Thank you so much. Thank you.

(Standing ovation)

... The delegation shouts "Hoffa! Hoffa!"

... Alec Baldwin addressed the convention via video as follows:

ALEC BALDWIN

Actor

Hi, I'm Alec Baldwin, and congratulations to the Teamsters Union on their 29th International Convention.

GENERAL PRESIDENT HOFFA: I want to call upon the Co-Chairs of the Credentials Committee, Gary Dunham and Steve Dayan, to give their report. Steve, come on up.

REPORT OF THE CREDENTIALS COMMITTEE

COMMITTEE CO-CHAIRPERSON DAYAN: Good morning. General President Hoffa, General Secretary-Treasurer Hall, members of the General Executive Board, sisters and brothers, welcome. On behalf of Co-Chairman Gary Dunham and the members of the Committee, I am proud to report that as of Sunday, June 26th, 2016, at 6:00 p.m., we have registered 1,327 delegates, 568 alternate delegates, and 1,597 guests have registered. For a grand total of 3,492.

(Applause)

You've already received in your delegate packets a booklet which lists delegates as of June 24th, 2016. A complete list of all registered delegates will be

made available to you in the proceedings which will be provided to all delegates tomorrow.

The Committee considered one appeal from a decision made by the Office of the Election Supervisor. The appeal was filed by Brother Roy Maddox, a member of Local Union 743. Brother Maddox was disqualified by the Election Supervisor for failure to satisfy the 24-month continuous good-standing requirement.

The Committee reviewed the records and concluded that Brother Maddox had not paid his dues on a timely basis and, therefore, voted to deny the appeal.

The registration process could not have occurred without the staff assistance provided by the International Union, but most of all, without the cooperation and dedication of all the Teamster sisters and brothers who registered for this 29th International Convention of the International Brotherhood of Teamsters.

This great union will have a successful Convention!

(Applause)

Thank you.

Mr. Chairman, I move for adoption of the report.

GENERAL PRESIDENT HOFFA: Is there a second?

DELEGATE TOM LAUER, Local 986: I second that motion.

GENERAL PRESIDENT HOFFA: All right. We've got a motion and a second. Any debate?

All those in favor, signify by saying aye.

Anybody opposed?

It is passed.

Thank you very much for your hard work.

COMMITTEE CO-CHAIRPERSON DAYAN: Thank you. Will the Co-Chairs of the Rules Committee, Bob Lennox and Tom O'Donnell and Dennis Roberts, come forward right now to give your report to the delegates.

... The following is a list of official delegates seated by the Credentials Committee as of Monday, June 27, 2016:

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Affiliate	First IBT	Last
1	MARY K.	WHITE
2	TERRY	BARTLE
2	AARON	RALPH
2	BILL	ROWE
5	REX E.	PIERSON
6	ROBERT	GARTNER
7	ANDREW	MEULMAN
8	CLIFF	HIXSON
8	JON	LIGHT
8	RICARDO	VERUETE
11	MICHAEL	CURCIO
11	ROBERT	GILLMAN
11	ARTHUR	SCOTT
11	MARYANN	TITTLE
14	GRANT	DAVIS
14	ALBERT	GHILARDUCCI
14	LARRY R.	GRIFFITH
17	EDWARD F.	BAGWELL
17	GARY A.	COOK
17	DUANE C.	GROVE
19	ANGEL	CANTU
19	ROBERT	CLEVER
19	DOMINIC	FIERRO
20	RICHARD "CHUCK"	COLLINSON
20	DIANE	HELF
20	DIANA "CORKY"	HYMORE
20	MARTIN J.	JAY
20	NORMAN	LEWALLEN
20	BRUCE	SZCZEPANSKI
20	KYLE	WELDON
22	MICHAEL	HUGHES
24	DAVE	RICHARDS
24	DAVID	RICHMOND
25	ROBERT J.	AIGUIER JR.
25	MARK E.	CERATO
25	KENNETH M.	CICCONE
25	JOAN C.	COREY
25	JAMES L.	DONOVAN JR.
25	JOSEPH F.	FOTI
25	JASON A.	LOPES
25	JOHN "JAY"	MANLEY
25	THOMAS G.	MARI
25	JOHN A.	MURPHY
25	SEAN M.	O'BRIEN
25	MICHAEL P.	O'BRIEN
25	STEVEN J.	SOUTH
26	TIMOTHY	DONOVAN
26	PATRICK	GLEASON
29	JOHN	FARRISH
30	BRIAN	DUNN
30	RANDY	SHEPLER
30	JIM	ZISKA
31	KARLENE	BATEMAN
31	GRANT	COLEMAN
31	CALEY	FIELDHOUSE
31	BEN	HENNESSY
31	MIKE	HENNESSY
31	STAN	HENNESSY
31	ANTHONY	KIRK
31	RICHARD	VAN GROL
35	DANIEL	KREISER
38	TAMMI	BRADY

FIRST DAY--MORNING SESSION

Affiliate	First	Last
38	STEVEN C.	CHANDLER
38	JOHN	HOWELL, JR
38	MICHAEL K.	RAUGHTER
40	PATTI	ROODZANT
41	MIKE	MARKHAM
41	PREACH	HAYNES
41	STEVE	KEEN
41	ALAN	MEANS
41	BENNIE	PATCHEN
41	RALPH	STUBBS
41	JOHN	THOMPSON
41	ROBERT	WALKER
42	BRUCE E.	BOLDUC
50	SCOTT	ALEXANDER
50	MARK	BEIL
50	TOM	WOLF
52	DAVID D.	DUDAS
58	JOHN	SILVA
58	MIKE	SINNER
59	GEORGE F.	BELANGER
59	PHILIP R.	SULLIVAN
61	BRIAN	BALL
63	BIG RON	ALMAREZ
63	SCOTT	BERGHOEFER
63	NICK G.	BRUNO
63	RANDY	CAMMACK
63	GREG	DURST
63	SHANE	FJELD
63	LESLIE	GARRETT
63	DAVID	GOWER
63	AL	HICKS
63	DOUG	KLEIN
63	RICARDO	MONTOYA
63	RANDY	RAY
63	BRANDON G.	SALSE
63	SAM	STEWART
63	A.J.	STOYANOWSKI
63	ROBERT "BIG DOG"	TERRELL
70	DOMINIC	CHIOVARE
70	RICH	FIERRO
70	MARTY	FRATES
70	MARK	HAWKINS
70	FELIX	MARTINEZ
71	WILLIE	FORD
71	NICHOLAS SCOTT	STROUPE
71	WILLIAM	THOMPSON
72	TERRANCE	ELDRIDGE
72	GERALD	FLINT
77	JOCK	ROWE
77	MARK	ROWE
79	THOR T.	JOHNSON
79	GARY	KALESKAS
79	BRIAN A.	ROTHMAN
79	GERRY	STACK
79	KENNETH "KEN" W.	WOOD
81	TOM	STRICKLAND
87	JOSEPH	SUMLIN
89	MCKINLEY R.	ARCHIE
89	COLVIN "JOHN"	BOLTON
89	ROBERT	COLONE
89	JEFF	COOPER
89	RICK	CURTIS
89	JAMES	DEWEESE

FIRST DAY—MORNING SESSION

Affiliate	First	Last
89	S. KEVIN	EVANS
89	BRIAN	HAMM
89	DAN	KARRER
89	RICH	LESHER
89	ZACH	PFEIFFER
89	MIKE	RANKIN
89	ED	SAGESER
89	AVRAL	THOMPSON
89	DAVID	THORNSBERRY
89	RONNIE	WAIZ
89	LYNN	WHEATLEY
89	STACY	WINDHORST
89	FRED	ZUCKERMAN
90	CLAUDIA C.	PETTIT
91	ROY	GRAHAM
91	BRIAN	MACDONALD
91	BRAD	REID
92	DOYLE B.	BAIRD
92	JONATHAN R.	BOWMAN
95	MIKE	BROOKS
97	GEORGE	BURR, JR.
97	MARIAN	CALABRESE
97	PATRICK	GUASCHINO
97	AMY	LEWIS
97	MARIA S.	PEREZ
97	JONATHAN	STRAND
97	KEVEN	THERIEN
97	KARL	VANDERSLUIJ
97	KARL	WATSON
100	RON	BUTTS
100	DAVE	HIBBARD
100	MIKE	LANE
100	BRIAN	SIZEMORE
100	DAVE	WEBSTER, JR
101	MIKE	KRENIK
102	KEVIN	O'CONNOR
104	DAVE	DAPPER
104	JENIFER	HAFFNER
104	MISTY	INGRAM
104	LYNN	KOCH
104	ANDY	MARSHALL
104	NORMAN R.	MCKISSICK
104	KENT K.	MEACHAM
104	MAURICE	NELSON
104	KARLA	SCHUMANN
106	JEAN	CHARTRAND
106	SYLVIE	DUVAL
106	GUY	GOUGEON
106	LÉO	LALIBERTÉ
106	FRANÇOIS	LAPORTE
106	BENOIT	LÉVESQUE
106	GINETTE	LONGPRÉ
106	ALAIN	MICHAUD
107	SHAWN	DOUGHERTY
107	WILLIAM	HAMILTON
107	EDWARD	SLATER
110	THOMAS	HELLER
110	RICHARD	KELLER
114	ALAN	JONES
115	CHARLIE	ARGEROS
115	MICHAEL	DARDEN
115	BUTCH	LANE
117	CYNTHIA	ADAMS

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Affiliate	First	Last
117	SCOTT	ANDERSON
117	JESSE	BARSHAY
117	CARL	BEATTY
117	MATTHEW W.	COLLINS
117	DEB	DAHLIN
117	PAUL	DASCHER
117	SARENA	DAVIS
117	ALFREDO	ESPINO
117	MATTHEW	HOUSE
117	CHERYL	MILLER
117	SCOTT	NETTLES
117	ERIK	OLSEN
117	DAVE	ROBERTS
117	JOHN	SCEARCY
117	LEONARD	SMITH
117	SPENCER	THAL
117	MARCUS	WILLIAMS
117	MICHELLE	WOODROW
117	JULIE	YUST
118	CHRIS	CAMELIO
118	RON	DELCOUR
118	GARY	RINDFLEISCH
118	JEFF	SCAGLIA
118	ANTHONY	WELLS
120	CECIL	ALSTON
120	JOE	BATTAGLIA
120	KARLAN	BEAN
120	TOM	ERICKSON
120	RICH	FREDRICK
120	TROY	GUSTAFSON
120	BRAD	JENKINS
120	BRIAN	NOWAK
120	CHRIS	RILEY
120	JOHN	ROSENTHAL
120	KEVIN	SAYLOR
120	DAVE	SCHRUNK
120	CRAIG	WALCZAK
120	BILL	WEDEBRAND
122	JOHN F.	MURPHY
125	DAVID	BAUMANN
125	ANTONIO	PETILLO
125	PETE	POWELL
125	PAXTON	RYAN
126	STEFAN	KRUEGER
127	MICHAEL T.	CULLEN
135	DAN	BARNETT
135	ALAN	BEVINS
135	GARY	BLACKLEDGE
135	BRIAN R.	BUHLE
135	KEVIN	CLARK
135	JEFF	COMBS
135	ROBERT	DOOLIN
135	MIKE	HUBRECHT
135	JESSIE	MALINOWSKI
135	JESSE	MIKESELL
135	JOHN	MILLER
135	MIKE	MORRIS
135	CHRIS	MULKEY
135	LLOYD	REED
135	SARAH	REVARD
135	MONEET	SPIVEY
135	SHAWN	STRAIN
135	JIM	WILKINSON

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Affiliate	First	Last
137	RUSSELL	BUTLER
137	DAVE	HAWLEY
142	JEFF	GIDEON
142	HARVEY	JACKSON
142	RICHARD W.	KNIPP
142	LARRY	REGAN
145	DENNIS	NOVAK
150	RON	CANNIZZARO
150	MARIA	CARROLL
150	JEFF	CARTER
150	MARIO	CONTRERAS
150	MARTY	CRANDALL
150	ALAN	DAURIE
150	NANCY	JONES
150	KELLI	PITPIT
150	JESUS	SANDERS
150	DALE	WENTZ
155	LORRIE	WARD
160	WAYNE	PERLEBERG
162	WILL	BALCH
162	JAMARSAE	BROWN
162	MARK	DAVISON
162	BILL	ELZIE
162	DON	GREENE
162	JOE	SIMON
166	MANUEL	ALANIS
166	MIKE	BERGEN
166	DON	HENLEY
166	JASON	HERNANDEZ
166	JASON	HODGE
166	MIKE	PHARRIS
166	ROBERT	STANLEY
169	BRIAN	REICE
170	ED	ADLEY
170	SEAN	FOLEY
170	SHANNON	GEORGE
170	JACKIE	RUCCI
171	STEPHEN	WILSON
173	RICHARD A.	ZEBRACKI
174	TED	BUNSTINE
174	SCOTT	CURLEY
174	RON	DONG
174	RICK	HICKS
174	KEN	MARSHALL
174	BRIAN	NORMAN
174	JANITA	STONE
174	TODD	SULLIVAN
174	MIKE	WALKER
175	KEN	HALL
175	JOHNNY	SAWYER
175	KELLIE	SHAMBLIN
175	RALPH	WINTER
177	VINCENT	CANTARELLI
177	ROBERT	CHERNEY
177	JOHN CHILLI	DALY
177	CHRIS	ELTZHOLTZ
177	ROBERT	LABA
177	JOE	MCKENNA, JR.
177	EVELYN	MCKINNON
177	DEVON	PUSEY
177	PAUL	SALIANI, JR.
177	MICHAEL	SERRANO
177	PETE	TAMBINI

FIRST DAY—MORNING SESSION

Affiliate	First	Last
179	GREG	ELSBREE
179	TOM	FLYNN
179	CHRIS	RICHTER
186	ABEL	GARCIA
186	JOE "BENNY"	HERNANDEZ
190	WAYNE	ERHART
190	JIM	LARSON
191	ROBERT	DIGIROLAMO
191	EDWIN	ROONEY
200	TOM	BENNETT
200	RON	DAVIS
200	JIM	HILGENBERG
200	TOM	MILLONZI
200	TIM	PINTER
202	MARC	ADAMO
202	DANIEL	KANE, JR.
202	DANIEL	KANE, SR.
202	CHARLES	MACHADIO
202	JOHN	RIEDER
202	ANTHONY	ROSA
205	CARL A.	BAILEY
205	DAN	CUIFFI
205	DALLAS	NELSON
206	GENE	BLACKBURN
206	LEONARD	STOEHR
206	STAN	WHITE
210	RANDALL	BEATON
210	ROBERT	BELLACH
210	JOSEPH	BIGGS
210	PEDRO	CARDI, JR.
210	GABRIEL	GUZMAN
210	BERNADETTE	KELLY
210	KEVIN	MATEJKA
210	ADRIAN	MERCED
210	GEORGE	MIRANDA
210	RUSSELL	REED
210	LYDIA	TORRES
211	JOSEPH	MOLINERO
213	WALTER	CANTA
213	PHIL	CLELLAND
213	JASON	CONWAY
213	KIMM	DAVIS
213	ANITA	DAWSON
213	GREGORY	LACROIX
213	JIM	LOYST
213	TONY	SANTAVENERE
213	AMNEET	SEKHON
213	RAY	ZIGMONT
214	MARK	GAFFNEY
214	MIKE	LANDSIEDEL
214	AL	LEWIS
214	BOBBY	LIGON
214	JOHN	MATUS
214	CINDY	UPRIGHT
214	JOSEPH	VALENTI
215	EARL	BROWN
215	ERIC	VOYLES
215	CHARLES	WHOBREY
222	MARTY	COWIN
222	CORY	HASLAM
222	SPENCER	HOGUE
222	GARRETT	TUTTLE
223	JILL	BURCHAK

FIRST DAY—MORNING SESSION

Affiliate	First	Last
223	LESLIE	SLOY
223	DAVE	TULLY
229	CRAIG	PAWLIK
230	RANDY	DONER
230	KEN	HALL
231	RICH	EWING
231	RACHEL	MCKIBBIN
231	ADAM	RESS
236	DEBORAH	POE
237	HISHAM	ABDULFATTAH
237	RONALD	BACHELDER
237	SEAN	BLOUNT
237	THERESA	BRITTO
237	CATHY	BYRNES
237	ALLISON	CAPO
237	THOMAS	COPPOLA
237	SAUL	FISHMAN
237	GREGORY	FLOYD
237	JOHN P.	GALLAGHER
237	ROSALIND	GOMEZ
237	RICHARD	HENDERSHOT
237	FRANCISCO J.	LOPEZ
237	CHRISTOPHER M.	MANIACE
237	INGRID	MONTILLA
237	JALEESA	MOYE
237	DERRICK	NEVILLE
237	EDGARDO	PEREZ
237	JOSEPH	PERRY
237	ROGER	PHILLIPS
237	JAIME	RIVERA
237	JOHN	RUEB III
237	CURTIS	SCOTT
237	PATRICIA	STRYKER
237	IRENE	SZCZESNY
237	JEANETTE	TAVERAS
237	RUBEN	TORRES
237	GEORGE	WARD
238	JESSE	CASE
238	GARY	DUNHAM
238	GREG	HEARNS
238	GARY	MIKA
238	DAVE	MILLER
238	DALE	WALTER
238	RIK	WILLETT
243	DAVE	BAILEY
243	KEN	CHRISTIE
243	JIM "CINCI"	CIANCIOLO
243	DOUG	ROBINSON
243	COREY	SMITH
245	ROGER	CHAPPELL
245	JIM	KABELL
247	PAUL	JACOBS
247	PAUL M.	KOZICKI
247	THOMAS A.	ZIEMBOVIC
249	GARY R.	ALWARD
249	MICHAEL A.	CEOFFE
249	JOSEPH J.	POPINSKI
249	KEVIN M.	SCHMITT
250	CHARLES	GASTON
250	DAVID	NASH
251	EDDIE	CARREIRO
251	MATTHEW A.	MAINI
251	BROOKE	REEVES

FIRST DAY--MORNING SESSION

Affiliate	First	Last
251	PAUL	SANTOS
251	BOB	SAYER
251	MATTHEW	TAIBI
251	ALAN	TORIGIAN
252	DARREN	O'NEIL
252	RUSS	WALPOLE
259	MICHAEL	HALLEY
261	ED	CLOWES
261	MARK J.	MROZEK
264	BOB	BONILLA
264	BRIAN	DICKMAN
264	JOHN	RANDOLPH
264	TONY	VACCARO
264	JEFFREY	ZIEMBA
267	HOWARD	DORSHER
270	JAMES "DAVID"	BAYNES
270	DAVID	NEGROTTO
270	STEPHEN	SORRELL JR.
272	FRED	ALSTON
272	JENNIFER DENNIHY	BAILEY
272	MATTHEW	BRUCCOLERI
272	THOMAS	CASELLA
272	SALVATORE	GOLFO
272	GEORGE	PANAGIATOPOULOS
272	EDDIE	RIVERA
272	JOSE	ROJAS
272	BILL	STIEGEL
282	LOUIS	BISIGNANO
282	MICHAEL	BOURGAL JR.
282	ANTHONY	D'AQUILA
282	THOMAS	GESUALDI
282	MICHAEL	O'TOOLE
283	STEVE J.	HICKS
284	DAN	KIRK
284	DON	MANN
284	PAUL	SUFFOLETTO
287	ROBUSTINO	COPADO JR.
287	MERRILEE	ZERROUGUI
289	MICHAEL	DEBUCK
293	THOMAS	TYRRELL
293	MICHAEL	ZEMLA
294	JOHN	BULGARO
294	GEORGE	COFFEY, III
294	MICHAEL	DEGANO
294	CHARLES	GREENFIELD
294	TIMOTHY	HOGAN
294	THOMAS L.	QUACKENBUSH
295	LOU	CALEMINE
299	ROY	GROSS
299	KEN	KWAPISZ
299	KEVIN D.	MOORE
299	DON	MORAN
301	MICHAEL T.	HAFFNER
305	TONY	ANDREWS
305	WILLIAM JOHN	BOURSAW
305	STEVE	PICKLE
305	EVERETT	TWILLEAGER
312	DAVID M.	DELLOSO
313	JOHN B.	EMRICK
313	ADAM B.	FOUTZ
313	BOB	MCDONALD
315	DUSTIN	BAUMBACH
315	NICK	BERRY

FIRST DAY—MORNING SESSION

Affiliate	First	Last
315	CARLOS	BORBA
315	DONNA	FERNANDEZ
315	DON E.	GARCIA
315	ALBERTO	RUIZ
317	TIM	BEVARD
317	MIKE	CIMILLUCA
317	ROBERTA	DUNKER
317	ROBERT	FIRMSTONE
317	MARK	MAY
317	DUANE	WRIGHT
320	BRIAN	ALDES
320	ALSTON N.	DUTCHIN
320	SAMI	GABRIEL
320	AMY	HILL
320	CRAIG	JOHNSON
320	MARTY	LAMB
320	ROGER	MEUNIER
320	TERRY	NEUBERGER
320	NASSER	NUR
320	VANCE	ROLFZEN
320	ERIK	SKOOG
320	CURTIS	SWENSON
322	KENNETH	CHISM
324	CHRIS	MUHS
325	PATRICK V.	MCNINCH
326	PAUL	THORNBURG
327	JOE	BENNETT
330	JAMES	HICKEY
330	DOMINIC	ROMANAZZI
331	MARCUS	KING
331	THOMAS	WILLETT
332	NINA	BUGBEE
332	CHRISTINE	CATES
332	DAN	GLASS
332	ANGELA	OBERMAN
337	IVY	DAVIS
337	JAMES	LUTZKY
337	MICHAEL W.	MARTIN
337	LOWELL	MARTIN
337	SCOTT	MURPHY
337	GLENN	PHILLIPS
337	BRAD	PRIEHS
337	VERNON	SCHAAL, JR.
340	RAY	COTE
340	ED	MARZANO
340	BRETT	MILLER
340	LORNE	SMITH
341	DENNIS M.	HUBAL
344	BRIAN	BARBER
344	WILLIAM	CARROLL
344	TOM	KANACK
344	DAN	KUTCHER
344	PATRICK	TAPPA
344	BRIAN	ZODROW
346	RODERICK	ALSTEAD
346	ZACHARY	RADZAK
348	PATRICK	DARROW
350	JOHN	BOUCHARD
350	LARRY	DAUGHERTY
350	SHEILA	DOMDOMA
355	BILL	ALEXANDER
355	MARK	GAREY
355	JANET	GENOVESE

FIRST DAY—MORNING SESSION

Affiliate	First	Last
355	PETE	MANUS
355	TIM	MARVEL
355	JOHN	MOYLAN
355	DENIS	TAYLOR
355	DAVID	WHITE
357	TIMOTHY	CARROLL
357	TONY	HOLCAK
362	YVONNE	BRUYERE
362	JOHN	DOERKSEN
362	RICHARD	EICHEL
362	DAVID	FROST
362	WAYNE	GARNER
362	JOHN	MACDONNELL
362	ROBERT	MORRIS
362	ALAN	PORTER
362	TROY	WRIGHT
364	CRAIG	FITZPATRICK
364	GENE	KNAPP
364	BOB	RANS
364	BOB	WARNOCK, III
371	MIKE	KENSINGER
372	DAVID H.	DELONG
373	STACY	FOX
377	RALPH SAM	COOK
377	RICH	SANDBERG
377	BOBBI JO	TERWILLIGER
384	MIKE	BONADUCE
384	MATTHEW	CONDON
384	BOBBY	GAINES
384	STEVE	GALLAGHER
384	STEVE	SHARKEY
385	ROGER	ALLAIN
385	DAVE	CONCANNON
385	JOHN	COSKEY
385	DONNA-LYNNE	DALTON
385	ROM	DULSKIS
385	NIDIA	GRAJALES
385	WALT	HOWARD
385	CLAY	JEFFRIES
385	MIKE	STAPLETON
386	MICHELLE	ALDRIDGE
386	JEFF	BERDION
386	RENE	LEYVA
386	BRYAN	RONNGREN
391	RICK	ARMSTRONG
391	MATT	BARHAM
391	TIM	BROWN
391	CHRIS	CECIL
391	RACHEL	EITZEN
391	VERNON	GAMMON
391	CHARLES BUTCH	HOOKS
391	FREDDIE	LAMB JR.
391	KAREN	MATTHEWS
391	MICHAEL	MCGAHA
395	RANDY	POWERS
396	KATHY	ARREDONDO
396	JAVIER	BONALES
396	ERIC	BROWN
396	RAFAEL	CAMACHO
396	DAVID	CASTRO
396	RUBEN	DURAN
396	RON	HERRERA
396	DAN	LARA

FIRST DAY—MORNING SESSION

Affiliate	First	Last
396	JAY	PHILLIPS
396	ERNESTO	SANCHEZ
396	RUBEN	TISCARENO
396	RICHARD	VASQUEZ
397	STEPHEN B	GETZ
399	STEVE	DAYAN
399	ED	DUFFY
399	ROSE	FALCON
399	WES	PONSFORD
399	RON	SCHWAB
400	JOHN	LAWSON
401	PATRICK D.	CONNORS
402	JOE	GRONEK
404	FRANK	ROSSI
406	KIRK	ALEXANDER
406	JOHN	GOODIN
406	BRIAN	GROENEVELD
406	TERRY	HOOGERHYDE
406	ROBERT	KOKX
406	TERRY	SZCZEPANSKI
406	CHARLES E.	WILLOUR, II
406	ELLIS P.	WOOD
407	MICHAEL	HIENTON
407	DENNIS	ROBERTS
407	PAUL	WOJNAR
413	SCOTT	DEYARMON
413	TONY	JONES
413	NICK	PERRY
413	CARL	SNODGRASS
414	DARIN	COOPER
414	KIM A.	SPRINGER
416	DOMINIC	TOCCO, III
419	HARJINDER	BADIAL
419	OWEN	LANE
419	BRIAN	LAWRENCE
419	AARON	NOVIELLI
419	GWEN	PAINTER
419	TROY	SNOW
419	JASON	SWEET
429	KEVIN	BOLIG
429	WILLIAM	SHAPPELL
429	JEFF	STRAUSE
431	PETER	NUNEZ
431	LENNIE	WELLS
431	FRED	WILLSHAW
436	FRED	CROW, JR.
436	DENNIS	KASHI
436	MARY	ZART
439	MIGUEL	GALLEGOS
439	ESAU	HERNANDEZ
439	KYLE R.	JUMP
439	JOSE	NUNEZ
439	ALEX	PARRA
439	DALE C.	WILD, JR.
443	THOMAS	BAYUSIK
443	VITO	BONANNO
445	LORI	POLESEL
445	BARRY	RUSSELL
445	JACK	SULLIVAN
449	JEFFREY	BRYLSKI
449	KEVIN	DRYSDALE
449	GEORGE E.	HARRIGAN
449	KEVIN	TRINKLE

FIRST DAY—MORNING SESSION

Affiliate	First	Last
453	LAWRENCE	WOLFE, JR.
455	ROBERT	ADAMS
455	ROBERTA	BRAZELL
455	DOUG	BREES
455	SCOTT	FORD
455	ALAN	FRISBEE
455	CHUCK	HALIBURTON
455	JOHN	HENNELLY
455	FOSTER	HINES
455	DEAN	MODECKER
455	DAVE	RING
455	VINCENT	SHAW
455	STEVE	VAIRMA
463	JOHN MARTIN	FOGARTY SR.
463	ROBERT	RYDER
464	PAUL	BARTON
469	MICHAEL	BRODERICK
469	FRED	POTTER
469	MICHAEL	TKATCH
471	DAVID	LAXEN
473	FRANK	GRACE
480	HOWARD	BOYKIN
480	FRED LENDON	GRISHAM
480	LEN	HUGHES
480	TIM	MCDONALD
481	MARK	JOINER
481	GEORGE	SKRBIC
481	CINDY	TOMSHANY
481	VICTOR	TORRES
483	DALE	VARNEY
491	VITO	DRAGONE, JR.
492	MIKE	BUTLER
492	WALTER	MAESTAS
492	WARREN	WHITE III
493	THOMAS	SCHLINK
495	ALBERT	BAUTISTA
495	LORI	CAZARES
495	ADRIAN	CERVANTES
495	FELIPE	CONTRERAS
495	BEN	DENOVEL
495	JOHN	DIFLAURO
495	ORLANDO	HENDRIX
495	ROBERT	LENNOX
495	GEORGE	PARK
495	ROBERT	SANCHEZ
495	NICOLA	TAYLOR
500	JAMES R.	MCCABE
502	ROBERT	MCGROGAN
507	ROBERT A.	JOHNSON, JR.
507	JOSEPH A.	MOLNAR
507	CARL J.	PECORARO
509	JOHN	COLLINS
509	ARNOLD	FRIDAY
509	CARLTON	GANTT
509	SEBRINA	ISOM
509	RANDALL	TURNER
512	MARK	ANDREWS
512	RANDY	KNUDSEN
512	JIM	SHURLING
512	MARGIE	TILLMAN
516	KELLY	SWON
517	ALEX	SANCHEZ
517	CHESTER	SUNIGA

FIRST DAY—MORNING SESSION

Affiliate	First	Last
519	DARRILL	COLLINS
519	KENNETH	CORUM
519	WESLEY	TROTTERCHAUD
522	JAMES D.	KANE
523	GARY	KETCHUM
525	KEVIN	ENGELKE
528	JOWANSALA	BATTLE
528	MAURICE L.	COBB
528	OLIVER	DAWSON
528	JOHNNY	GABRIEL
529	RICHARD	DEXTER
533	DEBBIE	CALKINS
533	GARY	WATSON
538	BETTY ROSE	FISCHER
541	RON	JOHNSON
542	CLIFTON	CUNNINGHAM
542	PHILLIP S.	FARIAS
542	DWAYNE	GARRETT
542	ELIAS	LOPEZ
542	DONALD B.	MACK, SR.
542	ESTHER M.	MARTINEZ
542	IVAN V.	MURILLO
542	CURTIS J.	OLSON
542	JAIME	VASQUEZ
553	LISA	CILONE
553	DEMOS P.	DEMOPOULOS
553	MICHAEL	GATTO
553	DANIEL J.	GATTO
553	MICHAEL	SPINELLI
554	DANIEL	AVELYN
554	TODD	BELL
554	KENNETH	OSTRONIC
554	KIM	QUICK
559	BOB	RANDALL
560	JOSEPH	DILEO
560	JOSEPH A.	DIPALMA
560	LOUIS	RODRIGUEZ
560	ANTHONY M.	VALDNER
568	JOE	DUHON
570	RICHARD	BROWN
570	SEAN	CEDENIO
570	NEIL	DIXON
570	MOSES	JACKSON
572	CHRISTINA	BROWN
572	DART	CATHIRELL
572	GERARDO "LALO"	GALLARDO
572	LOURDES	GARCIA
572	RUDI	GIRON
572	MARCOS S.	GODOY
572	FRANK	MARTINEZ, JR.
572	RICK	MIDDLETON
572	JOSEPH	NORWOOD
572	ELIZABETH	PERALTA
572	JACQUELINE	SMITH
572	LINDA	WARD
577	BRIAN O.	AHERN
577	TRACY	EDGAR
577	ALFREDO	SOLTERO
577	ROBERT	ZANCHETTIN
585	JON	BEDILLION
589	ROBERT A.	DRISKELL
589	CAROL	HANSON
592	JAMES R.	SMITH

FIRST DAY—MORNING SESSION

Affiliate	First	Last
597	TONY	ST. HILAIRE
600	MICHAEL	GRZYB
600	LARRY B.	TINKER JR.
601	MARIA ASHLEY	ALVARADO
601	JACKIE	JIMENEZ
601	EDITH	MIRANDA
601	ALBERT	ZAMORA
604	JOHN	THYER
610	JEFF	HALL
612	LARRY	GILCHRIST
612	DONNIE	WEST
614	BILLEE	HAWKINS
614	DENNIS	KROGSTAD
618	TOM	COLE
618	MARVIN	KROPP
618	DEREK	KROPP
623	CLARENCE	BAGBY
623	JUMBO NATHAN	DANIELS
623	RICHARD	HOOKER, JR.
627	KEITH E.	GLEASON
627	GREGORY A.	WHEET
628	JOHN	DAGLE
630	RAQUEL	AVILA
630	STEVEN M.	FLORES
630	CARLOS RAIDER	GONZALES
630	FAUSTO	LOPEZ
630	FRANK	PEREZ
630	PHIL	RICHARDS
630	RUBEN	SALAZAR
630	FRANK	VILLA, JR.
630	LOU	VILLALVAZO
631	TOMMY	BLITSCH
631	DARRIN	BRADBURN
631	DESHAWN	EVANS
631	JAVON	JEFFERSON
631	RICARDO	PEARCE
631	LAURA	SIMS
633	DENNIS	CAZA
633	KEVIN P.	FOLEY
633	DAVID	LAUGHTON
633	RICHARD	LAUGHTON, JR.
633	JEFF	PADELLARO
636	JAMES R.	CAIRNS
637	SCOTT D.	WILSON
638	TOM	BUCHER
638	JEFF	DIEDE
638	JEAN	JACOBSON
638	TREVOR	LAWRENCE
638	SCOTT	LECY
638	LARRY	MOSSEY
639	JOHN	GIBSON
639	PHILIP	GILES
639	ROBERT	PETERSON
639	THOMAS	RATLIFF
639	ROBERT	REDDIX
639	WAYNE	SETTLES
639	J. ANTHONY	SMITH
639	JEFF	STEWART
639	DOUG	WEBBER
641	WILLIAM	CUNNINGHAM
641	JAMES P.	KILKENNY
641	GARY	MILLS
647	GERRY	CADEAU

FIRST DAY—MORNING SESSION

Affiliate	First	Last
647	MARTIN	CERQUA
647	CARL	DAVIS
651	RON	MERRIFIELD
651	PAUL	TRUJILLO
651	MIKE	WATSON
653	BRIAN J.	MCELHINNEY
653	WILLIAM C.	TRASK
657	LETICIA	ACOSTA
657	PHIL	BUNKER
657	PAUL	CRUZ
657	FRANK	PERKINS
657	EVAN	PETER
662	JOHN	KAISER
662	BETH	KIRCHMAN
662	PAUL	LOVINUS
662	MITCHEL	PERKL
662	RICK	SKUTAK
662	TOM	STRICKLAND
662	TIM	WENTZ
665	MARK	GLEASON
665	LACEY	JOHNSON
665	RALPH	MIRANDA
665	DAVID	RODRIGUEZ
665	ROBIN	TERRELL
665	MICHAEL	THOMPSON
665	MICHAEL	YATES
667	HAROLD	ARMSTRONG, JR.
667	JAMES E.	JONES, III
667	JERRY	YARBROUGH
670	RANDY	FICEK
670	JIMMY	GRIFFITH
670	RITA	HARRIS
670	KENN	HOLMES
671	SEBASTIAN	CARBONE
671	ANTHONY	LEPORE
671	DAVE	LUCAS
673	BRETT	BARTOSIK
673	TIMOTHY L.	CUSTER
676	JAMES M.	BENNETT
676	ERNEST M.	CLEMENTS
676	THOMAS J.	LYON
676	EDWARD D.	PEARCE
676	HOWARD W.	WELLS
677	FRANK	BONACASSIO
677	JOHN P.	CAPOBIANCO
677	MICHAEL	RINALDI
682	JAMES E	KIMBRELL
682	MATT	STEWART
683	STEVE	LYONS
683	TODD	MENDEZ
683	FRANK	SEVILLA
687	BRIAN K.	HAMMOND
688	JIM	BARRETT
688	JOHN	BECKER, JR.
688	MICHAEL	GOEBEL
688	BURLEY	MCINTYRE
688	VIC	OSHNER
688	LAMARK	THOMPSON
688	JOHN	YOUNGERMAN
688	TONY	ZELLER
690	VAL	HOLSTROM
690	CAROL	STONE
690	MATT	TANNER

FIRST DAY—MORNING SESSION

Affiliate	First	Last
695	DAVID	BRUGGER
695	THOMAS	HOFFMAN
695	MARY	LIESSE
695	RICK	NELSON
695	WILLIAM	ROETH
695	WAYNE	SCHULTZ
696	MICHAEL	SCRIBNER
697	RICK E.	BAUER
700	DENNIS	ANDREWS
700	DAHANN	GOODE
700	HECTOR	HERNANDEZ
700	GUS	HOREMIS
700	HAROLD	IRVING
700	DEBORAH	MATTHEWS
700	ANTHONY	MC GEE
700	MICHAEL	MELONE
700	GREGORY	ORTIZ
700	MARK	ROBINSON
700	TED	ROWLEY
700	BECKY	STRZECHOWSKI
700	THOMAS	WILCOX
700	RAMON	WILLIAMS
701	RONALD	LAKE
701	ERNIE	SOEHL
703	PAT	BRUNO
703	DAVID	MCLIN
703	CHUCK	MURDOCH
703	THOMAS W.	STIEDE
705	JOE	BAKES
705	DAVID	BERNT
705	JUAN C.	CAMPOS
705	BRET T.	CURLIN
705	MARK	DAY
705	MIKE	DEVEGA
705	GREGORY R.	FOSTER
705	DAVID R.	HELMINSKI
705	THEODORE	KARAVOS
705	CRAIG	KARNIA
705	SEAN	KINEY
705	SANTOS M.	MARINEZ
705	KIM	OBNEY
705	MARC	PACIONE
705	SCOTT W.	REIN
705	DAVID M.	ROSALES
705	STACEY	SEALS
707	KEVIN	MCCAFFREY
707	JOHN	ZIRPOLI
710	FRED	BARTUCH
710	MARK	BRYANT
710	WILLIAM	FISCHER
710	GARY K.	FREIGO
710	CHARLES L.	GARFIELD, JR.
710	MICHAEL	HALVORSON
710	RANDEL	JONES
710	KURT	LARSON
710	MICHAEL	LLOYD
710	LARRY	MULLINS
710	JAMES A.	MUSTO
710	MARJORIE	PROCHASKA
710	GABRIEL	STEPHAN
710	BRET	SUBSITS
710	ANECIA "REESE"	VENTURA
710	MATTHEW G.	WERST

FIRST DAY—MORNING SESSION

Affiliate	First	Last
722	STEVEN M.	MONGAN
727	BEN	AFFETTO
727	WILLIAM	COLI
727	JOHN T.	COLI
727	JOHN T.	COLI, JR.
727	SCOTT	JOHNSON
727	ROBERT	MACARTHUR
727	MICHAEL	MCMANUS
727	NICOLAS	MICALETTI
727	MELVIN	PRYOR
727	BENJAMIN	RODRIGUEZ
727	CURT	ZIEDRICH
728	WAYNE	BROWN
728	RANDY	BROWN
728	MICHAEL	DOLLAR
728	RACHAD	FITZPATRICK
728	ALAUNA	FREEMAN
728	MATTHEW	HIGDON
728	JIM	HIGGINBOTHAM
728	TONY	LEFEBVRE
728	CHUCK	STILES
728	SCOTT	WEBBER
730	RITCHIE	BROOKS
730	TYRONE	RICHARDSON
731	DALE	BOLT
731	THOMAS	BROWNE
731	DANIEL	COAN
731	TIMOTHY	DUNLAP
731	TERRENCE	HANCOCK
731	JOHN	LISNER
731	MICHAEL	SONDELSKI
731	WALTER	THIEDE
734	SCOTT C.	KUNZ
734	BRIAN	MEIDEL
743	GOLEEN	BRADLEY
743	RICHARD W.	CRISTO
743	GEORGETTA	DAVIS
743	JAZZIUM	GREGORY
743	DEBRA	LEWIS
743	JOYCE	PENDLETON
743	ALEXANDER	RAMIREZ
743	TONY	REED
743	BYRON K.	RICHARDSON
743	DEBRA	SIMMONS
743	ROBIN	SULLIVAN
743	JAMES	THOMAS
745	KEN	BRYANT
745	TYSON	JOHNSON
745	TOMMY	ROSE
745	LANNIS	SHEPHERD
745	BRENT	TAYLOR
752	JOHN	LENON
754	CHAD	CONKLING
760	LEONARD	CROUCH
760	MARIA	DAVILA
760	DOUG	DOWNARD
760	DARREN	ESTES
760	AUGUSTINE	GALLEGOS
760	MARTIN	MORALES
763	DIANE	JABER
763	MIKE	LEAHY
763	JOHN C.	MCCUE
763	ANTHONY	MURRIETTA

FIRST DAY—MORNING SESSION

Affiliate	First	Last
763	JASON	POWELL
763	SCOTT A.	SULLIVAN
764	TY	SEES
767	ALICIA	CROWNOVER
767	THOMAS	EDWARDS
767	TY	JACKSON
767	MATT	LAAKSO
767	DELIA	LOPEZ
767	BILLY	SELMAN
767	JOHN	SHORTS SR.
769	PAUL	BECERRA
769	BRYAN	BEZPIATY
769	ALAN	DENNIS
769	HUEY	MORALE
769	ROLANDO "ROLY"	PINA
769	MIKE	SCOTT
769	SHIRLEY	TARPLEY
769	EDUARDO	VALERO
769	WOODROW "WOODY"	WILSON
769	JOSH	ZIVALICH
771	HOWARD	RHINIER
773	DARRIN	FRY
773	TIM	GROLLER
773	DENNIS	HOWER
773	MARK	LAUBACH
773	CHUCK	SHAFER
776	SPENCER B.	DEARTH
776	GEORGE A.	GOODLING
776	RONALD W.	HICKS
776	DAVID F.	LICHT
776	WILLIAM A.	OLMEDA
776	EDWARD F.	SUTTON
776	JOHN B.	TAYLOR
776	EDGAR H.	THOMPSON
776	TIMOTHY J.	TUREK
776	DAVID G.	WOLF
777	JAMES	GLIMCO
777	GREGORY	GLIMCO
777	ELIZABETH	GONZALEZ
777	MAJOR	ROSE
781	HERNAN	GOMEZ
781	MICHAEL	PECORARO
781	ANTHONY	SMITH
781	PAUL	STRIPLING
781	TRACY	TREADWELL
783	SHIRLEY	COBB
783	GERRY	FRANCISCO
783	GEORGE	NELSON
783	JUSTIN	SCHARRER
783	JOHN	STOVALL
786	EDDIE	RIZZO
786	MICHAEL	YAUGER
792	STEVEN	METHNER
792	LARRY	YOSWA
795	JESSE	CASTILLO
795	TERRY	CONSTANT
802	GERARD	FASANO
804	ANTHONY	CERULLI
804	DAVE	CINTRON
804	SCOTT	DAMONE
804	DAVE	LOOBIE
804	VINCENT	PERRONE
804	JIM	REYNOLDS

FIRST DAY--MORNING SESSION

Affiliate	First	Last
804	TONY	ROSCIGLIONE
804	TIM	SYLVESTER
804	CHRISTOPHER A.	WILLIAMSON
807	JOHN	SULLIVAN
808	MARVIN	ALLEN
808	CHRIS	SILVERA
810	TOM	FEELEY
810	NELSON	SILVA
810	MIKE	SMITH
810	ROBERT	VASQUEZ
812	MARIO	ALVAREZ
812	JOHN	VISCONTI
812	JOSEPH	VITTA
812	EDWARD	WEBER
813	RAUL	BORRERO
813	SEAN T.	CAMPBELL
813	JOHN	ZUILKOWSKI
814	JASON	IDE
817	THOMAS	O'DONNELL
822	STEVE	JACOBS
822	JAMES	SEYMORE
822	BOB	SLATER
822	JAMES	WRIGHT
823	RUSS	HARPER
830	JAMES	BROWN
830	GLENN	FULCHER
830	DANIEL	GRACE
830	JOHN	O'ROURKE
831	THOMAS	BACIGALUPO
831	NICK	BAUSO
831	MICHAEL A.	BOVE
831	WILLIAM	CORCORAN
831	HARRY	NESPOLI
831	JAMES	PARKER
831	RONALD	PRATTIS
831	DENNIS J.	SCHOCK
833	MARK L.	BRUEMMER
838	RICHARD	BLEVINS
838	RICHARD	VANNES
839	RUSSELL	SHJERVEN
839	BRAD	TAYLOR
847	TOM	FRASER
847	FERNANDA	SANTOS
848	ROSEMARY	BIVENS
848	RICHARD	BRONSON
848	JERRY	DOUBLEDAY
848	PABLO	GUTIERREZ
848	JAMES	HARPER
848	CHARLES	LEPINS
848	SAM	OROPALLO
848	EDDIE	RODRIGUEZ
848	ERIC	TATE
853	EFREN	ALARCON
853	ROME	ALOISE
853	STACY	ALVELAIS
853	JESSE	CASQUEIRO
853	SCOTT	GONSALVES
853	STUART	HELFER
853	BO	MORGAN
853	LON	SCHMIDT
853	RODNEY	SMITH
853	ROBERT	STRELO
853	ROBERT	TERRY

FIRST DAY—MORNING SESSION

Affiliate	First	Last
853	RAY	TORRES
853	LOUIS	VALLETTA
855	RICHARD	GILL
855	KEITH	HOLLAHAN
856	ED	BRAUN
856	LISA	CHIN
856	PETER	FINN
856	MARK	GABRIEL
856	RUDY	GONZALEZ
856	JOHN	JOHNSON
856	MIKE	LAGOMARSINO
856	JUDY	RODRIGUES
856	KATHLEEN	ROMERO
863	GEORGE	GRIMSHAW
863	CHARLES	O'MARA
863	ALPHONSE	RISPOLI
863	LOUIS	SANCHEZ
863	ANTONIO	SOCIEDADE
877	JOHN	PAJAK
878	SHAYNE	GAITHER
878	JOHN	GALE
878	KENTON P.	SPICER
879	ERNIE	BISHOP
879	JIM	CHALMERS
879	DARREN	HOGAN
879	JOHN	MCCANN
879	LENNA	PHENIX
879	KEVIN	QUINLAN
879	MARTY	TAYLOR
886	RON	COBB
886	TOM	RITTER
888	LAWRENCE	GEHO
890	FRITZ	CONLE
890	ELOY	GONZALEZ
890	ENRIQUE	MEDINA
890	LILIA	SANDOVAL
891	BRENT	CORBELLO
891	MARVIN	GIVENS
891	MACHELLE	POWERS
896	PHIL	COOPER
896	RACHEL J.	GOMEZ
896	BRIAN	INDELICATO
901	CARLOS J.	MARRERO
901	ALEXIS	RODRIGUEZ
901	RAFAEL	ROSARIO
908	BRIAN	VANMATRE
911	GREGORIO	DANIEL
911	LUIS E.	GARCIA
911	JUDITH	GRAHAM
911	PHILLIP	HUBBARD, III
911	VICKIE	MARTINEZ
911	CHESTER A.	MORDASINI
911	CARLOS I.	RUBIO
911	DORIS	WESTON
911	RAYMOND B.	WHITMER
912	SANTOS	LERMA
916	TREVOR	CLATFELTER
916	LESLIE	FYANS
916	TERESA	HANNER
917	VINCENT	MARINO
917	DAVID	PEREZ
919	JIMMY	OSBORN
922	DAVID	MAGRUDER

FIRST DAY—MORNING SESSION

Affiliate	First	Last
926	MARC R.	DREVES
926	SCOTT J.	STANLEY
926	PAUL "DINO"	TAORMINA
927	ROBERT	BEAIRSTO
927	DEREK	DOIRON
929	ROCKY	BRYAN, JR.
929	JOHN	PRESTON
929	GERALD	WILLIAMS
931	MICHEL	AUBIN
931	PIERRE-ANDRE	BLANCHARD
931	GERRY	BOUTIN
931	PIERRE	CORMIER
931	ALAIN	COURSOL
931	CHRISTIAN	DUBOIS
931	RICHARD	LAMOUREUX
938	MIKE	BRODERICK
938	RICK	DAVIES
938	WAYNE	FRANKLIN
938	JOE	FREEMAN
938	VINCE	JOHNSON
938	CRAIG	MCINNES
938	BOB	MILES
938	DOUG	ROWE
938	SHAHAN	SIMON
938	KEITH	TOMLINSON
938	STUART	VILLENEUVE
947	DAVID (RANDY)	KANEER
948	LUIS	DIAZ
948	ELIZABETH	HERNANDEZ
948	ADAM	OCHOA
948	TIM	THIEL
948	ROSARIO	TORRES
952	WAYNE	ADDISON
952	DON	BREWSTER
952	ALMETA	CARTER
952	DENNIS	DODD
952	PAUL	FOSTER
952	JASON	JACKSON
952	PATRICK D.	KELLY
952	RUDY	LOPEZ
952	GRANT	MAERTZ
952	MARLENE	SALAZAR
955	JERRY	WOOD
957	KENNY	HOWARD
957	MARK	MORELL
957	BOB	SMITH
957	DAN	WEBB
957	ALAN	WEEKS
959	RICK	BOYLES
959	GARY	DIXON
959	BARBARA	HUFF TUCKNESS
959	DEREK	MUSTO
959	EILEEN	WHITMER
959	YOLANDOUS	WILLIAMS
962	CHARLES "CHUCK"	POOL
962	DANIEL	RATTY
964	WILLIAM. M.	FRISKY
966	JAMES	ANDERSON
970	SCOTT	GELHAR
970	MIKE	KUTA
974	KURT	BENSON
974	PAUL	MCCULLEN
979	PAUL	FRIAS

FIRST DAY—MORNING SESSION

Affiliate	First	Last
979	KELLY	GORZEN
979	ROBERT	MRYGLOD
983	TONYA	CARLSON
984	EDWARD	HOUSTON
986	GREG	BASHEM
986	CLIFF	BATHAM
986	WADE	BREWER
986	ANTHONY	BUCKNER
986	HENRY	CHAVEZ
986	GERARD	DOWLING
986	JAMES	ELMORE
986	VIVIAN	GARCIA
986	CHRIS	GRISWOLD
986	SEAN	HARREN
986	KEVIN	HARREN
986	TOM	LAUER
986	STEVE	LOONE
986	MIKE	MAGNANI
986	JUSTIN	MURAKI
986	RAY	PINEDA
986	AUDREY	SCATES
986	RICHARD	SENA
986	DAVID	SOULE
986	LYNN	SWENSON
986	FRED	WOOD
987	DERRICK	ASHMORE
987	DON	BANKS
987	BOB	BRUNET
987	DAVID	FROELICH
987	JIM	HARYETT
987	JOHN	TAYLOR
988	CHARLES	ADAMS
988	CRAIG	CUNNINGHAM
988	ROBERT	DELEON
988	NATALIE	EVERETT
988	CLAUDE	HORTON
988	PAUL	MARKS
988	MARIELLY	ORTIZ
991	JAMES	GOOKINS
991	ORMAND	LINDSEY
992	DARYL	JAMISON
996	ANTHONY	BADAYOS
996	JASON	ELLERBEE
996	RODNEY	HAYES
996	WAYNE	KAULULAAU
996	RONAN	KOZUMA
996	WENDY	NAILE
996	VIDAL	RANION
997	RICK	MIEDEMA
1035	CHRISTOPHER	ROOS
1038	GREG	NOWAK
1070	GEORGE	LONG
1100	JAMES	REUTER
1108	SCOTT	DENISON
1129	DOYAL L.	MOMON
1145	DAVID	HEDBERG
1149	STEVE	RICHMOND
1150	ROCCO J.	CALO
1150	HERMAN CLIFF	CARRIER
1150	THOMAS	COLE
1150	ROBERT	DUNCAN
1150	JACKIE (JJ)	HAND
1150	RICK	ROLLINSON

FIRST DAY—MORNING SESSION

Affiliate	First	Last
1164	ROBERTO	PARO
1199	DAVE	LEE
1205	DANIEL	DECROTIE
1205	NELSON	NUÑEZ
1224	ASTERIOS	HOUTAS
1224	ZACH	PRATT
1224	CATHERINE	SCOTT HILLER
1414	MARIO	POLLERA
1791	NATHALIE	LECLERC
1932	KATHLEEN	BRENNAN
1932	LISA C.	BRYANT
1932	LAVETTE	CAMACHO
1932	SUSAN K.	CARL
1932	DAVID G.	CHRISTOPH
1932	NATALIE	HARTS
1932	EDGAR R.	MARTINEZ
1932	RICHARD	MCDOWELL
1932	SHERI	ORELLANA
1932	JULIA	PEREZ
1932	RAYMOND	ROBLES
1932	IVO	RODRIGUEZ
1932	DEIDRE	RODRIGUEZ
1932	LAURA	SHULTZ
1932	BARBARA	WHITTINGTON
1979	STEVE	RODRIGUEZ
1999	SERGE	BÉRUBÉ
1999	MICHEL	BRANCHAUD
1999	STÉPHAN	COUSINEAU
1999	STÉPHANE	DEBLOIS
1999	AUBERT	DÉSCHÈNES
1999	JEAN-GILLES	GEMME
1999	ROBERT	GENDRON
1999	MICHEL	HÉROUX
1999	ROGER	JULIEN
1999	SYLVAIN	LACROIX
1999	ÉRIC	LARAMEE
1999	PIERRE	LEBRUN
1999	MICHEL	MICHAUD
1999	SYLVAIN	NADEAU
1999	JEAN-FRANCOIS	PELLETIER
1999	GUY	POIRIER
1999	PATRICK	PRUD'HOMME
1999	JACQUES	SIMARD
1999	ALAIN	SOUCY
2001	MACKIE	JOHNSON
2010	MARIANNA M.	BATTISTE
2010	CATHERINE	COBB
2010	JOSE	FUENTES
2010	MARY	HIGGINS
2010	JASON	RABINOWITZ
2010	JACKIE	SPEARS
2010	ALI M.	TWEINI
2010	LAURENCE	YOUNG
2011	BRIAN	CLIFFIN
2011	BILL	CURTIS
2011	PENNY	HANNAH
2011	WILLIAM	MUSE
2011	KIMBERLY	SCHULTZ
2727	TIM	BOYLE
2785	JOE	CILIA
2785	TROY	MOSQUEDA
2785	TERRENCE	MULLADY

FIRST DAY—MORNING SESSION

Affiliate	First	Last
	BLETD	
0120	KEVIN J.	MOORE
0150	CHRISTOPHER H.	BARTLEY
0150	DAVID K.	BROWN
0150	BRIAN H.	FRANSEN
0150	DENNIS R.	PIERCE
0150	KENTON J.	PSOTA
0160	TIM R.	WILLIAMSON
0180	JEFF L.	THURMAN
0280	RICHARD	CROW
0290	MICHAEL	PRIESTER
030	MARTIN J.	GAAB
030	JAMES J.	O'NEILL
0300	PAT	DRISCOLL
0360	JOHN	KARAKIAN
040	BRETT	ANDERSON
040	M.R.	CUNNINGHAM
040	J.A.	HOLDCRAFT
0420	KEVIN J.	SEXTON
0480	WARREN	DENT JR.
0480	DANA	MARLOW
0490	BRIAN	YOUNG
0555	MELVIN	CABAN
0580	MICHAEL N.	WENTZEL
0590	ANTHONY L.	CERIMELE
0590	CHARLES P.	JOHANNIGMEIER
0590	WILLIAM DOUGLAS	POPE
070	BRIAN J.	FARKAS
070	WILLIAM P.	LYONS
0715	STEPHEN J.	BRUNO
0720	GARY	BEST
0740	DAVID P.	FITZGERALD, JR.
0740	WARREN K.	KERLEY
0780	DANIEL W.	HANNAH
0780	LEE	PRUITT
0810	CHARLES R.	JONES
0810	KENT A.	KLINE
0810	T.R.	THOMPSON
0845	ISRAEL	COMPTON
0860	DAVID	GEISLER
0900	STEVE	WELLS
0910	CHUCK M.	SCHULZ
	BMWED	
ASF	JUSTIN	BLANKENSHIP
AF-SE	DENNIS	ALBERS
AF-SE	PETE	AMARO
AF-SE	JEFFREY	FINCH
AF-SE	DAVID L.	JOHNSON
AF-SE	HENRY	KUBENA
AF-SE	KENT	MALZNER
AF-SE	RODOLFO	RAMIREZ
AF-SE	ANDREW	SHELTON
AF-SE	BRIAN	THIES
AF-SE	NATE	TRAWICK
AT&SFF	JEFFERY L.	FRY
AT&SFF	WILLIAM	KOK JR.
AT&SFF	SHANE	LINDSEY
AT&SFF	RANDY S.	LUNOW
BURNOR	ROD	ENGLESON
BURNOR	TIM	GILLUM
BURNOR	JOHN	MOZINSKI
BURL	RANDY S.	ANDERSON
BURL	GEORGE L.	LOVELAND
BURL	STACI R.	MOODY-GILBERT

FIRST DAY—MORNING SESSION

Affiliate	First	Last
CRSD	JAMES	PERRY
CRSF	JESSE J.	DEWE
CRSF	JASON E.	GRAHAM
EJ & ESD	JOHN	WERR
ICGF	HAYWARD JUNE	GRANIER
NE	GERALD	WELLS
PENN	JED	DODD
PENN	MIKE	RAGARD
PENN	STEVE	STEARN
SOU	RICKY N.	CHAMBERS
SOU	MARCUS	HOOD
USDW	TONY	CARDWELL
USDW	MIKE	HALLGREN
USDW	ANDREW	MURPHY
USDW	GALEN	OWEN
USDW	RENNE	PEREZ
USDW	BRIAN	RUMLER
WCSD	JOE	LETIZIA
	GCC	
CENT	ROBERT	BRACE
EAST	MATT	UNDERWOOD
100M	KEVIN	LOGAN
119B-43B	MARY	DEGRATTO
128N	JEFF	HARPOLD
135C	JASON	MILLER
14M	KURT	FREEMAN
16N	JOSEPH L.	INEMER JR.
17M	JEREMY	MYGRANT
197M	ROBERT	KELLY
1B	ALLEN	OLSEN
1C	MELVIN	PRAILOW
1L	ANTHONY	CAIFANO
1M	JIM	LONGERBONE
2/289M	STEVEN	NOBLES
235M	MICHAEL	MITCHEM
24M	CHRISTOPHER V.	LANG III
27C	TOM	GIPP
285M	WILLIAM	TULL
2N	JOHN	HEFFERNAN
388M	JOHANNANDO	AGUILERA
388M	TWILLA	LEONARD
388M	MIKE	MADDOCK
388M	JOHN	QUIMBY
388M	JOE	RANDO
388M	EMANUEL	RICCI
3N	STEPHEN T.	SULLIVAN
415S	VIJAY K	GHAI
4535M	FRANK	MONREAL
458M	PAUL A.	MANCILLAS, JR
4C	JOHN	FOSTER
503M	MICHAEL	STAFFORD
507S	CHANTA	JONES
508M	CHRISTOPHER A.	HANCOCK
518M	JOHN C.	HIGGINS
527S	RALPH M.	MEERS
541S	DEMECIO R.	VIGIL
546M	ISRAEL	CASTRO
555M	GAETAN	CAJOLAIS
568M	JOHN	DORSEY
571M	MICHAEL	WOHLHUETER
577M	PERRY	KETTNER
600M	STEPHEN	MCGRATH
625S	CHARLES	ROE

FIRST DAY—MORNING SESSION

Affiliate	First	Last
6505M	MICHAEL A.	CONGEMI
705S	STANLEY	MAURER
713S	PETER	WOODLAND
72C	PAUL	ATWILL
735S	DOMINIC	DESPIRITO
747M	MICHAEL	FLOYD
77P	RICHARD	GRISSOM
TCRC		
BLET	RUSS	ARCHIBALD
BLET	PAUL	BOUCHER
BLET	NANCY	DREW
BLET	DOUG	EDWARD
BLET	GREG	EDWARDS
BLET	CHRISTOPHER	FRIESE
BLET	JEAN-MICHEL	HALLE
BLET	VERONICA	LINKLETTER
BLET	HARVEY	MAKOSKI
BLET	ALAN	MCDAVID
BLET	RICHARD	MOFFAT
BLET	CORRINE	O'BRIEN
MWED	GARY	DOHERTY
MWED	BRUCE	FIRLOTTE
MWED	DALE	KUGYELKA
MWED	WADE	PHILLIPS

NON-VOTING DELEGATES

Joint Council		
3	Denver, CO (1)	
7	San Francisco, CA (1)	
9	Ashville, NC (1)	Richard Maxwell
10	Manchester, NH (1)	
13	St. Louis, MO (1)	
16	New York, NY (1)	
18	Albany, NY (1)	
25	Chicago, IL (1)	John T. Coli
26	Cincinnati, OH (1)	Randall Verst
28	Tukwila, WA (1)	
32	Minneapolis, MN (1)	
36	Vancouver, BC, CN (1)	Catherine Gastaldello
37	Portland, OR (1)	
39	Milwaukee, WI (1)	
40	Pittsburgh, PA (1)	
41	Valley View, OH (1)	Travis Bornstein
42	Pamona, CA (1)	
43	Detroit, MI (1)	
46	Buffalo, NY (1)	
52	Mississauga, Ont, CN (1)	
53	Philadelphia, PA (1)	
55	Washington, DC (1)	Franklin B. Myers
56	Kansas City, MO (1)	
58	Houston, TX (1)	Robert Mele
62	Baltimore, MD (1)	
69	Indianapolis, IN (1)	Mackie Johnson
73	Springfield, NJ (1)	
75	Tampa, FL (1)	
80	Dallas, TX (1)	
83	Richmond, VA (1)	
87	Jackson, MS (1)	W.C. Smith, III
90	Calgary, Alb, CN (1)	
91	Anjou, Que, CN (1)	
94	Louisville, KY (1)	

Conference Delegates

Teamsters Canada (1)
 Missouri-Kansas-Nebraska Conference of Teamsters (1)
 New York State Conference of Teamsters (1)
 Ohio Conference of Teamsters (1)
 Pennsylvania Conference of Teamsters (1)

Officers

James P. Hoffa, General President
 Freddie Simpson, Vice President
 Gordon Sweeton, Vice President
 George Tedeschi, Vice President

**REPORT OF THE
RULES COMMITTEE**

COMMITTEE CO-CHAIRPERSON LENNOX: Brothers and sisters, the Rules Committee hereby submits, unanimously recommends the adoptions of the rules attached to the Committee report for the duration of the 29th International Convention.

The rules recommended for adoption are, for the most part, identical to the rules which governed the 28th International Convention. The few minor changes are detailed in the Committee report which appears immediately following the index of the rules.

COMMITTEE CO-CHAIRPERSON O'DONNELL: One very important rule, however, has not changed. That is Rule 19 relating to the procedure for delegates to speak in favor or against questions which come before the Convention. Any delegates wishing to speak on a question under debate shall announce his or her name and local union number. The delegate shall speak for no more than two minutes and confine his or her remarks to the question under the debate. It is very important the delegates follow Rule 19 instructions regarding which microphones to speak from. A delegate speaking in favor of a question under debate must use even-number microphones, while delegates speaking against a question under debate must use odd-numbered microphones.

COMMITTEE CO-CHAIRPERSON ROBERTS: It's very important that the delegates adhere to the microphone designation laid out in Rule 19 in order to assure that the debate on questions before the Convention proceed with clarity and an orderly manner. Thank you very much.

And now I'll call on the reader, Bob Dalton, to read the rules.

DELEGATE JAY PHILLIPS, Local 396: Mr. Chairman, I make a motion that we suspend the reading of the Rules report.

GENERAL PRESIDENT HOFFA: Is there a second to that motion?

DELEGATE SEAN P. HARREN, Local 986: I second that motion.

GENERAL PRESIDENT HOFFA: Okay. There is a motion and a second to suspend the reading of the rules. The rules are quite long. We will provide

copies to everybody here if they want them. There being a motion to suspend the rules—or not to read the rules, and it's been seconded. We're going to vote on that right now.

All in favor, signify by saying aye.

Anybody opposed?

It is carried; therefore, we will not read the rules, and I think that ends our business today. And thank you very much.

As I say, the rules are available. They're quite lengthy, and everybody can get a copy if you want one.

Okay. Let's have a motion to adopt the rules. We've done all this. Let's have a motion.

Mike 2.

DELEGATE WILLIAM COLI, Local 727: Mr. President, I move we adopt the rule.

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

DELEGATE MICHAEL G. MELONE, Local 700: Mr. President, I second the motion.

GENERAL PRESIDENT HOFFA: We have a motion and second to adopt the rules. Any debate?

None being heard, all those in favor, signify by saying aye.

Anybody opposed?

The rules are adopted. Very good. Thank you.

...The following rules were adopted by the convention:

2016 CONVENTION RULES

Rule 1. The General President of the International Union shall be the Permanent Chairman of the Convention; he may designate a Temporary Chairman to open the Convention. He may delegate all or any part of his duties as Chairman during all or any part of any session to suit his convenience. The Permanent Chairman may appoint a Parliamentarian to whom all disputed questions of procedure shall be referred. The Parliamentarian's decision, if adopted by the Chairman, shall become the ruling of the Chairman. The Permanent Chairman shall determine the order of Convention business.

Rule 2. The Convention shall be called to order at 9:00 a.m., adjourn at 12:30 p.m., reassemble at 2:00 p.m., and adjourn no later than 5:00 p.m. each day. The Chairman may extend the length of session time, if he deems it necessary to conduct Conven-

FIRST DAY—MORNING SESSION

tion business, by changing the foregoing scheduled times for call to order, reassembly and adjournment.

Night sessions shall be held when recommended by the General Executive Board, in order to expedite the work of the Convention; when such night sessions are held, they shall be for such period of time as the General Executive Board may determine. On the second, third, or fourth days of the Convention, no night session shall be called to order prior to 8:30 p.m.

Each of the morning, afternoon, and night sessions shall constitute separate sessions of the Convention.

Rule 3. The first order of business during the morning session of the first day of the Convention shall be the adoption of the Report of the Credentials Committee.

Rule 4. The second order of business during the morning session of the first day of the Convention shall be the adoption of the Report of the Rules Committee.

Rule 5. The first order of business during the afternoon session of the first day of the Convention shall be the consideration of the initial Report of the Constitution Committee.

Rule 6. An order of business during the morning session of the second day of the Convention shall be the placement by credentialed delegates from the floor of the Convention into nomination, and the seconding of such nominations by credentialed delegates, of candidates for the At Large International Vice President positions.

Rule 7. An order of business during the morning session of the second day of the Convention shall be the placement by credentialed delegates from the floor of the Convention into nomination, and the seconding of such nominations by credentialed delegates, of candidates for the three (3) International Trustee positions.

Rule 8. Immediately following the adjournment of the afternoon session of the second day of the Convention, delegates credentialed by the Election Supervisor shall, by secret ballot, vote to nominate candidates to run for At-Large International Vice President positions and the three (3) International Trustee positions from those receiving and accepting floor nominations during the morning session of the third day of the Convention.

Rule 9. An order of business during the morning

session of the third day of the Convention shall be the placement by credentialed delegates from the floor of the Convention into nomination, and the seconding of such nominations by credentialed delegates, of candidates for the Regional International Vice President positions.

Rule 10. Immediately following the adjournment of the afternoon session of the third day of the Convention, delegates credentialed by the Election Supervisor shall, by secret ballot, vote to nominate candidates for the Regional Vice President positions from those receiving and accepting floor nominations during the morning session of the third day of the Convention.

Rule 11. An order of business during the morning session of the fourth day of the Convention shall be the placement by credentialed delegates from the floor of the Convention into nomination, and the seconding of such nominations by credentialed delegates, of candidates for the General President position.

Rule 12. The next order of business after the nomination of the candidates for the General President position during the morning session of the fourth day of the Convention shall be the placement by credentialed delegates from the floor of the Convention into nomination, and the seconding of such nominations by credentialed delegates, of candidates for the General Secretary-Treasurer position.

Rule 13. Immediately following the adjournment of the afternoon session of the fourth day of the Convention, delegates credentialed by the Election Supervisor shall, by secret ballot, vote to nominate candidates to run for the General President and General Secretary-Treasurer positions from those receiving and accepting floor nominations during the morning session of the fourth day of the Convention.

Rule 14. Lot drawings for ballot position for candidates nominated from the floor for each of the International Officer positions will be held immediately following the close of nominations for that position, at a time and location to be announced at the Convention. Candidates and their observers may be present for the drawing.

Following the lot drawing, the Election Supervisor will print, in a location to be announced, the ballots for that day's nomination voting. The Election Supervisor will maintain exclusive control of the printing of the ballots and custody of the printed

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ballots and will transport the printed ballots to the designated voting locations immediately before the start of the voting, subject to the rights of observers as described in Rule 16 below.

Rule 15. Voting will take place at a site in the Grand Ballroom area at Bally's set aside for that purpose ("the voting area") on the second, third and fourth days of the Convention from 5:00 p.m. to 7:00 p.m. During these voting periods, as well as during the time before and after the voting periods necessary to prepare and break down the voting area, the voting area will be within the exclusive control of the Election Supervisor, subject to the right of observers as described in Rule 16 below. Voting will be according to the following schedule:

Tuesday, June 28, 2016:

Floor Nominations and Nomination vote for all at-large Vice Presidents and three Trustees

Wednesday, June 29, 2016:

Floor Nominations and Nomination vote for regional Vice Presidents

Thursday, June 30, 2016:

Floor Nominations and Nomination vote for general Secretary-treasurer and General President

Only properly credentialed delegates will be permitted to vote. The Election Supervisor and his staff will identify and check each delegate voter as they enter the voting area. Delegates will be identified by their official IBT convention delegate photo-badge and such other identification as may be required by the Election Supervisor.

Each credentialed delegate will vote by secret ballot and individually deposit his or her secret ballot into secure ballot boxes. The ballot boxes will be under the sole and exclusive control of the Election Supervisor, subject to the right of observers as described below.

Following the closing of the polls, the Election Supervisor will secure the voting area and permit only his staff, candidates and/or their observers, and credentialed representatives of the news media to be inside the voting area. Voted ballots will be counted by means of mechanical or electronic counting devices. The Election Supervisor will announce the official results after the count is completed each day, at approximately 8:00 p.m., in the Election Supervi-

sors Office. The announcement is open to IBT members, members of the press and others as may be permitted by the Election Supervisor. Election results will be posted on the Election Supervisors website and on the bulletin board at the Election Supervisors office at Bally's.

Rule 16. Candidates or their observers have the right to be present and to observe each and every phase of the convention nomination procedure, including all lot drawings and the printing, storage and transportation of ballots. Observers must be members of the IBT.

Observers must have written authorization from a candidate to act on that candidate's behalf. A copy of an observer form is available online at www.ibt-vote.org as Form 25.

Candidates cannot serve as observers during the secret ballot voting. Candidates may serve as observers during the ballot count.

The Election Supervisor may limit the number of observers permitted for each candidate where space limitations or other considerations require. The Election Supervisor will eject anyone who interferes with the orderly processing of any part of the nomination, lottery or secret ballot voting procedure or who fails to follow the instructions of the Election Supervisor or his representatives.

Observers may challenge the eligibility of a delegate to cast a ballot. If a challenge cannot be resolved to the satisfaction of the Election Supervisor, his representatives and the observers before the delegate is to vote, the delegate will cast a challenged ballot. The Election Supervisor or his representatives will not honor meritless challenges. Challenged ballots will only be resolved if they may affect the outcome of any nomination.

Rule 17. An order of business during the morning session of the fifth day of the Convention shall be the acceptance by candidates for General Secretary-Treasurer and General President of nominations resulting from the secret ballot nomination votes. The acceptance by candidates for General President will occur first, followed by acceptance by candidates for General Secretary-Treasurer. The order will be determined by the number of votes received, with the candidate receiving the highest number of votes speaking first.

Those candidates successfully nominated by se-

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cret ballot voting for the office of General President may address the Convention for no more than twelve (12) minutes; those candidates successfully nominated for the office of General Secretary-Treasurer may address the Convention for no more than eight (8) minutes.

Candidates for General President and General Secretary-Treasurer may pool their time. Candidates for General President or General Secretary-Treasurer may also yield time to successfully nominated candidates for International Vice President or Trustee aligned with them, provided that such time is yielded in blocks no smaller than four (4) minutes. Any candidates intending to pool their time or yield time to other aligned, successfully nominated candidates must inform the Election Supervisor no later than 4:00 p.m. on the fourth day of the Convention. Aligned nominated candidates who combine their acceptance speeches may make their presentations before the acceptance speeches of nominated candidates for General President who do not combine their time. If two or more groups of aligned candidates determine to pool their time, the order of presentation will be determined by lot drawing at 8:00 a.m. on the fifth day of the Convention. The place of the lot drawing (if necessary) will be posted to the Election Supervisors website at or before 4:30 p.m. on the fourth day of the Convention on a bulletin board located at the Office of the Election Supervisor's designated space.

Rule 18. No motion to adjourn shall be entertained by the Chair between the hours stated in Rule 2, while there is any business upon which the Convention can act or while the nominations provided for in Rules 6, 7, 9, 11, and 12 are in progress. No motion to adjourn the Convention sine die shall be entertained at any time prior to the certification by the Election Supervisor of the nomination of at least one candidate for General President, one (1) candidate for General Secretary-Treasurer, one (1) candidate for each of the constitutionally mandated At - Large International Vice President positions, one (1) candidate for each of the Regional International Vice President positions and three (3) candidates for International Trustee.

Rule 19. Each delegate who rises to speak shall respectfully address the Chair, shall announce his or her name and the number of the delegate's subordi-

nate body affiliation, shall speak not more than two (2) minutes and shall confine his or her remarks to the question under debate. The Chair will designate multiple microphones for delegates who rise to speak. Even-numbered microphones shall be used by delegates speaking in favor (pro) of a question under debate, and odd - numbered microphones shall be used by delegates speaking against (con) a question under debate.

In the event a delegate wishes to do any of the following:

- * amend a pending motion;
- * propose a Constitutional amendment that was not recommended by the Constitution Committee; or
- * propose a Resolution that was not recommended by the Resolution Committee, then the delegate and those supporting the amendments or substitute proposal shall speak from odd-numbered microphones. Those delegates opposing the substitute proposal and supporting the original pending motion or the recommendation of the Committee shall speak from the even-numbered microphones.

Rule 20. The Convention chair will designate microphones at multiple locations on the Convention floor which will be used by delegates choosing to nominate candidates for International union office, delegates choosing to second candidates for International union office and candidates accepting such floor nominations.

The following shall apply to nomination, seconding speeches. Candidates for General President, General Secretary-Treasurer, International Vice President and International Trustee shall be limited to a single nominator and a single seconder. A delegate nominating a candidate for International Vice President or International Trustee shall not speak for more than two (2) minutes and a delegate seconding a nomination for those offices shall not speak for more than one (1) minute. A delegate nominating a candidate for General President or General Secretary-Treasurer shall not speak for more than five (5) minutes and a delegate seconding a nomination for those offices shall not speak for more than two (2) minutes. A member nominating or seconding a candidate may state that the candidate is being nominated, or that the candidate's nomination is being

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seconded, as a member of a slate and may identify such slate by name.

At the conclusion of the nominations each day of the announced candidates who participated in the lot drawing, the Convention chair will call for nominations from the Convention floor. Candidates nominated from the floor must receive at least five percent of the delegate votes cast from the relevant set of delegates credentialed by the Office of the Election Supervisor to be successfully nominated: a candidate for union-wide office must receive five percent of the votes cast by all the voting delegates, and a candidate for a regional union office must receive five percent of the votes cast by the voting delegates from that region. In calculating the whole number of votes needed for nomination, any fraction will be rounded to the next larger whole number.

To be eligible to be a candidate for IBT International union office, a member nominated from the floor to run for any International officer position must meet the following Eligibility Criteria:

1. Be a member in continuous good standing of his/her local union, with dues paid to the local union for a period of twenty-four (24) consecutive months prior to the month of nomination for said position, with no interruption in active membership due to suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments;

2. Be employed at the craft within the jurisdiction of the local union for a period of twenty-four (24) consecutive months prior to the month of nomination; and

3. Be eligible to hold office if elected;

4. Candidates nominated from the floor for Regional Vice President must meet the above requirements and be a member in continuous good standing for a period of twenty-four (24) consecutive months prior to the month of nomination of a local union within the jurisdiction of the region for which the position is sought.

Before the lot drawings for ballot position, the Election Supervisor will verify the eligibility of all candidates nominated from the floor to run for any International officer position with respect to Eligibility Criteria (1) and (4) above. The Election Supervisor may verify the eligibility of all candidates nominated from the floor to run for any International officer position with respect to Eligibility Criteria

(2) and (3) above. The Election Supervisor will abide by all decisions of the Independent Review Board and the United States District Court for the Southern District of New York and observe the disqualification requirements of the Labor Management Reporting and Disclosure Act.

Members intending to seek nomination at the convention are encouraged to notify the Election Supervisor of their intent well in advance of the convention, so that the Election Supervisor may make eligibility determinations in sufficient time so as not to delay the nomination process.

Rule 21. Should two or more delegates rise to speak at the same time, the Chair shall decide who is entitled to the floor, and his decision shall be final. However, during the nominating sessions, the Chair shall recognize the nominator and seconder(s) pre-designated by a candidate, if the candidate has chosen to do so.

Rule 22. No delegate shall interrupt another while speaking, unless to call the delegate holding the floor to a point of order through the Chair. The delegate speaking shall, at the request of the Chair, be seated until the question of order is decided. If permitted, the delegate having the floor may proceed.

Rule 23. A delegate shall not speak more than once on the same subject or question, unless by unanimous consent of the Convention. This rule shall not apply to Chairpersons of Committees. They shall be allowed the privilege of speaking last on the question.

Rule 24. The following motions shall have precedence in the following order: First, to adjourn; second, to close debate; third, to lay on the table; fourth, to postpone indefinitely; fifth, to postpone to a definite time; sixth, to refer; seventh, to amend. The first three shall be decided without debate.

Rule 25. A motion shall not be subject to debate until it is seconded and stated from the Chair.

Rule 26. If proper motion to amend a motion has been made, the question on the amendment shall be put first; if more than one amendment has been offered, the question shall be put as follows: (1) amendment to the amendment; (2) amendment; (3) original proposition.

Rule 27. When a question is postponed indefinitely-

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ly, it shall not be called up again, except upon a majority vote of the delegates present and voting.

Rule 28. A motion to lay on the table shall be put without debate. The resolution or motion may be removed thereafter from the table only by a majority vote of the delegates present and voting.

Rule 29. A motion for reconsideration on any matter, except amendments to the Constitution, may be entertained only at the session during which the matter was considered, and then only if made by a delegate who voted with the majority. A majority vote of the delegates present and voting is required for reconsideration.

Rule 30. Any proposed amendments to the Constitution which have not been submitted to the Constitution Committee shall be submitted to the Chairman or his designee at the designated Convention Office after adjournment of sessions each day, not later than 10:00 a.m. of the day preceding the day when such amendment is eligible for consideration. All such amendments shall be referred to the Constitution Committee for review in accordance with the rules of procedure under which the Committee has been operating.

Amendments previously submitted to the Constitution Committee, but not printed with the recommended changes by the Committee, may be presented from the floor as amendments to the recommendations of the Committee, or as substitutes for the Committee's recommendations, and considered by the delegates in accordance with the rules of order. Amendments to sections and articles that have been acted upon by the Convention shall not be reconsidered by the Convention, except upon two-thirds vote of the delegates present and voting for such reconsideration, at that session during which the section or article was acted on.

Rule 31. In the event of the inability of any delegate to attend the sessions on any day of the Convention, an alternate delegate credentialed by the Election Supervisor shall substitute in the order provided for in Article II, 13(b) of the Rules for the 2015-2016 IBT International Union Delegate and Officer Election ("Election Rules").

Rule 32. A motion to close debate, if supported by a majority vote of the delegates present and voting, shall be sufficient to put the motion or subject to a vote without further debate.

Rule 33. All resolutions must be presented in duplicate form, bearing the name of the delegate and the subordinate body affiliation, and presented to the General President, who shall assign them to the proper Committee. Such resolutions must be filed by no later than the end of the proceedings of the second day of the Convention. Afterward, it shall require the unanimous consent of the Resolutions Committee.

Resolutions previously submitted to the Resolutions Committee, but not printed with the recommendations of the Committee may be presented from the floor as amendments to the recommendations of the Committee, or as substitutes for the Committee's recommendations, and considered by the delegates in accordance with the rules of order. Resolutions and amendments to resolutions that have been acted upon by the Convention shall not be reconsidered by the Convention, except by two-thirds vote of the delegates present and voting for such reconsideration, at the session during which the amendment or resolution was acted upon.

Rule 34. There shall be no roll call votes at the Convention.

Rule 35. When a yea or nay vote is being taken, or a standing vote, or a vote taken by show of hands, the Chair shall not vote, except when the vote is a tie. Only then shall the Chair cast the deciding vote.

Rule 36. If the Chair is in doubt on a voice vote, or if a division of the house is called for by motion duly made, seconded, and supported by at least 200 delegates before the Convention has passed on to the next matter, the house shall divide as follows:

Those in the affirmative of the question shall first rise from their seats, and then those in the negative; if the Chair still doubts, or a count is requested by at least 200 delegates, and it appears to the Chair that such request is not frivolous, the Chair shall name tellers from each side of the question to count the delegates in the affirmative and negative. The tellers shall report to the Chair, who shall state the decision.

Rule 37. No motion or resolution shall be acted on without an opportunity being given to the delegate introducing it to speak on it, if the delegate requests. This privilege also applies to each Chair of a Committee.

Rule 38. If any delegate is called to order by the

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Chair, and refuses to obey such order, the delegate shall be excluded from that session, and may be excluded from all remaining sessions of the Convention, except that no delegate may be excluded from the nominating sessions on the second, third and fourth days of the Convention.

Rule 39. Any delegate using threatening or improper language or behavior on the floor of the Convention Hall shall be called to order by the Chair. Should a repetition of such action occur, the Chair shall request the delegate to leave the Hall, provided that no delegate shall be requested to leave the Hall during the nominating sessions on the second, third and fourth days of the Convention.

Rule 40. All delegates shall be allowed to vote in accordance with their consciences. Any person using intimidation, threats, or force in endeavoring to make a delegate vote contrary to his or her wishes shall, if discovered, be prevented from voting on the question at issue, provided, however, that no delegate may be prevented from voting on the nominations of International Vice President, General President, General Secretary-Treasurer, or International Trustees. If the offense is repeated, the delegate shall be precluded from voting further in the Convention, provided, however, that no delegate may be prevented from voting on the nominations of International Vice President, General President, General Secretary-Treasurer, or International Trustees. Any delegate using indecent remarks, threatening language, etc. against a delegate who has voted on any question shall, upon sufficient proof being brought to the General Executive Board, be ejected from the Convention, provided, however, that no delegate may be prevented from attending the nominating sessions on the second, third, and fourth days of the Convention.

Rule 41. This Convention will be open to the Press, Radio and TV., except when otherwise ordered or qualified by a session of the Convention, or by the Chairman. Guests, wearing official Convention badges shall be admitted to an area designated by the General President. Delegates, alternate delegates and guests shall be presented with badges by the General Secretary-Treasurer and shall at all times, when visiting the Convention, wear such badges as a mark of recognition.

Guest privileges may be revoked, and their continued presence and attendance prohibited, should

they engage in loud or improper language, ignore requests to restore order, or seek to interfere in any way with the business of the Convention, including the nominations and seconds from the floor for International Vice Presidents, General President, General Secretary-Treasurer, or International Trustees, or the voting on motions or resolutions.

Rule 42. Only delegates whose elections have been certified and to whom credentials have been issued by the Election Supervisor may remain on the floor of the Convention during the floor nomination of International Union Officers. Delegates who have not been issued credentials must leave the floor prior to the commencement of floor nominations. This means that International Union officers and Joint Council Delegates who have not been elected as delegates from their local unions and issued delegate credentials must leave the floor prior to the commencement of floor nominations. Delegates who do not have credentials issued by the Election Supervisor may observe the nomination proceedings from the guest seating area.

Rule 43. Each candidate for International Vice President, International Trustee, General President, and General Secretary-Treasurer must be nominated from the floor by a credentialed delegate to the Convention and one (1) credentialed delegate must second the nomination from the floor.

Candidates must accept or decline floor nominations at the time made or, if absent, by written acceptance filed with the Election Supervisor before the close of nominations for the office for which the candidate seeks nomination. A written acceptance shall state the name of the candidate, the office to which nomination is accepted, provide the candidate's full social security number, and shall be signed by the candidate. In accepting a floor nomination, a candidate may state that he/she is seeking nomination as a member of a slate and may identify it by name. This must be a statement of acceptance, not an acceptance speech.

Candidates must accept nominations resulting from the secret ballot nomination voting in person during the morning session of the fifth day of the Convention or, if absent, by written acceptance previously filed with the Election Supervisor.

No candidate shall accept a floor nomination for both the General President and General Secre-

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tary-Treasurer positions. No candidate having been nominated to the office of Trustee may, thereafter, accept floor nomination or secret ballot nomination for any other International Union office. No candidate shall accept a floor nomination as a candidate for more than one (1) of the International Vice President positions. No candidate shall accept nomination resulting from the secret ballot nomination vote for more than one (1) International Union Officer position.

All nominations, seconds of nominations and acceptances shall be made in accordance with the time limitations contained in Rule 17 and Rule 20.

Any potential candidates should advise the Chair and the Election Supervisor, in writing, at the time of the lot drawing on June 26, 2016, of the delegate or delegates who will nominate and/or second such candidate's nomination.

Any potential candidates are strongly encouraged to notify the Election Supervisor of their intent well in advance of the Convention, so that the Election Supervisor can make all eligibility determinations in sufficient time so as not to delay the nomination process at the Convention.

It is important that candidates notify the Election Supervisor of their intent to run by the time of the lottery on Sunday, June 26, 2016, if they wish to participate in the drawing.

Rule 44. There shall be no use of mechanical or electronic voice amplification equipment in the Convention Hall or in the premises adjoining the same in connection with nominations, elections, or any other business which may come before the Convention.

Rule 45. Demonstrations on a candidate's behalf will only be allowed following the floor nomination of each candidate nominated for General President and General Secretary-Treasurer. Demonstrations shall not exceed ten minutes for each nominated candidate. The Election Supervisor reserves the right to shorten or otherwise limit the duration of demonstrations.

Only certified and credentialed delegates will be allowed to participate in demonstrations on the Convention floor.

Rule 46. During the time the Election Supervisor is conducting nomination voting, electioneering and campaign activity will not be allowed in or around the voting areas. This prohibition includes distribu-

tion of campaign literature and the wearing of personal campaign items, including articles of clothing, buttons, hats and the like.

The IBT exhibit hall (Champagne Ballroom at Paris), the convention floor (Paris Ballroom at Paris), and during convention registration, the Grand Ballroom at Bally's, are politically neutral locations: that is, displays of campaign material, signs, banners or similar items promoting the candidacy of anyone are prohibited in these areas. The Election Supervisor reserves the right to declare areas adjacent to these areas politically neutral as circumstances require. Campaign material, signs, banners similar items may only be displayed or distributed on the convention floor during the floor demonstrations permitted by Rule 45 above. Distribution of literature supporting or opposing the candidacy of anyone is prohibited. This prohibition does not extend to the wearing of individual items of clothing or campaign paraphernalia such as hats, buttons and t-shirts. However, any person staffing an exhibit booth, or otherwise serving in some official capacity on behalf of the IBT or an affiliate, cannot wear or display any campaign items, clothing or paraphernalia.

Rule 47. All procedural rulings of the Chair, which are not successfully challenged during the session when made, shall become final and not subject to challenge after adjournment of the session.

Rule 48. A delegate from more than one subordinate body may cast only one vote on any issue before the Convention.

Rule 49. An appeal may be made from any decision of the Chair, but can be made only at the time the ruling is made. The appeal, if seconded, shall be put for voice vote only on the question: "Shall the decision of the Chair be sustained?"

Rule 50. These Rules may be suspended by a majority vote, or they may be amended or rescinded by a two-thirds vote of the delegates seated, present, and voting at any session, provided, however, that no such suspension, amendment, or rescission may affect Rules 6, 7, 8, 9, 10, 11, 12, 13 or 14 or the provisions of Rule 15 concerning adjournment of the Convention sine die. No such suspension, amendment, or rescission shall affect any prior actions of the Convention.

(Applause)

The aim of Let's Get America Working Cam-

paign is to restore the middle class. We're fighting for policies that will create and maintain good jobs with wages and benefits across this country so people can raise a family with proper security.

Take a look at this video about putting America back to work.

... A video was presented to the delegates.

(Applause)

GENERAL PRESIDENT HOFFA: Everyone that works deserves to have a fair shot at the American Dream, not just a few elite people. And here to talk about that today and restoring the American Dream is Mike Scott, President of Local 769 in North Miami, Florida.

Come on up, Mike.

(Applause)

DELEGATE MIKE SCOTT
Local 769
North Miami, Florida

For far too long our government infrastructure investment has taken a back seat to corporate tax breaks. It has left our nation's transportation, energy, and water systems in shambles.

Those tax breaks have allowed the jobs being shipped abroad and working people in the United States struggle. This is not what our country should be about. America workers deserve a pathway to the middle class. It's time Congress did their job and invested in our people.

That's why the Teamsters rolled out Let's Get America Working platform last year. By investing in our infrastructure we're investing in our workers and our economy. These are jobs that can't be outsourced.

My home state of Florida ranks near the bottom on transportation infrastructure spending. This is not going to get it done. This is not a Democratic issue, it's not a Republican issue, it's an American issue.

Lawmakers must put current and future generations of workers in a position to succeed in the workforce. Workers need access to good jobs and skilled training.

There was a time when building infrastructure and improving jobs and training and education for our workers wasn't a partisan issue. It was an American value, something we could all support, but our government is broken. Partisan bickering has re-

placed finding solutions. The infrastructure presents an opportunity to break the political gridlock.

We've seen lawmakers on both sides of the aisle talk about the need for this type of investment. Now it's time to make it happen. The Teamsters must work with Democrats and Republicans to advance our goals.

Republicans and Democrats have to work together to do what's right for this country. Our nation's roads, bridges, and mass transit systems are crumbling. Most Americans use these systems every day, including hundreds of thousands of Teamsters.

Our nation's failure to maintain and improve our infrastructure is costing Americans more and more. The Congressional Budget Office suggests that it would take an additional \$13 billion a year just to improve our roads; but paying for it is the problem.

The Teamsters demand that Congress fully fund transportation infrastructure improvements. Congress should tax repatriated corporate cash held overseas. If big business wants to leave the United States, it's time we made them pay for it.

When it comes to energy, a comprehensive energy plan is needed. It should promote energy independence by upping domestic production of oil and natural gas. We also need to invest in renewables, such as clean coal technology, solar and wind power.

Additionally, our nation's power grid and energy delivery infrastructure is falling apart. And you can't discuss infrastructure without talking about Flint, Michigan, and their water crisis. This crisis shows us what goes wrong when you have an aging water infrastructure and little or no investment.

But undrinkable water is not just a problem in Flint. Just this month scores of Portland, Oregon, schools reported lead in their water, and the problem is only going to get worse without investment. The historic drought in the West demonstrates why a shortage of this essential resource threatens our agriculture, our environment, and our standard of living.

The lack of water supply demonstrates why lawmakers must look at solutions. These include significant improvement to our existing water infrastructure, as well as the construction of desalinization plants.

It's because of these needs that I stand in strong support of this union's Let's Get America Working program, and you should too. Now is the time for

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the U.S. to follow a new path that ensures future greatness.

The IBT has offered an agenda to help secure the future of Americans trying to provide a decent life for their families, as well as a better economy and a safer country.

Infrastructure jobs, unlike those in other sectors, again, can't be outsourced. Better pay will lead to more spending, improved quality of life; and that way we all win. It's now time for us to build, repair, and maintain America.

Thank you, Brothers and Sisters.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Mike. Great job.

Our job as union leaders are especially challenging in the right-to-work states. Keep up the good work.

During the course of this convention we discuss the increased importance of workers' solidarity across national borders. We all at times, along with our Canadian Brothers, have experienced devastating consequences of international trade that have rewarded corporations at the expense of our members and our workers.

The proposed Trans-Pacific Partnership only benefits big business. TPP would kill 130,000 American jobs, and it is expected to create minimal economic growth.

Decent jobs would be shifted to countries like Vietnam where workers are exploited and paid pennies per the dollar. During these times we must make sure that they do not erode our labor standards that we've worked so hard to build. They are a threat to the democracy and government accountability.

Now we'll hear from the International Trustee and Local 299, President Kevin Moore, who will tell us what's at stake with regard to the Trans-Pacific Partnership and other trade agreements. Let's hear it for Kevin Moore.

(Applause)

INTERNATIONAL TRUSTEE

KEVIN MOORE

President, Local 299

Detroit, Michigan

Thank you, General President. Good morning, Delegates, Guests.

Boy, that's a lot of red. That is a lot of red.

Good morning, Brothers and Sisters. I'm here to talk about trade, which is one of the most important issues before the Teamsters today.

For two decades the Teamsters Union has been the loudest voice in fighting bad trade deals. They're just job killers and a race to the bottom. Workers in the U.S. and around the world get screwed, while national multi-corporations keep getting richer and richer.

And this fight crosses partisan lines. It's a Republican and a Democratic issue. Bill Clinton was wrong on trade. George Bush was wrong on trade. Barrack Obama was dead-ass wrong on trade. He brought us TPP.

Between 1995 and 2015, in my home state of Michigan we lost 230,000 manufacturing jobs, jobs because of bad trade deals, and our home state is now right-to-work. Good paying union jobs aren't coming back, and that's criminal.

We've seen enough job losses, plant closings, communities being destroyed and ripped apart. The time is now, Brothers and Sisters, to rebuild our middle class.

Teamsters are for fair trade, not free trade, trade that creates jobs in America, trade that doesn't lower wages for working class men and women. We must defeat the Trans-Pacific Partnership. When U.S. negotiates trade deals, in its agreements it must put American workers first.

(Applause)

We cannot allow trade agreements to destroy the American manufacturing industry. The trickle-down effect for an economy is fewer jobs, means less tax revenue for our schools, to rebuild our infrastructure, and grow our communities. That's why the Teamsters and our allies are so outspoken when it comes to the opposition of TPP.

TPP is over 1,000 pages long. It was negotiated in secrecy; but when the document came out last year, it confirmed what the public's most fears were about this document. The deal was based on the U.S. and Korean trade deal that was implemented four years ago. Free traders tried to bullshit us once again that it would be a boon for the American economy. What a freaking joke.

The U.S. trade deficit in South Korea has more than doubled, and the auto industry has been severe-

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ly impacted. This is just the tip of the iceberg when it comes to TPP.

We've lost millions of jobs under NAFTA, and I truly believe we will lose millions and millions more under TPP. The jobs we sent to Vietnam, Brunei, Malaysia, and our friends in New Zealand, will destroy our American dairy industry. Countries will continue to manipulate their currency. It's like the supporters of TPP want us to lose.

More and more lawmakers are figuring it out and getting our message, both Republican and Democrat. They know the public is catching on to them. We've got to continue to lead the fight for bad trade deals.

And in closing, Brothers and Sisters, I stand before this podium, and I look out here, I see some of the greatest labor leaders in the world in this room today. It is time—

(Applause)

It is time that we come together and stand up to defeat bad trade deals, whether you're from California, New York, Michigan, Florida, Texas, Seattle, Washington, our Brothers and Sisters in Montreal, Canada, to Vancouver.

It is our problem, it is your problem. It is your family's future. So it's time that we fight and stand together to defeat TPP and any other bad trade agreement that they try to shove down our throat.

(Cheers and applause)

Brothers and Sisters, we can make a difference. Are you ready to fight?

... The Delegation shouted "Yes!"

Are you ready to fight?

... The Delegation shouted "Yes!"

Will you stand together with me?

... The Delegation shouted "Yes!"

Then get up out of your chairs. Let this place know that the Teamsters are in the house, and we're not going to take this shit anymore.

No TPP! No TPP! Let's hear it! No TPP!

... The Delegation shouted "No TPP!"

No TPP! No TPP!

God bless you, God bless the Teamsters. God bless you.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you, Kevin. Great job. Stopping these trade agreements is our major goal—and guess what—we've got the pol-

iticians on our side. We can stop it, and I think we've got it done.

Okay. Now I'd like to call on the Resolutions Committee to come forth. I want to call on Co-Chair Dave Dudas and Tommy Ratliff to come forward and give us a report. Dave and Tom will present the Committee's report and read our first Resolution. It's called—guess what—"Trade," just what we're talking about.

PARTIAL REPORT OF THE RESOLUTIONS COMMITTEE

COMMITTEE CO-CHAIRPERSON DUDAS: Good morning, Teamsters. Special good morning to Joint Council 41, 26, and the Bakery and Laundry Conference Members.

(Applause)

General President, General Secretary-Treasurer Ken Hall, my Brothers and Sisters, the Resolution Committee of the 29th International Convention submits the following resolutions with our recommendations: Approximately 50 proposed resolutions were submitted to this Committee from Teamster members, Local Unions, Joint Councils, and the International Departments.

Each resolution that was submitted was carefully studied and debated by this Committee. When appropriate, resolutions were consolidated with other similar submissions, as well as referred to other Convention Committees for input prior to final action by this Resolution Committee.

As this report demonstrates, this Convention will consider resolutions on key issues and matters of concern to Teamsters and their families.

The Resolution Committee wishes to express its thanks for the time and effort to all those who submitted resolutions to the Committee and participated in this process.

Lastly, I'd like to thank my Co-Chair, Tom Ratliff, and all the members of the Committee, the IBT Staff for their participation in this important process.

Also I'd like to give out special thanks to Lisa [Creighton]. Thank you.

COMMITTEE CO-CHAIRPERSON RATLIFF: Good morning, delegates, alternates, and guests.

Whereas, the Teamsters represent over 200,000 workers engaged in manufacturing and tens of thou-

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sands of workers, other workers involved in warehousing and distribution of manufactured goods that flow into global supply chains, often transported by Teamster members on the rails or the docks, in warehouses and freight distribution centers, and our members have a great stake in trade policy reform that grows the economy and keeps those jobs in the U.S.; and

Whereas, trade agreements based on the framework of the North American Free Trade Agreement, NAFTA, have resulted in nearly 2 million lost jobs; and

Whereas, since the enactment of NAFTA, the U.S. trade deficit has increased to over 700 billion; and

Whereas, trade agreements based on the framework of NAFTA have resulted in downward harmonization of international human rights, standards, and global environmental standards; and

Whereas, the pending trade agreements with 11 other countries in the Trans-Pacific Partnership, TPP, and the European Union, and the Trans-Atlantic Trade and Investment Partnership will continue this trend; and

Whereas, investment chapters and the TPP and the TTIP will give foreign investors rights to challenge U.S. laws, regulations, and even court decisions in the international tribunals that circumvent the U.S. judicial system; and

Whereas, the TPP is a docking agreement which other countries in the Pacific Rim area, including China, can join; and

Whereas, the TPP fails to include effective or enforceable disciplines on currency manipulation, such that any benefits that might otherwise accrue to our industries from lowered tariffs will be erased when TPP partners, present or future, adjust their currencies against the dollar; and

Whereas, continued enforcement against trading partners who violate international trade law, environmental, human rights, is necessary to level the playing field; and

Whereas, the future trade policies must focus on job creation in the U.S. based on a new framework for negotiating trade agreements;

Now, therefore, be it resolved, at this 29th International Convention that it is a moral and economic imperative that this country drastically reform the

trade policies to ensure working families' wages and benefits are not further eroded, that jobs are not continually sent offshore, that the right to organize and to bargain collectively be in any agreement, and that workers are free from exploitation;

And finally, be it resolved, that the International Brotherhood of Teamsters will continue to fight and lobby against any trade agreement that does not increase jobs in the U.S. and protect workers' rights.

(Applause)

COMMITTEE CO-CHAIRPERSON RATLIFF: I make a motion that this be adopted.

GENERAL PRESIDENT HOFFA: We've got a motion. How about a second?

Mike 2.

DELEGATE DAVID FROELICH, Local 987: Mr. Chairman, I am Secretary-Treasurer of Teamsters 987. I'm also the Dairy Division Director for Teamsters Canada. And I move to adopt this resolution. I also want to reserve time to speak on it.

GENERAL PRESIDENT HOFFA: What we really need is a second. Make that a second and then we'll let you speak. Okay?

DELEGATE FROELICH: Make it a second.

GENERAL PRESIDENT HOFFA: You got it.

Okay. Now that we've got a second, let's have some discussion. I think we should talk about the effects these different trade agreements have had on it.

Please, Brother, go ahead. Tell us your experience.

DELEGATE FROELICH: The jobs of North American Teamsters and other workers are being put at risk by horrible trade deals like the Trans-Pacific Partnership.

In Canada, Teamsters pick up milk from the farm gate. They work to produce milk and dairy products. They deliver them to retail and prepare shipments to wholesale clients. But they face an uncertain future because the TPP would permanently disrupt the dairy supply management system in Canada.

The TPP is a flawed agreement. It doesn't benefit North American workers. Instead, it jeopardizes their jobs and their futures.

Governments considering its enactment must weigh the common good of the public versus that of big business. If they did, they would never approve the TPP or most other trade deals. We must send a

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message to elected officials that the Teamsters won't stand for less jobs and lower pay.

This resolution does just that. We need to approve it now. Thank you.

GENERAL PRESIDENT HOFFA: Thank you, Brother.

Anybody else wish to speak?

Mike 2.

DELEGATE TODD MENDEZ, Local 683: Yes. Workers across the country have been devastated by the trade deals—

GENERAL PRESIDENT HOFFA: Please identify yourself and your local.

DELEGATE MENDEZ: Oh, Todd Mendez, Teamsters Local 683, San Diego.

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE MENDEZ: Yes. Workers across the country have been devastated by the trade deals that have already been enacted. That's why it's completely nuts that Congress is even considering the Trans-Pacific Partnership.

Teamsters bakery workers in Southern California have seen the industry jobs move to Mexico due to NAFTA. And the jobs of Local 683 dairy workers would be jeopardized by language in the TPP that would allow cheap imports to flood the American market.

In study after study, as well as media reports, it's been proven TPP won't create any new U.S. jobs. In fact, it would end up shipping tens of thousands of jobs overseas. Luckily, Democrats and Republicans in Washington are waking up to this fact. A vote on TPP won't happen until after the November election, if it happens at all.

By approving this resolution, we are telling our lawmakers to stand up for everyday Americans on trade instead of big business bullies.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much. Anybody else wish to speak?

Anybody else wish to speak?

I guess we've basically made comments already. Okay, now we're going to call for the vote.

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

Anybody opposed?

The resolution is passed. Thank you so much.

(Applause)

... Actor Terrence Howard addressed the delegates via video as follows:

TERRENCE HOWARD

Actor

Hello. This is Terrence Howard, plays Lucious Lyon on "Empire." Love to congratulate the Teamsters on your 29th International Convention that y'all do every five years. What in the hell are y'all doing that for?

(Laughter)

But I love you all. And I've got to give a special shout out to 727 and Mr. Casey, our captain. Right on.

(Applause)

GENERAL PRESIDENT HOFFA: Unfair trade agreements don't only affect private sector workers, they directly affect and threaten public service workers. These agreements encourage privatization, restrict governments' ability to regulate in the public interest and create new and powerful rights for large multinational corporations.

Our next speaker is a distinguished labor leader from Italy. Rosa Pavanelli is General Secretary of the Public Service International. The PSI is a global trade federation that represents 20 million workers, men and women, who deliver public services in 154 countries. We are one of the 669 unions that are part of this public service division and we are active participants in the PSI organization.

In September of '14, Rosa and I hosted a global trade summit at our headquarters in Washington, D.C. that was attended by labor leaders from 20 different countries. We developed a close partnership on trade and other important global issues.

It is my distinct pleasure to introduce the General Secretary of PSI, Rosa Pavanelli. Let's hear it for her. Give her a big Teamster welcome.

(Standing ovation)

ROSA PAVANELLI

General Secretary,

Public Services International

Good morning, everybody. *(Addresses the delegation in French and Spanish.)*

I'm very happy to be here. I want to thank General President Hoffa for inviting me to speak at the opening day of your Convention. I'm very honored to bring to you the solidarity message of the 20 mil-

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lion public service workers represented within PSI. They are all workers working both in public and private sectors, working to bring welfare and well-being to our community and making the life of citizens better every day.

I'm also happy to be here personally, because it reminds me of my youth. When I was a 19 young mother just graduated from the college and I was looking for a job. And being my father a unionist, he find the best way to find me a job. I started working in the small Teamster Union in my town. At that time we were fighting with the government to have regulation of the transport working conditions for Teamsters—overload, shift and all these things.

During that first six months of my experience there, the General Secretary had an accident, he died. And I was asked to keep on negotiating for our members. I started then my activities as a trade unionist. Four months later I was elected General Secretary of the Teamster in my town. So I feel home being here.

(Applause)

At that time we fought and we won and we have been—we were able to win over the government to conquer better conditions for our members. But then in the '80s there were the change. Europe opened the market to foreign companies and in the name of competition workers' rights reduced every day more.

When we heard the word "competition," we need to think this is something that's good for business, but is not good for workers. And the threat that we faced at that time is a threat that we continue to face with even more aggressiveness nowadays.

President Hoffa and you just passed a resolution where you clearly said that TPP is good for business but is bad for workers. It is good for corporate but is bad for unions. And this is what is happening everywhere. And it's not just the TPP. TPP is the first one of a new wave of trade agreement that are seeking to worsening the living conditions of millions of workers around the world and to curb the power of their union. It is the same for TISA, it is the same for the TTIP.

So what I wanted to tell you is that these trade agreements—we are not saying that we don't like these trade agreements because we are against trade. That's not true. We love trade when they help creat-

ing fair society, giving opportunity to create a new, decent, and sustainable jobs with decent working conditions with good wages.

(Applause)

But when we hear about opening the market because it will enhance competition, because it will help to grow the economy at the expenses of whom? We need to ask. And normally it is at the expenses of workers.

It's also a fact the capability of the state to deliver public services and to provide regulation on—to protect the general interests instead of the vested interests of a few corporations.

Just let me give you a few examples. There is one clause that is included in the TTIP, the trade investment agreement between the European Union and the United States. This clause is the so-called ISDS, is the Investment State Dispute System. That's a system that creates a carte outside of any national jurisdictions with private judges that will rule on conflicts between corporate and states.

Just to give you a few examples, the Czech Republic was condemned to pay \$355 million to a corporate, an amount of money that equaled their healthcare budget; and they were forced to cut the services for their citizens.

Another example, Ecuador is paying 1.1 billion to a U.S. company that equal 90 percent of all of the national budget for social welfare expenses.

And again, Philippines is due to pay 58 million against the Fraport, the Frankfurt airport operator, that is money with which they could have paid 12,500 teachers to make accessible school to everybody or paying 3,000,800 vaccinations against tuberculosis or polio or other disease.

And again, Philip Morris is suing Uruguay because it introduced a strict regulation on the consumption of tobacco.

Veolia, the giant of water privatization and environmental service is suing Egypt, because Egypt decided to increase the minimum wage, and this was not reflected in their agreement that they signed in the contract they signed with the government.

So we see these are all clauses that are designed to give to corporates powers that are not recognized to people, that are not recognized to citizens. This is affecting not only the quality of our work, not only the conditions of our work. This is affecting the

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democratic system altogether, giving power to those who want to protect their profit without taking care of the working conditions of people.

(Applause)

And I'm very happy to say that President Hoffa was the first to be mobilized against TPP and inviting me with many other leaders of trade unions around the world being able to lobby in the Congress and to present our opinion against the TPP.

And not only that, the Teamsters are a union that is strongly lobbying within the European Commission as well, and lobbying and mobilizing is producing success.

The European Union was forced to withdraw the proposal of the ISDS. They are changing. Is not a substantial change, but this means that they are ashamed to continue on the same path. We have been able to lobby and to have Uruguay and Paraguay to withdraw from the negotiation of the trade and services agreement. That is another big trade agreement that will affect our jobs and our quality of life.

But speaking about power of the corporation, let me just briefly introduce another argument that I think is crucial right now, and this argument is tax system. The tax system is broken. It's not working.

We face, we estimate, \$30 trillion hidden in tax havens. This is the result of tax evasions for many corporations, of pricing shifting of many corporations, and this is the result of tax avoidance. That means the authority given to corporates legally not to pay tax in many countries around the world.

Tax havens are not only in developing countries or in small islands lost in the oceans. The city of London is one of the biggest tax havens; Brunei, Luxembourg, Ireland, countries, important countries and rich countries are tax havens. And, you know, \$30 trillion are a lot of money that could make useless any talk about austerity, about financial crisis, about the need to reduce the cost on workers' social provisions, instead being used to provide quality public service, universal access to education for all, universal access to healthcare, universal access to water and sanitation that are still affecting a large part of the world.

This is a wrong world if corporates are given those rights and this is a wrong world when the majority of people lives with less than one percent of what all the

rest of the richest one percent is having. An accumulation of wealth that has no comparison in the past.

So it's a matter of money—no, it's not a matter of money. It's not a matter of profit. It's not a matter of getting richer and richer. It's a matter of power. And this is why corporates and business and the financial systems are trying to attack workers' rights and their trade unions. We are facing nowadays a strong attack all over the world on trade unions and on working conditions and trade unions.

President Hoffa just spoke about what it means right to work. Right to work means right to exploit workers, that's the reality.

(Applause)

And to exploit workers here and everywhere around the world. Even in the richest countries we are now facing attacks that we saw in the past only in the least developing countries, and this is wrong. It's happening from South Korea to Spain. It's happening from the U.S. to the U.K., and I think you listen tomorrow from Len McCluskey the strong attack that come at the government put against, in the past 12 months, against the trade union movement there. It's a global attack. And, brothers and sisters, we need to stand united if we want to win.

You have the Teamsters—since the foundation of your union, these very important words in your name, "International Brotherhood of Teamsters." I would add "Sisterhood" as well.

(Cheers and applause)

But this means solidarity and solidarity beyond the borders. I think this is the message that we need to send to the governments, to the politicians, and to the financial and business system globally. They are very well organized. They are coordinating and they act globally.

We need to strengthen our tie. We need to work closer in order to being able to defeat at the national level and globally those forces that are trying to reduce the power of workers and their union.

And believe me, I personally think that we need to dare. We need to be ambitious in our objectives and think that this is the time to change the system, because if they win—and they will be able to impose their rules, we will have little hope. Let's dare to fight together and there will be no win, no victory if we don't fight. So let's stand strong and fight together.

Thank you.

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(Standing ovation)

GENERAL PRESIDENT HOFFA: Rosa is an ally in the war. She's our ally. Let's hear it for her.

(Cheers and applause)

Thank you so much.

Okay. Unless there are any announcements, we are winding down for the morning. Be back here at

2:00. We're going to have—Tom Morello is going to do a musical interlude, which will be great. You'll have a chance to visit with him.

Nothing else being before us, we are adjourned until 2:00. We'll see you then.

(At 11:25 a.m., the Convention was recessed, to reconvene at 2:00 p.m.)



FIRST DAY
MONDAY AFTERNOON SESSION
June 27, 2016

The Convention was called to order at 2:08 p.m., General President Hoffa presiding.

... Actor Joe Mantegna, addressed the Convention via video as follows:

JOE MANTEGNA
Actor

Joe Mantegna here on the set of "Criminal Minds." I just want to congratulate the Teamsters on their 29th Convention. I've been in this business 40 years, and I've always been in good hands driving with you men and women. Congratulations, have a great event.

(Gavel)

GENERAL PRESIDENT HOFFA: I've always wanted do that and see what it sounded like.

I hope everybody had a good lunch. Did you have a good lunch?

Welcome back. Welcome back. We're going to go back into session.

(Shouts of "Yes.")

This afternoon there's going to be a meeting of the Resolutions Committee, and it will be right

along here. So the people on the Resolutions Committee please meet after the session. We'll be done around 5:00 and have that meeting, okay?

TEAMSTERS PRESIDENT'S MEDAL

GENERAL PRESIDENT HOFFA: Now that we're all back in our seats, I have the distinct honor to present our Union's highest award to a great friend of the Teamsters and all of labor, Tom Morello. Let's hear it for our Brother, Tom Morello. Remember him last year? He electrified the place. He sings about labor, he sings about working people, and he goes on our picket lines. Man, there is nothing like that.

(Cheers and applause)

There he is. There he is.

(Standing ovation)

This man has performed on strike lines. He has a group called Rage Against the Machine. Remember that?

(Applause)

Yeah, I remember that. He's got the Nightwatchman, and he's now—he's got his newest band,

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Prophets of Rage, and they're here today. Throughout his career, he's spoken out on behalf of unions and working families. Morello's performances have basically electrified our strikes and given us strength. He has never stopped being an advocate for solidarity and justice for working people.

The Teamsters President's Medal recognizes individuals throughout their lifetime that have exhibited courage, character, and leadership, and commitment to the dedication of working families. It's an honor to present it to him.

(Applause)

See the medal?

... *General President Hoffa places the medal on Brother Morello.*

(Applause)

Now, Tom, come on up and say a few words,

Tom Morello

Recipient

Teamsters President's Medal

All right. Fantastic. Greetings, brothers and sisters. My name is Tom Morello, and I'm a union man.

(Cheers and applause)

Harmonizing and hell-raising, poetry and politics, singing and striking, rhythm and rebellion. For me, the music is the message and the message is solidarity.

(Applause)

Work together, sing together, fight together.

(Cheers and applause)

My songs are for the working class—militant, uncompromising, and aiming to change the world or, at a bare minimum, to stir up a shitload or trouble.

(Applause)

Just like the Teamsters

(Applause)

For 27 years I've been a member of the Los Angeles Local 47 Musicians Union. I'm a proud card-carrying member of the Industrial Workers of the World, and it is an honor to be here with the mighty Teamsters Union today.

(Applause)

I come from a long line of rabble rousers, and the cause of workers' rights is in my blood. My mom was a single parent and public high school teacher in Illinois for almost 30 years. We were never rich,

but we always had enough food on the table and clothes on our backs because my mom was a union high school teacher.

(Applause)

So being honored by the Teamsters, the strongest union in the United States of America, is very meaningful to me. It's my belief that the future of the rights of working people in this country will not be decided by Congress, will not be decided by the courts, will not be decided by Fox News.

(Chorus of boos.)

The rights of working people in this country will be decided by the conviction, commitment, innovation, and courage of the Teamsters Union and other unions willing to never back down to attacks on the working class.

(Standing ovation)

The union taught me an important lesson that while it's important to stand up for yourself, when we stand up for each other, the sky's the limit. When we stand up for each other we can win. Together we can create the kind of world we'd like to one day see without compromise or apology.

Thanks to my band mates in Rage Against the Machine, Audio Slave, and Prophets of Rage. And a very special thanks to my band mates who are me today, who are about to rock your asses.

(Applause)

Carl Restivo, Eric Gardner, and Dave Gibbs. I call them the Freedom Fighter Orchestra. Formidable players and great friends who selflessly follow me around the globe, from unpaid gig to unpaid gig, to play for a myriad of worthwhile causes.

Thanks goes to my family. My mother, Mary, who at 92 remains the most radical and outspoken member of the Morello family.

(Applause)

She will tell you what's up.

Thanks to my dad, a Kenyan Freedom Fighter, whose example continues to inspire me to put no reins on ambitions of freedom.

Thanks to my two union kids, Rhodes and Roman. Let foes of justice tremble, for at 5 and 6 years old, they are growing strong and they are growing righteous. They inspire me to speak out and fight every day for a better world.

(Applause)

Yes. Let's hear it for the 5- and 6-year-olds.

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(Applause)

The future is in good hands with these two young men.

And a special thanks to “Sweet” Dee, my rebel girl. We have marched together and gone to jail together. I knew it was true love the day she charmed the police officer into letting her retake her mug shot.

(Laughter)

This award really belongs to the grassroots rank-and-file fighters for social and economic justice who struggle. I merely amplify with my songs. People like the Teamsters Union, people would work, toil and sacrifice on a daily basis, sometimes at great risk, and with little hope of awards. It is your courage that will help forge a more humane and just planet. I accept this award with love and appreciation and in solidarity with you.

(Applause)

When we stand up for each other, the sky’s the limit. When we stand up for each other, we can win. When we stand up for each other, we can create the world we’d like to one day see without compromise or apology or, at a bare minimum, together we can stir up a shitload of trouble. And that, my friends, is what we aim to do right now.

(Applause)

My message is a simple one. My message is a simple one. The world ain’t gonna change itself. That’s up to you. And if that pisses some people off, too bad. They say, “Hey, Tom, shut up and play your guitar.”

Oh, I’m going to play fucking guitar right about now. You can bet on that.

(Cheers and applause)

But I’m never, ever going to shut up about workers’ rights, because the music is the message. Solidarity. Work together, sing together, fight together.

Thank you very much, Teamsters.

Let’s rock and roll.

(Standing ovation)

Are we ready to have a nice time, Teamsters?

... Tom Morello performed for the delegation.

(Standing ovation)

BROTHER MORELLO: We did this last time I was here five years ago. We had ourselves a ball, because solidarity is not just something you talk about, solidarity is not something you sing about.

Solidarity is something you do, so why are we up here while you guys are down there?

Teamsters, please join us on stage for this next song. Just don’t step on my shit. Other than that, you’re good. We’re going to save the congratulatory handshakes. We’ve got work to do here.

Thank you. Right now I’ve got to rock and roll, people. All right. Come on up. In the front and the back, where you want—anywhere you want to be.

All right. Hold on. There’s a lot of demanding Teamsters up front here. I told this lady up here, I said, “I’m running this show, I’ve got things to do.” And she said, “Fuck you, I won’t do what you tell me.” That’s the funniest thing. That’s the funniest thing.

What happened to my drink? All right. Somebody just stole my drink.

This is a song you might be familiar with. Whether you are or not, we’re all going to sing this together. It’s called “Solidarity Forever.”

Do I got my guys on the microphones, the professional singers? All right. Everybody is a professional singer right now. All right. Claude, count us in here, all together. Give me a big one, two, three, four. I can’t see or hear you, Brother.

... Tom Morello led the Delegation in singing “Solidarity Forever.”

(Standing ovation)

BROTHER MORELLO: Thank you so much for having us today. Thank you so much for being unflinching and uncompromising in your support of working families, not only in your own union but throughout North America. I really appreciate that. We’ve just got to do whatever we can to support each other in these troubled times.

But the one thing I do know, the one thing that has always worked is when we have each other’s back. That’s why solidarity isn’t for yesterday. Solidarity isn’t for today. Solidarity is not just for tomorrow. Solidarity is forever.

... Brother Morello continued with singing “Solidarity Forever.”

BROTHER MORELLO: Thank you very much. Take it easy. Take it easy, but take it. Thanks very much, everybody. That’s it for our program.

(Standing ovation)

... A video with David Letterman and the “Top 10 List” of things never before said by a Teamster was shown to the delegation.

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(Laughter and applause)

... *Liev Schreiber addressed the delegation via video as follows:*

LIEV SCHREIBER Actor

Liev Schreiber here. You know, one of the good things about shooting a Teamsters testimonial is that even if you don't remember the guys that you work with—and let's face it, fancy actors like us rarely do—all you really have to do is come up with a bunch of solid Irish-American names and put a "Y" on the end of them and you're probably going to hit at least 80 percent of the time.

So to Pauly, Tommy, Dougy, Billy, Billy Huntington, Tommy Lee Hawkin, Jerry in LA—am I missing anybody here? I think I got them all. I just want to say thanks for everything you do. And congratulations on your 29th Convention. Go Teamsters.

(Applause)

... *Andrew Lincoln addressed the delegation via video as follows:*

ANDREW LINCOLN Actor

Hi, I'm Andrew Lincoln. I'd like to personally congratulate the Teamsters Union on its 29th International Convention. I'd personally like to do a big shout out to my boys and girls from the south, the Teamsters 728 Local; is that right? Teamsters Local 728? I don't know what it is, but I love these guys.

There's Keith, Joey, Renee, Roger. You guys keep us safe and thank you for all your tireless work that you do, and especially for teaching me how to drive on the right-hand side of the road being not a native.

(Laughter)

You know what I'm saying? Thank you for, yes, for all of that and more, and for putting me next to Norman Reedus for six years in my trailer. It's terrific. He's not smelly at all.

(Laughter and applause)

GENERAL PRESIDENT HOFFA: Wasn't that great? Wasn't Tom Morello great? Man, oh, man, I love all of this. This is great. Good for all of us.

He talked about—that song "Union Town," this is the union town. We're organizing like crazy here. More Teamsters all the time.

Public employees are under attack and everybody knows it. Everywhere you go they provide essential services at every level of the government. Yet this everyday hero, the people that are out there every day, are increasingly under attack across the country. Some states have gone so far as to take away public employees' right to collective bargaining through legislative action. And the attacks on public employees continue nationwide. Everywhere we go, they're under attack.

We've recently dodged a bullet with the U.S. Supreme Court decision in the Friedrichs case. Because of Scalia dying, we basically were able to keep that case out. We won a big victory. That's a great victory for the Teamsters Union and all public employees across the land. And now we can make sure that we have a right to have a fair share fee on all people that are the freeloaders out there.

Our next speaker is International Vice President Becky Strzechowski. She's also President of Local 700, representing more than 10,000 hard-working public employees throughout Illinois. Becky plays an important role in fighting for justice and to defeat bad legislation. She's been a hero for all of us.

Let's hear it for Becky Strzechowski.

(Cheers and applause)

BECKY STRZECHOWSKI International Vice President, IBT

Thank you. Thank you.

It's amazing when you look at the size of this crowd and everybody here shares one common trait: We love to be Teamsters.

(Cheers and applause)

We know that by joining together we are stronger. We speak in one voice. We negotiate better wages and benefits. We improve work conditions. We make our workplaces safer, and it is good for our families.

(Cheers and applause)

But not everybody shares our love of the Teamsters. Many fear our unity and our power. And these enemies try to weaken us and they use legislative, executive, and judicial means.

I'm going to talk about a very recent attack, as the General President said, in the case of Friedrichs versus the California Teachers Association. I'm thrilled to report we won this one.

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(Cheers and applause)

But we won it because of a strange twist of fate. This case was before the U.S. Supreme Court and it was brought to stop our ability to collect fair-share fees. And as the General President said, fair-share fees ensure that nonmembers pay their fair share of the cost of union representation. Nonmembers still get all the benefits of the contract that we negotiate. We still are on the hook to represent them, process their grievances and take their cases to arbitration and we know how costly that is.

If Friedrichs was decided against us—and everybody was sure it would be—these nonmembers would become free riders leaving our members to pay their share. Not right, exactly. And we all know how that would weaken us.

So what did the Teamsters do? We took decisive action with the Teamster Power Building Program. We educated our members, and we asked for their help in carrying out this program.

We heard from the nonmembers. What's your issues? What's your frustrations? What's your hopes? We communicated positive stories to the nonmembers about our members' experiences and our own accomplishment. And you know what? We began signing up nonmembers to Teamster membership.

(Applause)

In my own Local 700 through a hands-on approach, unbelievably we have signed up over a thousand nonmembers to membership.

(Cheers and applause)

Now, let's go back to the strange twist of fate. While we're waiting for a decision in Friedrichs, Supreme Court Justice Scalia dies in his sleep.

Now, the implications of the death were immediately obvious. The anti-union, anti-worker forces suddenly no longer had the votes to win Friedrichs. And in a tie, 4-4 decision, we won a major victory.

(Cheers and applause)

At least for now, Brothers and Sisters, the fight is far from over. A petition for rehearing in Friedrichs has been filed. There's many cases that are making their way through the courts. Legislation continues to be introduced with the same union-weakening objectives. There is even executive action. Take my home state of Illinois with our billionaire, anti-union governor, Bruce Rauner.

(The delegates booed.)

In his first month in office our governor issues an Executive Order to stop us from collecting fair-share fees. Now, we won that fight through a legal battle, and we can keep our fair-share fees; but that battle was at a great financial cost, and who pays that but our members.

Now, in this case we were lucky because our members in Illinois didn't have to pay that because Joint Council 25 under President John Coli's leadership—

(Applause)

They picked up the tab for all our Illinois locals; and if you think about it, without that many local unions could not have afforded to fight the battle and Governor Bruce Rauner would have won.

You can see that the threats are still there. There's threats in the public sector, but the private sector is threatened as well.

The good news is we have a simple solution that works. We are asking everyone to engage in their own Teamster power building program. Talk to your members, even reach out to our nonmembers. You've got to let everyone know that you are strong, because over a million brothers and sisters have your back because you are a Teamster and damn proud of it. Thank you.

(Standing ovation)

Happy birthday, Terry Hancock.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Becky. That was great. You know, right now we're talking about what's going on with regard to San Bernadino. Since our last convention we've added thousands of new members at San Bernadino. Big Bill.

(Applause)

Recently there was a shooting at San Bernadino. You all heard about that, the terrible terrorist attack that happened there. Many of our people are under danger when they go to work. Can you imagine that?

They are on the front lines out there every day, not only under attack, the dangers of going to work, but they're also under attack from people trying to take away their rights.

A tremendous effort was made by Joint Council 42 and Randy Cammack to organize the San Bernadino workers, and they're going to tell you about

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that terrible event in our new Local 1932 that has been chartered.

Let's hear the story of San Bernadino and what happened there.

Randy, take it away.

TEMPORARY CHAIRPERSON CAMMACK: Thank you, General President. This is an exciting story about an independent union that was San Bernadino County public employees, started in 1932, and grew to the size of about 14,000 people.

Now, this wasn't a raid. These are people who through a relationship that Randy Korgan developed with the folks that worked there, they wanted to come to us; and today we're proud to say just before the Clark County campaign started, that the members of the San Bernadino County Public Employees voted overwhelmingly to join and affiliate with the Teamsters union.

They were a big part of the almost 30,000 new members that we have brought into Joint Council 42 with the partnership of the International Union. Thank you, Jim and Ken, for being there when we needed you.

This is a tremendous thing. It's exciting with new Teamsters you'll hear from today, about being a Teamster that they hadn't before. They've been in the union a long time, but I just talked to Kathleen Brennan, and she is so excited.

She said, "We had no idea. This is so amazing, so wonderful." She's feeling what a lot of us had felt for years, that we're proud to be Teamsters because of the great, great organization that we have.

(Applause)

So I'd like to, without any further ado, I'd like to introduce Randy Korgan, who is the Secretary-Treasurer of Teamsters Local 1932, and Kathleen Brennan, one of the workers who will tell you about her personal feelings about this. With that—

RANDY KORGAN
Secretary-Treasurer,
General Manager, Local 1932
San Bernadino, California

Good afternoon, Brothers and Sisters. I'm proud to be a Teamster. Are you proud to be a Teamster?

(Applause)

Come on, are you proud to be a Teamster?

... *The delegates shouted "Yes!"*

Well, I'm the Secretary-Treasurer, General Manager, of Teamsters Local 1932. We're proud to represent almost 14,000 public employees in San Bernadino County and cities and agencies in the immediate area around San Bernadino County.

In April of 2015, these employees, these workers, took a bold step to join the Teamsters and to affiliate and form their new local union, Teamsters Local 1932.

They turned to us because of our track record, because of winning great contracts, because of the improved wages and working conditions in which Teamster contracts have brought over the years.

Teamsters Local 2010 is a great example of what happened in California. Shout out to 2010. They were very helpful in our organizing of 1932. This was also an incredible job between the Joint Councils, Locals, and the IBT. It was a great coalition of all the Locals and the International Union and the Joint Council coming together and just hitting the pavement and actually talking to almost 11,000 people face to face, one on one, in 45 days.

It was an amazing job by the Locals, the Joint Council, and the International. Please give them a round of applause for what they've done. Incredible.

(Applause)

The local is still growing. Excuse me, the local, even though they've just affiliated and dealt with all of the past, put the past behind them regarding a weak, independent association, they're now in a growth mode. We've already had a number of organizing victories in the last month, and we're already growing. And we have another couple thousand members targeted in the next couple years.

They provide the vital services to hospitals and police departments, public services, 911 dispatchers. They're the first that had to be called on December 2nd. They were the first that came out to help. They are the first to be there whenever the community needs them. And you know, some of us are tired of hearing about how supposedly public sector workers are a drain on our economy. You know what? That's a lie. They're there for us all the time when we pick up the phone and we need them. And you know what? We're proud. We should be proud that they're Teamsters as well.

(Applause)

They deserve our respect. They deserve our sup-

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port. And you know what? The community does respect what they do every day.

I want to thank all of the public sector workers for everything that you do. I want to thank, obviously, the members of 1932, the new local, sitting right here. 18 delegates—

(Applause)

—that work their butt off, that worked hard because they wanted to be Teamsters. Thank you for all of what the public sector employees do.

I'm honored to have addressed this great delegation.

There's one thing that I haven't heard yet that I got to say before Kathleen speaks. TDU can kiss my ass.

(Cheers and applause)

KATHLEEN BRENNAN

Local 1932

I have to follow that?

My name is Kathleen Brennan. I'm a proud new Teamster with Local 1932.

(Applause)

A little over a year ago, we were an association that was falling apart. We had a General Manager that robbed us. We had a bad contract that we were in the midst of, and we were being raided by another union. And all the members were pissed, including me.

Deidre Rodriguez stepped up as our general manager. And with our board of directors, they reached out to Joint Council 42, Randy Cammack and Randy Korgan. And with the support of President Hoffa, they answered that call.

Like he said, within a matter of weeks, they were able to reach out to 11,000-plus members to discuss the affiliation. And at the end of the day, the members overwhelmingly voted to be Teamsters. Because of everybody in this room and all the Teamsters that came before us, all the rights and privileges you guys have all fought so hard to win and preserve, that's why we voted to become Teamsters.

(Applause)

Seven months from being Teamsters, Randy Korgan, on behalf of the Teamsters, negotiated the best contract the County has seen in nearly twenty years.

(Applause)

Three days after we ratified that contract, Teamsters were there for us again when the December 2nd terrorist attack occurred. And we thank you all from the bottom of our hearts for what you did for us.

(Applause)

Just know that if ever it's needed, Local 1932 will be there to answer the call. We'd be proud to do that for you.

(Applause)

I'm going to end this by saying this: I'm proud today to say that I, too, am a Teamster, like my father and my grandfather before me. And together, we are today, and always will be, Teamsters Strong. Thank you.

(Applause)

INTERNATIONAL VICE PRESIDENT CAMMACK: Probably most of you remember the horrible event December of last year and the shooting in San Bernardino where 14 union members were killed. A good number of those were 1932 members.

And before I ask for a moment of silence, I'd like to thank personally from the bottom of my heart—and I'm sure the 1932 people will tell you—the generosity of you, the local unions, joint councils, conferences, and including Canada, when the General President reached out and said, "We've got to do something to help the families of the shooting victims." We raised almost \$200,000 from just Teamsters, nobody else.

(Applause)

I personally want to thank you on behalf of our Joint Council and Local 1932. Thank you, General President and Ken Hall.

If you would, join me in a moment of silence for the victims and their families of the horrible shooting in San Bernardino. If you would bow your heads for a minute, please.

... A moment of silence was observed by the delegation.

INTERNATIONAL VICE PRESIDENT CAMMACK: Thank you.

(Applause)

I think you're going to see—we're going to have some photos of some of the people who were killed and I guess—okay. They

Okay. God bless the Teamsters and thank you.

... Amy Edwards sang "Amazing Grace."

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(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you, Amy Edwards. She's a niece of International Vice President George Tedeschi.

(Applause)

San Bernardino was a tragic loss for the families and the victims, all union families. Our Teamsters brothers and sisters and their families have our support and will forever more.

(Applause)

Thank you.

REPORT OF THE RESOLUTIONS COMMITTEE

GENERAL PRESIDENT HOFFA: I now call on Reader Donna-Lynn Dalton of Teamsters Local 385 in Orlando, Florida, to come forth and read "Building Public Power in Public Sector." That is one of our new resolutions. Come forward.

... Reader Dalton read the following:

RESOLUTION ON BUILDING POWER IN THE PUBLIC SECTOR THROUGH ORGANIZING

"WHEREAS, public sector unions in certain states have lost bargaining rights through legislative and executive actions; and,

"WHEREAS, a disproportionate percentage of fair-share public employees undermines the effectiveness of public unions at the bargaining table and in dealings with elected officials at various levels of government; and,

"WHEREAS, public sector workers are increasingly reaching out to the Teamsters as they seek a strong union to protect their contracts and jobs;

"NOW, THEREFORE, BE IT RESOLVED, at this 29th International Convention that the Teamsters will continue to build power in the public sector through traditional organizing and affiliations with independent associations/unions; and,

"FINALLY BE IT RESOLVED, that all Teamster local unions implement plans to engage in ongoing internal organizing aimed at converting all fair-share payers to full membership."

(Applause)

GENERAL PRESIDENT HOFFA: Do we have a motion?

DELEGATE BRIAN D. ALDES, Local 320:

Mr. Chairman, I am the Secretary-Treasurer of Teamsters Local 320 in Minneapolis and a proud Hoffa-Hall delegate.

(Applause)

I would like to move the resolution, "Building Power in The Public Sector Through Organizing," and reserve the right to speak.

GENERAL PRESIDENT HOFFA: Is there a second?

Mike 6.

DELEGATE RUBEN TORRES, JR., Local 237: Mr. Chairman, I am Secretary-Treasurer of Teamsters Local 237 out of the great state of New York.

(Applause)

I rise to second this motion because public sector employees are vital to our cities, to our states, our counties. They have sacrificed time away from their families. They've sacrificed lower wages for job security. We must protect the protectors of our city and our counties.

Mr. Chairman, I urge the support of our brothers and sisters to pass this resolution. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you so much.

We have a motion and a second. We want to come back to mike 2. The Brother wanted to be heard. Please go ahead.

DELEGATE BRIAN D. ALDES, Local 320: Thank you, Mr. Chair. I started my Teamster career 27 years ago as a public employee and correctional officer. So I understand why unions are necessary for those working in public services. Unionized workers and labor unions have been under constant attack for years and will continue to be so, none more so than workers in the public sector and the unions that represent them. I know this from experience as a Secretary-Treasurer of Teamsters Local Union 320 in Minnesota, where we represent over 11,000 public sector workers.

To increase our power at the bargaining table and enforce contracts, we must continue to organize in the public sector. Density equals strength. These attacks on public workers and their unions won't stop, though. That's why we must redouble our efforts in organizing these workers, and that's why I am supporting this resolution. Thank you.

(Applause)

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GENERAL PRESIDENT HOFFA: Thank you, Brother.

Anybody else want to be heard?

Mike 2.

DELEGATE ANTHONY MCGEE, Local 700: Mr. President, I am a proud delegate from Teamsters Local 700 where we are led by Becky Strzechowski.

(Applause)

We at Local 700 are proud to represent more than 10,000 public sector employees and who work hard every day to protect us and give us the services needed to continue to provide a good environment for our families and the citizens that we serve.

I firmly support this resolution and encourage the entire delegation to support this resolution. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Brother.

Go to mike 2.

DELEGATE LARRY GRIFFITH, Local 14: Mr. Chairman, I'm Secretary-Treasurer of Teamster Local 14 in Las Vegas. As everybody knows, we've been in battle for 15 years in the public sector trying to organize a unit of 12,000 Clark County School District employees that very, very badly need Teamster representation on wage/hour working conditions, the bullying in the school districts.

If it wasn't for the International Brotherhood of Teamsters and the Executive Board, the Joint Councils, the funds that the organizing and public sector put into this organization, none of us would be here. We need to continue this. It's going to be one of the largest divisions in the Teamsters. I realize it's not a core industry, but it's getting bigger, and this keeps on growing and it's not going to stop. We need this resolution passed. Thank you, sir.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Larry.

Yes, mike 2.

DELEGATE EDWARD BAGWELL, Local 17: Hey, everybody. I'm from Teamsters Local 17, home of the World Champion Denver Broncos.

(Applause and boos)

First of all, I'd like to thank the General Executive Board—Mike Filler, General President Hof-

fa—for all the support they give us in the public sector.

I represent employees who don't even have a collective bargaining agreement. I represent employees who don't have the right to collectively organize, but because of that name, I have been able to organize over a thousand people to change the way Colorado thinks. And with this resolution, this will get me closer to my goal of organizing 8,000 people in the greatest state of this union.

With that, Brother Hoffa, I would like to call the question.

GENERAL PRESIDENT HOFFA: All right. Any more discussion?

Question's been called. I think we can move ahead here. We've had a good discussion on this.

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

Anybody opposed?

The resolution is passed. Thank you so much.

(Applause)

RESOLUTION ON GENDER DISCRIMINATION

GENERAL PRESIDENT HOFFA: Throughout more of our 100-year history, winning a guarantee of equal pay for equal work has always been at the center of what Teamsters do. We do not accept that anyone is discriminated against because of either race, ethnicity or gender, and we are fighting for equality no matter how long it takes to win.

Nowhere is this more than in New York City where we recently won a large gender discrimination victory.

Here to tell about it is our International Vice President Greg Floyd who is also president of Teamsters Local 237.

GREGORY FLOYD

International Vice President At-Large, IBT

Thank you. Since our last convention, Local 237 has won an historic legal lawsuit. We won the gender-based lawsuit based on 70 percent of our school safety agents being women and 70 percent of the titles we represent in law enforcement being men.

The gender gap caused a \$7,000 difference in pay. On March 5th, 2010, we initiated a lawsuit. But

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in order to initiate that lawsuit, we needed plaintiffs. So we met with 25 women at Local 237. Twenty-two of them walked away from us. Three courageous women—Corinthia Andrews, Bernice, and also Patricia Armstead—they stood with us.

Right now I'm getting choked up because Corinthia Andrews, who the lawsuit was named after, passed away shortly after the settlement. And I would like to take a moment of silence for her.

... The delegates observed a moment of silence.

VICE PRESIDENT FLOYD: She did not care about herself. She knew she was going to pass away. The only thing she cared about was that we got this settlement and that every one of her colleagues and co-workers was taken care of.

Along the way we enlisted the support of three prestigious organizations. One was Lilly Ledbetter, the nationally renowned women's rights activists. We had the New York City chapter of the NAACP and also the National Organization of Women.

So, as a result of this settlement, our school safety agents are making an additional \$9,000 a year.

(Applause)

Because of the settlement, each one in the class that was there March 5th, 2010, received \$7,000 if they were there from the beginning of the lawsuit and it was prorated thereafter. So they received the increase in wages and back pay of \$7,000.

(Applause)

And I want to tell you that this lawsuit and this settlement would not have been possible if it were not for the strength of the International Brotherhood of Teamsters. Because of that name, we were able to settle with the City of New York. And let me tell you, ladies and gentlemen, in New York City we have a saying, "You can't sue City Hall." Well, we did, and we won.

(Cheers and applause)

And now I'm going to introduce Kangel Moore, who is a school safety agent serving in that title and also a member of Local 237. She's going to tell you what their settlement means to she and her co-workers.

(Applause)

KANGELA MOORE Local 237

Thank you. Greetings, Brothers and Sisters. It is an honor and a pleasure to stand before you as a proud Teamster. Did you hear me?

(Cheers and applause)

A proud Teamster.

(Applause)

To tell you of the hard work and dedication our union fought for the 5,000 School Safety Agents. We went from pay discrimination to equal pay. I don't hear you.

(Cheers and applause)

We went from pay discrimination to equal pay. This is a true story of union power.

(Applause)

My name is Kangel Moore, and I'm a School Safety Agent and a proud member of Local 237 for 24 years.

(Applause)

As a School Safety Agent I protect the lives of our youth in our New York City Public School System. I and the 5,000 School Safety Agents provide a safe environment so that our children can learn and thrive to be the leaders of tomorrow.

You think we have a tough job? Do you think we have a tough job?

... The delegation shouted "Yes!"

Yes, we do, yet I was paid \$7,000 less than my male counterparts. \$7,000 less. Boo!

(Chorus of boos)

I was discriminated against because my title is predominantly female. School Safety Agents are comprised of 70 percent women, mostly African-American and Latino women, many of whom are single mothers working to provide for their families. And in 2010 my union fought to end this injustice. Fortunately we have a strong union, Teamsters Local 237.

(Cheers and applause)

I'm going to say it again. Teamsters Local 237.

(Cheers and applause)

Headed by Gregory Floyd. He fought to ensure that we would not be left behind like second-class citizens. Our story has a happy ending with an historic settlement announced on Women's Equality Day August 26, 2014. The city announced a settlement of \$38 million.

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(Cheers and applause)

That's a lot of money, right? \$38 million, which is the largest class action paid discrimination lawsuit in the nation.

(Applause)

I don't think you heard me. It is the largest class action paid discrimination lawsuit in the nation.

(Cheers and applause)

Amazing. We were owed this, and thanks to our Union President, Gregory Floyd. Thank you.

(Applause)

This is what Teamsters is all about, protecting the rights of the working class. Thank you. God bless Teamsters.

(Applause)

... Actress Pauley Perrette addressed the convention via video as follows:

PAULEY PERRETTE

Actor

Hello, Teamsters. Pauley Perrette from NCIS here, and I wanted to say a huge congratulations on your 29th International Convention, and just to thank you all for everything that you do, because clearly we can't do anything that we do without you. So, thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Our victory is a testimony to everything that we've been doing here, and I want to basically thank that great message from Greg and Kangela, about what they've done in 237. It's really been outstanding. Let's hear it for them.

(Applause)

In California, Teamsters Local 2010 was the driving force behind the first kind of legislation in workplace abuse, defining abusive conduct and requiring large employers to train their supervisors in identifying and preventing abusive behavior in the workplace.

Here to tell us about this great victory and what he's done is Local 2010 member and Local leader Secretary-Treasurer Jason Rabinowitz. Let's hear it for Jason.

JASON RABINOWITZ

Secretary-Treasurer, Local 2010

Thank you. Good afternoon, Teamsters. Sisters

and Brothers, good afternoon. In Local 2010 we affiliated with the Teamsters Union just six short years ago, and, boy, are we proud to be Teamsters. Hey, Local 2010 is over there.

Local 2010, are we proud to be Teamsters?

(Cheers and applause)

All right. Joint Council 7 and 42, are we proud to be Teamsters?

(Cheers and applause)

All right. And do we have some of the 250,000 public service workers in the Teamsters Union here today? Are we proud to be Teamsters?

(Cheers and applause)

All right. I didn't quite hear you, 29th Convention, are we proud to be Teamsters?

... *The Delegation responded "Yes!"*

That's right. Good afternoon, Sisters and Brothers. Greetings from the 14,000 Teamsters of Local 2010 whose work makes the University of California work. Thanks so much to General President Jim Hoffa and the General Executive Board. Thanks to Joint Council 7 and 42, Presidents Rome Aloise and Randy Cammack, International—

(Applause)

Thanks to International Vice Presidents Ron Herrera and Rick Middleton for your unwavering support for Teamsters Local 2010. We thank Michael Filler in the Public Services Division, and a very special thanks to our dear friend Ray Whitmer, who is our former Trustee and head of Local 911. Thanks to all of you, and thanks to the International Brotherhood of Teamsters for consistently showing our members what Teamster power and solidarity are all about.

After years of attacks on unions, working people are working harder for less as the rich get ever richer. The crisis of income inequality threatens the health of our economy and the very foundations of our Democracy.

If we as a nation wish to restore a strong economy of shared prosperity, we have no choice but to build union power and defend the right to organize.

In Local 2010 we've been hard at work on the task. After our affiliation our Local was weak and disorganized, so we launched an ambitious union-building campaign talking to thousands of workers one on one in the workplace, consistently communicating through online media, conducting

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regular workplace meetings and trainings, instituting a member-based political program, and moving our members to take action together on workplace issues.

Thanks to our members' hard work we've turned our local around. We've gone from just 29% membership three short years ago to 72% membership today.

(Applause)

From nearly zero to 200 trained stewards, hundreds of trained activists. We've brought forth a whole new generation of workplace leaders. We've tenaciously represented our members and organized hundreds of workplace actions involving thousands of workers, winning numerous victories for our members' rights.

So when the Friedrichs case threatened our fair-share rights, Local 2010 was ready to fight back. We engaged our members, explaining that the attack on public sector unions is nothing more or less than an attack on workers' pay and benefits.

Under the slogan Stand Together, Win Together, we launched our Member Power Campaign, urging our members to sign a new application form committing to remain a Teamster member for the life of each contract.

Sisters and Brothers, in just a few short months over 4,000 have signed our Member Power form, and we won't stop until all of our members have signed it because we know that, despite our temporary victory in the Friedrichs case, the attack on unions and fair-share rights continues; and the best way, in fact the only way, to stop it is for workers to stand together in our union. And by the way, to make sure that a certain unhinged, orange-tinged, far-right fringed, anti-worker, anti-immigrant, anti-woman racist con man never sets foot in the White House.

(Standing ovation)

But back to our Local. Once we shored up our internal strength, Local 2010 began organizing new workers into the Teamsters. Last year, working together with the Organizing Department, we launched a campaign to organize thousands of new workers into the Teamsters, especially skilled trades workers.

In the last year we've organized over a thousand workers into the Teamsters, including 800 new skilled trades workers at UCLA and San Diego. Sis-

ters and Brothers, that campaign is going to continue until we grow by the thousands, because we understand that when we organize new workers into the Teamsters, we magnify our power exponentially.

Now we're engaged in a campaign for fair contracts for our members. Now the University of California is the third largest employer in the state and one of the ten richest universities in America. UC used to be an engine of economic growth and good jobs in our communities, but now it has become part of the national trend of income inequality and declining middle-class standards.

The real income of UC clericals is down 24 percent over the past two decades, while executive pay is skyrocketing. Over 93 percent of clerical workers are now paid too little to afford the basic necessities of life. UC skilled trade workers are paid \$10 per hour—as much as \$10 per hour below prevailing wage, so we've got to turn that around. And with the help of IBT Strategic Campaigns Department we've developed a campaign for a fair contract with one simple message: UC must pay workers enough to live.

(Applause)

We're mobilizing our members to action to create leverage, and we are taking our message to the public. I'm confident that we will win because our cause is just and it's backed by the tremendous Teamster power that we have built. Now excuse me while I take one second to organize you.

I urge every Local here to send as many women as possible, and a few lucky men, to the Teamsters Women's Conference in September. It's going to be in Hollywood. Among the many highlights we will march with 1,500 Teamster women, and a few lucky men, through Hollywood to demand justice for the thousands of Teamster women throughout the UC system who are underpaid and discriminated against and mistreated every day. Now, when else can you march for justice and check out George Clooney's hand and footprints all in the same walk? Hope to see you there.

(Applause)

Sisters and Brothers, joining with the mighty Teamsters Union was the smartest decision that our members ever made. With every day that goes by, every action we take, every victory we win, every workplace we transform, we show this simple fact to be true: When we stand together as Teamsters, we

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take into our hands a power greater than the corporations and their billions, a power greater than the University of California, a power greater than union-busting attorneys and think tanks and Supreme Court Justices.

We take into our hands and wield the power of the millions of workers who make our great country work every day. When we do so, our power is unlimited and the future is bright for our great union and our great nation. Thank you very much.

(Applause)

God bless the Teamsters Union.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Jason. Great message.

We're very proud today to have a special guest with us. You know, we're organized and we've got three great locals here in Las Vegas, but we also have a great partner in D. Taylor, the President of Unite.

Together we have worked together to open up this town to organizing. He has helped us, and we have helped him, and I think he's helped us a lot open doors here to get in where we couldn't get in.

The great job that our people have done in organizing is reflected in our friendship and our UNITE activity with D. Taylor. Let's have a big Teamster welcome for D. Taylor, who has helped us. He is a friend of the Teamsters.

D. TAYLOR **President, UNITE HERE**

All right. I want to thank President Hoffa and the entire Executive Board and all the leadership of the Teamsters. It's an honor for me to be here today. When I was growing up, if you wanted a strong union, you said the Teamsters, so coming today is pretty exciting for me here in my hometown.

Now, UNITE HERE and the Teamsters, we are organizing unions, and here's some examples that I think the rest of the labor movement could learn from. When we actually organize together, we win; and in this day and age labor winning is important and vital, not just for our own membership, but for our future membership. And we're doing it in places that you don't associate the union that much with.

In Southern Indiana we won together at the Horseshoe. In Mississippi we won in Tunica-Biloxi.

Just recently last week we organized the Beau Rivage with 1,400 people with the Teamsters. In Louisiana at the New Orleans Harrah's another thousand workers. In Ohio with Cleveland and Cincinnati. In Maryland, Baltimore and National Harbor. Next year in Massachusetts in Springfield, and here in Las Vegas we have active campaigns working together at Stations Casinos, at the Hard Rock. We won the Trump. I don't know, all these people talk about defeating Trump. The Teamsters and UNITE HERE beat him in December. Come to us if you want advice.

(Applause)

It ain't that hard. You just call his BS.

And then at the Palms. Now, we have two workers, one representing UNITE HERE, one representing the Teamsters, and I want to introduce them. They represent, I think, the very best of our unions here in Las Vegas. The first I'd like to introduce, he works in the bar department, Juan Sanchez. Juan, come on up. Where is Juan? Come on up. Come on up, Jose, too. They've got them back there. Come on up.

(Applause)

Now, they're a little nervous, guys, and I said the Teamsters are just like us, so you guys got to be very welcoming. This the Juan Sanchez. Juan, go ahead.

(Cheers and applause)

JUAN SANCHEZ **Local 226**

Good afternoon, Brothers and Sisters. My name is Juan Sanchez. I have worked at the Palms Casino for five years as a bar porter, and I have lived in Las Vegas for 20 years.

I am proud member of the Culinary Local 226. We have been organizing at the Palms for a little over a year now. We have repeatedly asked the Palms owners and management to agree to a fair process in our wish to unionize. So far they have refused. So we continue to fight, we continue to organize.

We have had the privilege to work side by side with our Teamsters brothers and sisters in a joint effort to win recognition at the Palms. There is a strong feeling of solidarity in the workers at the Palms, and they are proud to take on this fight together. They know that if Teamsters and UNITE

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HERE continue to work together, we can beat the Palms—

(Applause)

—Palms and the new owners, Station Casinos, or anybody else stands in the way of us making a better life for our families. Working together only make us stronger. Thank you.

(Cheers and applause)

PRESIDENT TAYLOR: And then I want to introduce Jose Alvilas. He works in the warehouse at the Palms. Jose, come on up here.

(Applause)

JOSE ALVILAS

Local 986

Good afternoon, Brothers and Sisters. Welcome to Las Vegas. My name is Jose Alvilas, and I'm proud to be a member of the Local 986.

(Cheers and applause)

I'm working at the Palms Hotel and Casino since day one. Solidarity is strength in number, organizing together. This is how we're going to win at the Palms.

Teamsters and UNION HERE, working side by side is a powerful combination. We have to have many great victories across the country by joining forces. By joining forces here in Las Vegas we will have many more great victories.

The casino companies is getting bigger and stronger every day. Union need to get bigger and stronger. We need each other. We need each other to make sure that as a casino is bigger, they provide good union jobs, affordable healthcare, good wages, secure job, dignity and respect at the workplace.

We need each other. Let's work together, Brothers and Sisters, and make the union strong.

(Cheers and applause)

PRESIDENT TAYLOR: Good job.

BROTHER ALVILAS: Thank you.

(Applause)

PRESIDENT TAYLOR: So let's think about the ingredients that makes the Teamsters so special, and I think makes my own union so special. One, we're aggressive in organizing new members.

Two, we're tough. We're prepared to fight to raise the standards of workers and their families in this economy.

Three, we actually have a long-term strategy. We

look at campaigns over the length of where we want to go and a path to get there.

Four, we are trying—and you've already set the pace. We want to be in all reaches of North America.

Five, you actually have practical solutions for tough problems. Not dreams, but solutions. Now, the reason I have such an affinity for the Teamsters is that you organize workers that are often invisible to the general public, just like our members, be it a garbage collector, a ramp worker, a school bus driver, a convention setup, a clerk, a movie locator, and many other classifications, for a lot of general public they don't even see. We're invisible. And that visibility only comes about when they get organized in your union or my union.

And often in this day and age in our country we figure out all kinds of ways to divide ourselves; but when we're organizing and fighting we don't care about nationality, we don't care about language, we don't care about color, we don't care about religion, we don't care about sexual orientation. We care about each other and who is going to be next to us in the fight. That is what makes our union strong and that what makes our union great.

(Applause)

Now, in this time in the labor movement I think it's essential that we recognize what unites us and respect what divides us. You know, in this Convention, if I went around and asked all y'all—and, frankly, if I went to the rest of the labor movement—we agree on 95 percent of the stuff: Collective bargaining for all workers, good health benefits, decent retirement, solid wages, fairness in seniority and discipline issues, strong Social Security system and Medicare, affordable housing, immigration reform, taking care of our soldiers and our veterans—

(Applause)

—a trade policy that protects workers here before workers somewhere else. We all agree on that. That's 95 percent. And yet often we focus on 5 percent of our differences. I don't think we have that luxury anymore. We can have honest disagreements, but anybody who wants to focus in on the differences does not recognize the 95 percent that we need to be united on and fight together on against the forces that want to oppress us.

(Applause)

Now, finally, I think that it is essential upon you

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because you have a greater responsibility. You're one of the largest and greatest unions in North America. And sometimes responsibility is not fair but it's thrust upon you. I think you, along with us, have to show the rest of the labor movement how we work together and how solidarity really works to make us both better.

Because I always think in the days ahead and the tough roads we have to go at times, the famous lyrics of a song that I keep in mind—and I think it's still as important and relevant today as it was then. And it goes like this: "In our hands is placed a power greater than their hoarded gold, greater than the might of armies multiplied a thousandfold. We can bring to birth a new world from the ashes of the old, for the union makes us strong."

Solidarity forever with the Teamsters and unite here today, tomorrow and in the future. Thank you very much.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you, Dee. Great message.

Whenever we join forces together, nothing will stop us from winning good contracts for our parking attendants. You know, I just want to remember and everybody to know something, a big victory we just had here. We had an election this week at the MGM and we won the parking lot attendants 320 to zero. How about that for organizing?

(Cheers and applause)

Thanks, John Coli. Thanks everybody else. You guys did a great job.

Now we have a video about a problem we have everywhere. You know, as strong as we are in the year of 2016, I don't think we've ever seen so much anti-worker, anti-union literature, media, people talking about it. They're out to get us. This video tells the story.

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

GENERAL PRESIDENT HOFFA: We've got another video on Right to Work for Less. Let's see some more of our enemies. Come on. Roll it.

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

(Applause)

GENERAL PRESIDENT HOFFA: Leading the work, leading the battle against Right to Work is our

own Secretary-Treasurer Ken Hall. He's been there. He's fought the fight. He's going to tell you about the war.

(Applause)

GENERAL SECRETARY-TREASURER HALL: Thank you, and good afternoon, Brothers and Sisters.

I'm here to talk about right to work. But I'm sorry, I hate that name, "right to work." That's like when somebody gets fired and they say, "Getting let go." You know, they've got a fancy word for it. It's called a euphemism. That's when you use a word or a phrase to downplay something that's unpleasant. Well, you know what? The Teamsters have a name for that too. It's called bullshit.

(Cheers and applause)

And speaking of bullshit, you just watched a little bit of what happened in West Virginia. Big business was able to pass right to work with a bunch of euphemisms and a whole lot of money. Their right-to-work bill was called the "Workplace Freedom Act." But their law had nothing to do with freedom. It's about defunding unions and limiting our political influence. Corporate interests have long known that state legislators are vulnerable targets.

Before Citizens United, we went ten years without the right wing pushing right to work. Citizens United brought on a whole new generation of dark money groups, right-wing think tanks, and it brought on a right-to-work offensive like we've never seen before. It gave birth to groups like ALEC, where the money provides them outside influences with state legislators.

You know, one newspaper described ALEC as, quote, a dating agency for Republican state legislators and big corporations. Well, you know what? They can call it a dating agency if they want, but what they do sounds more like what happens in a whorehouse to me.

(Laughter)

And when they're pushing right to work ALEC provides legislators the talking points and a model language to provide those bills. They make it appear like it's a homegrown, grassroots effort, when it's really just a bunch of billionaires making laws for states they don't even live in nor never will.

And this year, groups like ALEC were undercutting labor law in West Virginia and all over the country. You know, at our last Convention, we were

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fighting them in other states across the country. In fact, where are my brothers and sisters from Wisconsin?

(Applause)

What about Michigan?

(Applause)

And what about Ohio?

(Applause)

And Indiana?

(Applause)

You know what I'm talking about. And that was 2011. But right to work is still a national problem. These corporate lobbyists like ALEC have become so powerful that they actually write the bills that become law. In fact, the right-to-work bill introduced in West Virginia was nothing more than ALEC's standard cookie-cutter legislation that had been used in multiple other states. It's the same tactics that they used in Michigan, same tactics as in Wisconsin, nearly word for word the same exact legislation. They just copy it and paste it from one state to the other. It's so obvious, that in the West Virginia legislation, they took out the word "Indiana" and forgot to replace it with "West Virginia." They left it blank.

(Laughter)

You can't make this up.

So today, as it turns out, after we spend a lot of time developing it, the law takes effect at the end of the week. Today our local union, along with the AFL-CIO is filing a lawsuit to challenge the law based on these and other technicalities, much like you did in Wisconsin.

(Applause)

You know what? These politicians, they tell people they're going to create jobs and they're going to attract business by enacting right to work. Well, I got to tell you, right to work doesn't create jobs, and they sure as hell don't create any good jobs.

So I got a question for them, and I've asked them this many times. If right-to-work states attract so many jobs, why do six of the nine states with the highest unemployment rates also have right-to-work laws?

(Applause)

You know what? Sometimes facts do matter. They never want to tell the truth. They don't want to tell you right-to-work laws lower wages and benefits. They increase workplace fatalities, and they destroy, abso-

lutely destroy, job security. So what do they do? Instead, they just lie, they called it a workplace freedom.

Well, any worker that thinks this law is going to make them free must really be dumb. You know, as we saw, Donald Trump said, quote, he loves right to work. He says it gives companies, quote, great flexibility. Well, Donald Trump himself must have great flexibility because he's got his head shoved up his ass on this issue.

(Applause)

You know what? It drives me crazy. The campaign that they ran in my state was so crooked, their money even bought a college professor willing to back up their claims through a false study. My local union filed a FOIA request to prove that the Senate was actually working with this professor. We requested all kinds of documents and emails to prove that it wasn't something that was a nonpartisan study. What we got back was an absolute redacted mess. They took out all the good stuff. So guess what? We filed a lawsuit and you know what? We just recently won.

(Applause)

And now the Senate has to turn over—produce all those emails that are unredacted. Their entire measure was based on lies. And once they bought the votes needed, they just pushed it through the statehouse. We lost by one vote in the Senate.

But you know what the good news is it? It awakened union members in West Virginia like never before. When right to work was initially introduced in the first part of the year, polling showed that two thirds of the citizens of West Virginia supported right to work because it sounds great. Workplace Freedom, who wouldn't be for that?

But you know what? The Teamsters and other unions in the state worked our asses off educating people. We knocked on doors, we went to the media, we made phone calls; and it has absolutely paid off because the more recent polling shows that two thirds of West Virginians are now against right to work.

(Applause)

So we can change people's minds. We just have to keep fighting and telling the truth.

You know, it really rises up from the grassroots. That's why West Virginia workers are united behind a new campaign slogan, and that slogan is "Remem-

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ber in November.” We’re sending these people a strong message. “If you voted against us, we’ll vote against you.”

This upcoming election is an absolute referendum for us, and it’s critical that we support politicians who cast votes to defend the wages, benefits, and job security that we’ve all spent years fighting to keep.

Come November, we will remember, and not just in West Virginia. Everywhere they voted against, we will vote against them. We won’t stop until right to work is overturned all over this country.

Thank you very much.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Ken Hall. Man, what a fighter. Fighting hard.

We must do everything we can to elect representatives to public office who will fight for what our members believe in. No one is more equipped or better able to represent Teamster members than our own people elected to office, and that’s why we’ve got to fight to make sure that we put Teamsters in office, running for office.

And here to tell you about this effort, and something that’s a real story, is Teamsters Local 707 President Kevin McCaffrey, who also is a County Legislator in Suffolk County, New York. He did it. He did it.

(Applause)

Take it away.

KEVIN MCCAFFREY

President, Local 707

County Legislator, Suffolk County, NV

Thank you, General President. It is an honor and a privilege this afternoon to be standing here as a 39-year Teamster, President, Principal Officer Local 707, and a County Legislator that’s proud to wear the union label each and every day.

I’m here today to speak about the importance of Teamsters getting involved in the political process at every level. I started my Teamster career as a city driver for Roadway Express in 1978. In 1990, I ran successfully as a Village Trustee and Deputy Mayor in the Village of Lyndhurst, a working class community of 30,000 people on the South Shore of Long Island.

In 1995, I was elected Secretary-Treasurer of

Teamsters Local 707, and in 2000, I became the President and Principal Officer.

As a Deputy Mayor, I never forgot my union roots, pushing for union labor on our road and construction projects and making sure at the urging of the CWA that Verizon had the opportunity to compete on our cable contracts.

Three years ago I was asked to run for the position of County Legislator in Suffolk County. Suffolk County is over 1.5 million people, making it larger than eleven states, including the District of Columbia. After one year as a County Legislator, I became the leader of our caucus and an outspoken defender of workers’ rights. I co-sponsored legislation requiring county projects to use only contractors who have legitimate apprenticeship programs, and advocate on behalf of public employees in stalled contract negotiations with the county. And I’m very proud to have become the lightning rod for local opposition to propose a casino that would have put good, union construction jobs and, more importantly, 300 permanent jobs for my brothers and sisters at Local 237.

(Applause)

And recently, when the CWA went on strike against Verizon, I was one of 18 Republicans and Democrats in the legislature that stood up and called for the county to spend their \$6 million annually on a new vendor who treats their workers with dignity and respect.

(Applause)

But I could not be the voice for labor if it was not for the help and support of my friends in labor. My first campaign was very difficult as a Republican trying to take a seat held by Democrats for 25 years. I was attacked for my union involvement, and many unions were pressured not to support me at the urging of the incumbent administration. Despite that there’s always one group that I could count on, and that was the Teamsters.

(Applause)

From the IBT to Joint Council 16, my friends in Joint Council 10, and Teamsters from all over the country who answered my call. The IBT helped me run a membership mail and phone program to help me turn out the vote. And in the heat of the campaign, when funds were running low, my treasurer called and said, “I don’t know who you know in Albuquerque, New Mexico, or Jackson, Mississippi, or

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Stratford, Connecticut, but not only can we keep the lights on, we can pay the printing bill as well.”

Last year I had a tough reelection against a young, well-funded, former federal prosecutor who again attacked me for my union involvement. But this time almost every union supported me, especially the Teamsters; and I was successfully reelected.

I’m not sure where my political career will wind up, but I’m sure that my union roots will follow me wherever I go.

(Applause)

It is important in politics that the friends of labor support the true friends of labor in government, regardless of the R or D after their name. I would not be standing here today as a Teamster and a County Legislator if not for the support of my brothers and sisters in the Teamsters Union and organized labor, something that stays with me each and every day.

Because, as I tell my friends in labor, I am not just with you, I am you, and I always will be.

(Applause)

I thank all my brothers and sisters from all over the country for their continued support and urge Teamsters at every level to get involved in the political process. Get involved in your community for a cause. Help out a campaign. Run for your local school board, your fire district. Run for a village or town position or a community board. The Teamsters will help.

And I can’t stress how important it is you contribute to DRIVE so that we continue to support the candidates that fight for all of us. We need more true supporters of labor who come from labor to run for office.

I just want to close by saying you never know where elected office is going to take you. But wherever it does, you must never forget how you got there or where you came from.

Thank you, Brothers and Sisters, and God bless the Teamsters.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you, Kevin. What a great story.

There’s a guy that went out and did it. A union official ran for office and was successful, and both the union and the community is better for it. What a great story. Very encouraging to all of us.

We are very encouraged that the members get in-

involved in politics as never before. Now we’d like to bring forth Amy Lewis, who is the Recording Secretary of Local 97. She is a Teamster member who’s taken up the challenge to run for public office. She’s a Council Member in East Orange, New Jersey.

Please welcome Amy to the stage. Amy, tell us your story.

(Applause)

AMY LEWIS

Recording Secretary, Local 97

Council Member, East Orange, New Jersey

Good afternoon, Brothers and Sisters. My name is Amy Lewis and I am a proud 29-year Teamster.

(Applause)

I want to take this time to thank President Hoffa, General Secretary Ken Hall, and the entire Executive Board, as well as Christy Bailey, for allowing me to come before you today and share my victory with you.

With the support of the International—the International Vice President Fred Potter; Joint Council President of 73, President Al Rispoli; my local union President John Gerow; as well as my sister, Maria Perez; and all the registered voters, I am an elected official.

(Applause)

Without the support of all of the local unions in New Jersey, as well as Greg Floyd out of New York, it would not—

(Applause)

That’s right. Thank you. It would not have been possible for me to pull this off.

Becoming an elected official and belonging to the strongest and greatest union in the entire world truly has its advantages. It allows me not to just fight for fair wages and benefits for the members of the Teamsters Union, but it also allows me to fight for working families in my community as well.

For an example, on February 4th, 2016, with the effort of my mayor, Mayor Lester Taylor, and my Council colleagues, we were able to raise the minimum hourly wage for approximately 99 and-a-half percent of its municipal union employees to \$15 an hour with the remaining employees scheduled to receive the increase by 2018.

(Applause)

Thank you.

Brothers and Sisters, I encourage all of you to empower yourselves by running for office in your community so that when we look up one day, every elected official in America will be a union man or woman.

Thank you, and God bless you.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you, Kevin. Thank you, Amy. What a great story. That's exactly what we're talking about. It can work and does work.

I now call on our Political & Legislative Committee Co-Chairs, Leticia Acosta and Pat Stryker, to give their report.

REPORT OF THE POLITICAL & LEGISLATIVE COMMITTEE

COMMITTEE CO-CHAIRPERSON STRYKER: Good afternoon, Brothers and Sisters. It's good to be with friends, and you are all our friends, and we feel very strongly about that.

I'd like to talk to you today about what we did in the committee. The committee was just great. The people who were assigned to the committee were so smart and so engaged. So I'll let you know what we did.

We discussed resolutions that were sent to us and these are the resolutions that were sent: Transportation Safety, Fair Pay and Safe Workplaces, 2016 Elections, So-Called Paycheck Protection Laws, Truck Size and Weight, Finance Reform, Worker Misclassification, Trade—which was discussed this morning—DRIVE, Paid Family and Medical Leave, Teamster Candidates for Office, So-Called Right-To-Work Laws, and Let's Get America Working Campaign.

We finished our work. We vetted the resolutions. There was one minor change in one of the resolutions. So we took the time to talk about issues that were important to us. And I'll tell you what some of them were.

Misclassification, and I'm sure you know what that is, where people are called independent contractors and they're really not. That means that the employer is a cheapskate and he doesn't want to pay you. So we had a good law passed in New York state and the good part of that, too, is that the penalties are very severe. We like that.

(Applause)

Now, something else that—and you know who really can give you a lot of information on that at the IBT is a gentleman named Tyler Longpine. He gave a very brilliant exposition on the issue and he can supply you with information if you're seeking legislation in your state to change things.

The next thing that we discussed was redistricting. Now, redistricting is a process that takes place every ten years where you look at the districts of the elected officials, and because of population changes, whatever, you now redistrict. Now, that's a whole can of worms, because the way it's done—frequently it's done to really disenfranchise people and to keep people in office.

Now, interestingly enough, on Sunday in the "New York Times" Book Review Section, there is a book that just came out on this issue—the print is getting smaller, so forgive me here—"Where Votes Go To Die: A Super-Charged Brand of Gerrymandering is Undermining Democracy." And this is true.

Now, the name of the book is "Rat," R-A-T, four missing initials, and it winds up E-D. I think if you think about that, and based on things we heard earlier—I think you can fill in those four letters. If you know "All The President's Men," it was used frequently in that book, "All The President's Men."

Certain states in particular have suffered as a result of redistricting, and these are the states: Pennsylvania, North Carolina, Michigan, Ohio, Florida, and Wisconsin. And even though more people would vote Democratic overall, still the congressional districts go to Republicans. So it's something that the IBT is working on. Nicole Brenner-Schmidt and Christy Bailey are very involved in this issue. And in 2020, people will be elected to whatever the positions are all over the United States, and in 2021 they'll be redistricting. But we have to pay attention to this because this is how we get screwed. And we can't let them do that to us, so we have to be very vigilant.

(Applause)

And voter registration, we spent a lot of time on voter registration. One of the things that bothers us is that many times an individual is registered to vote. Does that person necessarily go to the polls? That's a major problem.

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We have to impress upon our people you may not totally love the candidate, but think if you don't get out there what a disaster it could be. Sometimes, and I know you may not like that at times, but I do go and vote at times for someone I personally don't like but I want that person there because they're a better choice. And I think that's one of the big, big jobs that we have to do this year. Because come November if we don't do the right thing, the Supreme Court, the United States Supreme Court is on the line and that is the kiss of death for both public sector unions and private sector unions.

So get out there and do your thing, people. Thank you.

(Cheers and applause)

GENERAL PRESIDENT HOFFA: Thank you, Pat, and Leticia.

This year's election will determine the course of our nation for the next four years. There is going to be a lot at stake in Washington and also in every state. The governors' races are key to our future.

Please welcome our International Trustee from Springfield, Missouri, Jim Kabell.

(Applause)

JIM KABELL

International Trustee, IBT

Thank you, Jim.

I want to spend a little time—and I am from Local 245 in Springfield, Missouri—but I want to try to both encourage you and challenge you following up on all the things that's been said by previous speakers talking about the elections coming up. I believe, if I count right, that the election is 19 weeks from tomorrow. Nineteen weeks will go by in a flash, folks.

And I've always been told—ever since I can remember voting the very first time, I've always been told—and that was in 1968—that this election is the most important election that's ever occurred in our lifetimes. And guess what? They were right. And guess what? November of 2016 is the most important election that's ever been in your lifetime, ever. It's so vital that we get involved.

But one other thing. Jim talked a little bit about governors' races and that's what I'm going to focus on today. The national media it seems like is focused hugely, using Trump's word, on the federal elections

going on. But November 2016 is not just about Hillary or Trump. November 2016 is about governors' races and down-ballot races that are throughout our country, about control of state government. And often that control is just as important or more important than what happens at federal levels.

If you remember over the last few years—and I'm going to talk about it a little bit—the attacks on workers have mostly come at the state level across our country. Labor-friendly governors are so important to all of us. They are a great ally in working to help promote legislation that is pro-worker, that's pro-working families, and they're also critical backstops. They're firewalls against legislation that's bad legislation that's been passed by state legislative bodies that are opposed to all of us.

So let's talk about what happened since we've been here the last five years, and you've heard some of this already. But four states passed Right to Work in the last four years, three of them with anti-labor governors and anti-labor legislators in Indiana, in Wisconsin and Michigan. In the fourth state, in West Virginia, where we had a pro-labor governor, the legislature decided to override the governor. So four states have impacted Right to Work and enacted Right to Work across our country in the last five years.

In my home state of Missouri, the Republican legislature has been proposing Right To Work every single year since 2005. They get a little closer. They get a little closer.

Last year in 2015, the Missouri House and the Missouri Senate passed Right To Work. But our labor-friendly, Teamster-friendly governor, Jay Nixon, vetoed that bill. The legislature—yeah, give the governor some applause.

(Applause)

The legislature then decided that they would try to override Governor Nixon. And last September there was a special override session in the state of Missouri. And Governor Nixon's veto was upheld with a bipartisan Republican and Democratic vote. We are still not Right To Work in the state of Missouri.

(Cheers and applause)

But the bad news is that Governor Nixon is termed out. He will leave office in January of 2017. We have to elect a Democratic governor again in the

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state of Missouri or we'll be Right To Work by this time next year in the state of Missouri.

Now I want to talk a little bit more about those labor-friendly governors and our governor and his veto pen, the power of that, because it's not just been limited to Right To Work. Nixon, just this year—whenever “Paycheck Deception” was passed in the Missouri legislature, Governor Nixon vetoed it. Our legislature, again with a bipartisan vote in the Senate, upheld the governor's veto. We do not have “Paycheck Deception” in the state of Missouri.

(Applause)

A few years ago, Roger Chappell—that's the President of our local in Springfield—called me one day and he was in dairy negotiations with our local dairy. He said, “Have you heard anything about any bill that's going to impact dairy drivers in Missouri-ri?” And I said no, I had not.

I made a quick call to Brian Trieste, who is our lobbyist in the state of Missouri, and we found that there had been a small piece that had been tucked away in another totally unrelated bill that allowed milk to be delivered through warehouse delivery rather than by our dairy drivers. And dairy delivery in Missouri is protected because of food safety laws, that it has to be done with dairy drivers so the milk you get in the grocery store is fresh every day that you get it.

Governor Nixon vetoed that bill for us. He saved 350 Teamster dairy delivery jobs in the state of Missouri that was throughout all the cities in Missouri.

(Applause)

Today, as we're meeting here, there's another bill that's sitting on the governor's desk in the state of Missouri, a bill that was pushed by UPS, a bill that would allow Missouri's highways to have connected technology trailers. I don't know if you've heard about that or not, but connected technology trailers will allow two trucks running down the highway with the first truck in the lead, the second truck 30 feet—only 30 feet—behind the first truck. And the driver that's in the first truck does all the acceleration, does all the braking, does all the steering. There is a driver at this time sitting in the second truck doing nothing.

But just imagine, if you would, that the first truck, somebody pulls out in front of him and the first truck is right on top of them. The second truck has

no way to avoid the accident. That driver in the second truck with 40,000 pounds in a trailer in front of him, 40,000 pounds in a trailer that he's hooked onto is crushed. He's gone. There is nothing left of that. The impact on the safety, not just to our drivers, but to the public safety, to the public drivers in the state of Missouri, would be horrendous. And, frankly, I believe it's the first step towards driverless trucks in the state of Missouri.

That bill is on the governor's desk. We anticipate a veto from Governor Nixon before the week is over. I hope to be able to tell you that by the time that the week ends.

(Applause)

I tell you all those stories about our governor not just to brag about Jay Nixon and how good he has been for the state of Missouri, but I tell you that because we need to understand how important it is that we vote for the right people, that we vote for the people that will support us, that we vote for the people that will protect us. It's vitally important for that.

I talk about politics a lot in my local union and in our three-state area. I usually often talk about a quote that Walter Reuther made 60 years ago. Reuther was the President of the United Auto Workers. And Reuther said something like this. He said, “There's a direct relationship between the ballot box and the breadbox.” Now, some of you in here don't remember a breadbox. But when my mom cooked bread at home, we kept it in a box that had a little roll-top front. And Reuther said how you vote affects how you eat. And it's never been more true than it is today.

The reason for that, Reuther said, was because anything the union negotiates at the table can be taken away in the halls of Congress or taken away in the halls of our state legislatures. I've never seen it more true than it is today, whether it's Right To Work or Paycheck Deception or whether it's pension issues on the federal level.

But now back to Missouri again. In 2016, Missouri Teamsters, along with the IBT DRIVE, with the help of the General Executive Board, we are working and spending to elect our Attorney General, a guy by the name of Chris Koster, to be the New Governor in the state of Missouri. Koster has been a friend of ours, whether as a State Senator, he's been the Attorney General in the state of Missouri for the

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last eight years. He will not only fight Right To Work, but he will fight to represent Teamsters and defend Teamster members on a variety of issues.

Now, in addition to Missouri, Teamsters are targeting races in Indiana—governors' races in Indiana, in Montana, in North Carolina, in New Hampshire, in Washington State, and in West Virginia. Besides those, there are hundreds of other down ballot races, whether it's State Representatives, State Senators, other statewide races, local races that you have going on in your states and communities. It is vitally important. If we're going to be successful, we have to get involved, and that means every single one of you.

We've seen the impact that we can have on our members when we talk to members about political issues, but we have to start now. Nineteen weeks will go by in a heartbeat. The first step is to be sure that our people are registered to vote. Many of you've already been doing that. But if you've not, when you get home next Tuesday after the holiday, go to work on voter registration in your state.

Thirty-two states now have some form of online voting. It's easier to register to vote than it's ever been before but you have to start now to get people registered.

We're in the fight of our lives. That term may get overused but it seems like it's that way every single year. But we can only win those battles when we have strong allies in public office. It's imperative. It's a demand that every person in this room—every person in this room—that you decide to get off your butt and take a leadership role in making a difference in the politics in your state and in our country. Don't leave it to others.

It's up to you, folks. Let's get off our butts and go to work. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Jim Kabell. Kabell is a very important person. He's talking about how important governors are. Well, guess what? United States senators are also the key to our future. If we can elect worker-friendly representatives to the Senate, we'll be able to defend our job standards and bring the benefits of what we have to others.

Please welcome from Local 200 in Wisconsin, Secretary-Treasurer Tom Millonzi to tell us about

his efforts in the Senate races. Tom, let's hear it from you.

(Applause)

TOM MILLONZI **Secretary-Treasurer, Local 200**

Thank you, General President Hoffa. First, I'd like to make a special shout out to all the delegates, alternates and guests of my local, Local 200, and my Joint Council 39.

(Applause)

Thanks to all of you for being there for me, guys. Good afternoon, Brothers and Sisters. Good afternoon. Everybody having a good convention so far?

(Shouts of "Yes.")

All right, all right. Well, it's my pleasure and I'm honored to be here to speak to you today.

Regardless of who wins the presidential election, taking control of the U.S. Senate is one of the most important goals in this year's elections. Whether we have an ally or an opponent in the White House, gaining control of the Senate will be the difference between advancing pro-worker legislation and stopping anti-worker legislation from becoming law on a national level.

In Wisconsin, bashing unions, especially the Teamsters, is nothing but a sport for Republicans. The Teamsters have endorsed former Senator Russ Feingold, a true champion of workers in his bid to win back his Senate seat against freshman Senator Ron Johnson. Johnson is no friend of labor. He has supported legislation like Fast Track for the Trans-Pacific Partnership and taken away unions' abilities to fight for their interests at the NLRB.

I had the pleasure of speaking with Russ recently and he wanted me to thank all of you here today for the support he's gotten from the Teamsters all throughout his political career. Even when he was down, the Teamsters never gave up on him, and he will never forget that. He will certainly be a strong ally for the Teamsters in the Senate.

Democrats need six seats to take back the Senate, and Wisconsin is crucial to that happening. This is one of the closest races in 2016.

The path to taking back the Senate will go through the states you see highlighted on the screen. In addition to Wisconsin, our efforts will be focused

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primarily on Florida, Illinois, Missouri, New Hampshire, and right here in Nevada. Signing members up to DRIVE is always important and there's still time before the election for any DRIVE card you sign to produce enough money to have a meaningful impact in these races.

Most importantly, we need to make sure our members are educated on the issues and that they get out to vote this fall. In election after election we have seen that talking to Teamster members at the work sites is the single most important, effective thing we can do to improve our voter turnout. We still need to do phone banks and direct mail and all the other things we can do to communicate with Teamster members, but there is nothing better we can do that is more effective than face-to-face conversations.

Many Joint Councils and Local Unions have already participated in our Building Teamster Political Power Program. Through this program we're giving Teamster activists the tools they need to their talk to fellow members about politics and get them to vote for pro-Teamster candidates this fall.

Let's work together and take back the Congress—I'm sorry, the Senate. Thank you very much.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Brother Millonzi.

As you know, the International Union has political action committees named DRIVE, Democratic Republican Independent Voter Education. DRIVE is funded entirely through voluntary contributions from Teamsters like you and I.

In order to take on the billionaires, we need to have every member contribute as they can. It's up to each and every one of us to go out and be part of the education process and to contribute regularly to DRIVE.

Some of the local chairs have stepped up and I'd like to introduce to you three who have received DRIVE awards. They are three locals that have really stepped forward in making sure that their members are registered in DRIVE. We have a contest every year and it's fun to do it because it really helps our union.

The first Local Union is 988 in Houston, Texas, Robert Mele, for the highest percentage of members contributing to DRIVE. Let's hear it for Robert.

Where is he at? There he is up there but—up on the video.

(Applause)

The second is Local 63 in Covina, California, for the most money raised, Randy Cammack. There's Randy.

(Cheers and applause)

And the third is Local 177 in Hillside, New Jersey, Vic Palumbo. There's Vic up there.

(Cheers and applause)

I now call on Reader Lindsay Dougherty to come forward to read the resolution on DRIVE. Please come forward, Lindsay.

. . . Reading Clerk Dougherty read the following:

DRIVE

WHEREAS, the International Brotherhood of Teamsters maintains a political action committee named "DRIVE" for Democrat, Republican and Independent voter education, as well as the Brotherhood of Locomotive Engineers maintains a PAC called BLET PAC; and

WHEREAS, DRIVE is funded entirely through voluntary contributions from Teamster members; and

WHEREAS, General Treasury funds may not be used for contributions to candidates for federal office and most candidates for state and local office; and

WHEREAS, DRIVE is the only permissible source available to the Teamsters union for most campaign contributions; and

WHEREAS, big business, billionaires and anti-worker super PACs have virtually unlimited funds to spend on politics; and

WHEREAS, United States Supreme Court decisions such as *Citizens United v. Federal Election Commission* and *McCutcheon v. Federal Election Commission* have opened the door to unlimited, unaccountable corporate spending to influence elections; and

WHEREAS, the cost of winning elections is growing ever higher; and

WHEREAS, legislative threats to American workers and the right to collectively bargain have never been greater; and

WHEREAS, threats to Teamster members, work-

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ing families and America's labor movement are not appearing at all levels of government; and

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

WHEREAS, the staff of DRIVE field representatives are most effective when working with local unions that are committed to the DRIVE program; and

WHEREAS, DRIVE field representatives can most effectively increase member participation in DRIVE when local union officers, agents, stewards and staff are actively engaged in the DRIVE campaign.

NOW, THEREFORE, BE IT RESOLVED at this 29th International Convention that every Joint Council and local union commit to increasing member participation in DRIVE; and

BE IT FURTHER RESOLVED that local unions will work with DRIVE field representatives to increase average weekly DRIVE contribution from Teamster members to reflect the increasing cost of elections; and

BE IT FURTHER RESOLVED that local unions commit to engaging their officers, agents, stewards and staff in DRIVE campaigns when a field representative is working in the local; and

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

FINALLY, BE IT RESOLVED that this commitment will ensure that the voices of Teamster members will continue to be heard in the political arena no matter how hard anti-worker politicians try to silence us.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Lindsay.

Mike 6.

DELEGATE ROBERT MELE, Local 988: Mr. Chairman, I'm President of Local 988 and a proud Hoffa-Hall delegate.

(Applause)

I make a motion to accept—make a motion to ac-

cept this—the resolution, and I'd like to reserve some time to speak on the issue.

GENERAL PRESIDENT HOFFA: You have it, Robert.

Do we have a second?

Mike 2.

DELEGATE JAY PHILLIPS, Local 396: Yes, Mr. Chairman, I'm the President of Local 396 in Los Angeles, California, a proud member of the Local 396 Hoffa-Hall delegate slate, and I second the motion. And I also reserve the right to speak on the motion. Thank you.

GENERAL PRESIDENT HOFFA: We have a motion and a second.

Robert, back to you. You wanted to reserve the right to speak. Go ahead, Robert.

DELEGATE ROBERT MELE, Local 988: Yes, sir, thank you. As we've seen today, it's imperative that we get politicians to start listening to labor again. Everything labor has fought for, everything labor has right now, and everything we gain tomorrow can be changed in an instant with one stroke of a pen.

We see this in Wisconsin; and, because of that, Teamsters Local 988 in Houston, Texas, has made a priority of getting our membership to join DRIVE, and I'm proud to say that, again this year, we are the highest percentage of our membership contributing to DRIVE.

(Applause)

Thank you

GENERAL PRESIDENT HOFFA: Thank you, Robert. Well said.

Jay, back to you.

DELEGATE JAY PHILLIPS, Local 396: Mr. Chairman. Mr. Chairman, Teamsters at Local 396 and all around the Los Angeles area, we know how important politics are to our labor movement. Whether it's our victories at the ports or in the area of waste and recycling, the Teamsters have succeeded in Southern California by building relationships with elected officials. We have a waste hauling franchise in Los Angeles right now and, in a large part to DRIVE, we eliminated 142 bad haulers down to eight haulers who have to have either a labor agreement or a labor peace agreement. That's what DRIVE can do to you—do for you.

Politicians listen to us in no small part because of

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our DRIVE contributions. Local 396, I'm proud to say, has a long history of prioritizing DRIVE based on the leadership of Randy Cammack—thank you, Randy—and Local 63.

(Applause)

And getting members to contribute because it is such a proven, effective political tool. And as the cost of elections go up, so does the importance of DRIVE. It's said that money is a driving force behind politics, and DRIVE is our vehicle for participation. So it's important to ask your members to get involved. They need to know about the program and why it's important and necessary.

Remember, if workers want to win in November, it starts with contributing to DRIVE. The Teamsters need to stand up, be counted; and if you care about this movement, please give to DRIVE. Thank you, Mr. Chairman.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Anybody else want to be heard?

Mike 2.

DELEGATE TERRY HANCOCK, Local 731: Mr. Chairman, I'm President of Teamsters Local 731 in Chicago.

(Applause)

And a very proud supporter of the Hoffa-Hall slate.

I stand before you this afternoon to stress the importance of rank-and-file participation and involvement in DRIVE. Teamster power is achieved through political power. To move our agenda, we must properly support politicians that support us, support our needs, and keep our best interests at heart.

So please encourage your membership at each of your locals when you go home to support DRIVE. And thank you very much, sir.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Terry.

Anybody else want to be heard?

Mike 2.

DELEGATE JESSE CASE, Local 238: Thank you, Mr. President. I'm with 238 out of Iowa. In Iowa the Presidential election cycle never ends. The current cycle started in 2013, the 2020 cycle will start in 2017, just half a year from now.

But, aside from presidential politics, every local

office is important to the Teamsters. Three weeks ago in the June 7th primary, our local union had eight members running for office around the state. These are eight members running for different offices, including the President Pro Tem of the Senate who is up for reelection, including somebody on the County Board of Supervisors, who is a Teamster Business Agent, who is here today in a Hoffa-Hall vest because he's a Hoffa-Hall delegate, and so am I.

We have got to run Teamster members in order to control politics, not just friends of Teamsters, Teamster members. I'm proud to say that when we woke up three weeks ago on June 8th, every single one of our candidates had won.

(Applause)

So June 7th we had eight members of our local union running for office, now they're running, all of them, in November. And we have got to run members in order to drive politics, and we cannot drive politics and win without DRIVE. It's one thing to recruit candidates, but then we have to get them elected or reelected, and we can't do that without DRIVE. And because of DRIVE, we were successful with all eight of our candidates June 7th. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: That's great. Mike 2.

DELEGATE JOSHUA ZIVALICH, Local 769: Thank you, Mr. Chairman. I'm the Secretary-Treasurer of Local 769 in Miami. I also have the responsibility of being our political coordinator. I just want to say that we do politics every day in our local. I know that we've got some critical races this year, both in our local, our Joint Council. I'd venture to say every local and Joint Council in our great International faces that.

It's extremely important that we're involved in all races, from county commissions where our local recently had a victory and improved the health and welfare benefits of 600 janitors that we represent at Miami International Airport. Every single race counts—Statehouse, U.S. Congress, obviously the President, down to the County Commission.

We strongly urge this body to get involved and to back this resolution.

Sir, I call the question.

(Applause)

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GENERAL PRESIDENT HOFFA: Thank you, Josh.

Okay. We've had a good debate on this. Anybody else want to be heard?

Nobody's at the mikes.

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

Anybody opposed?

The resolution is passed. Thank you very much.

(Applause)

Our next resolution deals with the Soda Tax. Will Donna-Lynn Dalton please come forward to read the resolution.

... *Reader Dalton read the following:*

RESOLUTION ON SODA TAX

"WHEREAS, soda taxes have taken many forms over the years and have generally been defeated on ballot grounds; and,

"WHEREAS, for those cities currently experiencing a budget shortfall, the soda tax has become an increasingly attractive revenue source; and,

"WHEREAS, soda tax proponents have changed the strategy by cleverly expanding the list of stated reasons for the tax beyond obesity by including diet soda, as well as universal preschool programs, improved libraries, community centers, and parks, while at the same time refusing to consider the adverse impact that this special tax will have on the thousands of Teamster members who produce, warehouse, and deliver these products;

"NOW, THEREFORE, BE IT RESOLVED, at this 29th International Convention that the delegates here assembled commit to protect the jobs of our working families by demanding that any soda tax proposal include measures to address the potential adverse impact upon our members; and,

"FINALLY, BE IT RESOLVED, that if the proponents refuse to address the unfair impact upon our members, we are duty bound to oppose and defeat the proposal."

GENERAL PRESIDENT HOFFA: That's the Soda Tax.

(Applause)

Mike 6.

DELEGATE DANNY GRACE, Local 830: Good afternoon, Mr. Chairman. I'm a proud Hof-

fa-Hall supporter. I move the motion and request the right to speak on it later.

GENERAL PRESIDENT HOFFA: Thank you, Danny.

Do we have a second?

Mike 6.

DELEGATE EDWARD WEBER, Local 812: Thank you, Mr. Chairman. I'm from Local 812, New York. I second the motion.

(Applause)

GENERAL PRESIDENT HOFFA: All right. Thank you.

DELEGATE WEBER: I would like to reserve the right to speak on it after.

GENERAL PRESIDENT HOFFA: All right. You have it.

Anybody else?

Okay, let's stay on 6. Danny, why don't you reserve—we've got a motion and a second.

Discussion. Go ahead, Danny.

DELEGATE DANNY GRACE, Local 830: Mr. Chairman, if I may. In Philadelphia, we defeated this soda tax twice. Last year they brought it up again, and we defeated it before it even got out of the gate. This year they got creative and changed the name. It's now called a beverage tax.

The Council in Philadelphia wanted to give the citizens the right to have a choice, either they would pay for sugary drinks and not have to pay for anything else, but they couldn't get the votes because the Teamsters were so strong in the city of Philadelphia.

(Applause)

Mr. Chairman, they got creative, came up with this beverage tax, lowered the 3 cents per ounce to 1.5 cents, and they came up with laudable goals. They decided that they were going to put the money to pre-K constructions and playgrounds, schools, libraries, and they decided that they would give all the work to the building trades who were against us at that point.

Mr. Chairman, this will affect everyone in the country. This is another attack on the war on workers. It's just another guise on taking and getting rid of good Teamsters jobs.

I move the motion. Thank you.

(Applause)

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GENERAL PRESIDENT HOFFA: All right. The Brother reserved on 6. Go ahead.

DELEGATE ED WEBER, Local 812: Thank you, Mr. Chairman. Local 812 defeated the Soda Tax twice in New York, also. First was Governor Patterson who brought it out. We defeated Governor Patterson. Second it was Mayor Bloomberg and his administration. With the help of Vice President George Miranda and JC 16, we knocked them back again.

We attended hearings at the Board of Health, and the same person that Danny Grace from 830 is dealing with, we dealt with him, too. But we know it's only time will tell they will be in New York again to present another Soda Tax, so we need to knock it back again.

This will devastate the industry, and a lot of Teamster jobs will be lost. I'm 43 years in this Teamster and 43 years in this industry, and it will devastate this industry. Thank you.

GENERAL PRESIDENT HOFFA: Thank you. Back to mike 2.

DELEGATE MARTY FRATES, Local 70: My name is Marty Frates, and I'm Secretary-Treasurer of Teamsters Local 70. We support this Resolution.

(Applause)

The Soda Tax, the beverage Soda Tax is a rip-off. They are just targeting one industry, and not fair to everybody. We have this thing going on in Oakland right now where we represent in Joint Council 7 over a thousand people in the beverage industry.

As far as I'm concerned, this tax—and I've heard this word a few times tonight—is just bullshit. If they're sincere, and the reason they're using in Oakland, is for the health of the children and to have a healthier citizenry:

Well, I suggested to them that they get their experts, go to the store and highlight every unhealthy food and drink and add it to it, and we'd get more tax money. They didn't like that idea. So, again, this whole thing is bullshit. I'd like to call for the question.

GENERAL PRESIDENT HOFFA: All right. We've had a good debate here. We're going to vote this. This is against the Soda Tax. We don't like the Soda Tax. We're against it.

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

Anybody for the Soda Tax?

I didn't think so.

All right. Resolution is passed.

Thank you very much.

(Applause)

... *National Football League player Jordy Nelson addressed the convention via video as follows:*

JORDY NELSON **Green Bay Packers**

Hello. I'm Jordy Nelson from the Green Bay Packers. Congratulations to the Teamsters on their 29th International Convention. The members of the NFLPA stand in solidarity with our Brothers and Sisters in the Teamsters Union. Have a great convention.

(Applause)

GENERAL PRESIDENT HOFFA: I'm pleased to introduce our next speaker, Nevada's former Attorney General Catherine Cortez Masto. In her time as Attorney General she stood with labor when it was attacked. She stood with working families when anti-worker politicians sought to take away their protections and rights, and she has spent her career fighting to protect Nevada families.

Now she's trying to continue her standing up for workers here in labor in her next election. The Teamsters are proud to support Catherine in her bid for the U.S. Senate to replace our good friend, Harry Reid. And she's the daughter of a Teamster.

(Applause)

GENERAL PRESIDENT HOFFA: That doesn't hurt. Please join me in welcoming the next Senator from Nevada, Catherine Cortez Masto. Come on.

(Standing ovation)

CATHERINE CORTEZ MASTO **Former Attorney General** **State of Nevada**

Wow. Well, hello. Welcome to Las Vegas.

Thank you all. What an exciting time to be here. First of all, I am so proud to be here with you. As you've heard, I am Catherine Cortez Masto, and I am the proud daughter of a Teamster.

(Applause)

But I'm also proud to stand before you today as a candidate for the United States Senate from Nevada.

(Applause)

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Let me tell you, for too long, for too long we have watched as Washington time and time again has failed the American people and refused to take up the real challenges that we face every day. It's time for the politicians in Washington to stop the partisan bickering and start working together to solve problems.

(Applause)

You know, that's why I'm running to be the next United States Senator from Nevada, to solve problems. Now, I know we hear that a lot, but I've got the record to back it up. For eight years I served as the Attorney General here in Nevada, and I can tell you during that time we faced some of the biggest problems and concerns here in Nevada.

At one point in time we led the nation in the foreclosure crisis. Big banks were taking advantage of individuals. We had 77,000 homeowners at risk of losing their home to foreclosure at one time. And I was one of the first Attorney General in the country to sue the big banks and take on the financial institutions.

(Applause)

And because of it, brought over \$1.9 billion in relief to homeowners here in the State of Nevada.

(Applause)

And I'll tell you what, one of my proudest moments as Attorney General was watching as Republican Governor Brian Sandoval signed into law landmark legislation that I sponsored to combat sex trafficking here in the State of Nevada.

(Applause)

With many people across the state, we gave an opportunity for unfortunately the victims of sex trafficking to stand up to their pimps. We increased the penalties against the pimps. We expanded the sex offender registry. We gave the victims the right to sue their captors and, most importantly, we put them on a pathway to become survivors. And let me just say this.

(Applause)

That landmark legislation was over 40 bills—was one of over 40 bills that I introduced as Attorney General that was supported by Republicans and Democrats.

It's very unique in the State of Nevada that the Attorney General gets to introduce legislation. And it's apparently very unique that Republicans and

Democrats work together. Washington should try it sometime, don't you think?

(Applause)

Instead of creating problems, Washington should be creating an economy that works for everyone. And, yes, that means raising the minimum wage.

(Applause)

That means equal pay for equal work. And that includes tearing down the barriers to the middle class. That means stopping anti-union policies, defeating job-killing trade deals, and making sure billionaires and corporations pay their fair share. And, yes, it means repealing the Cadillac Tax.

(Applause)

And I'll tell you what, there's also something that we need to do that's very personal to me, and that is passing comprehensive immigration reform.

(Applause)

My grandfather was from Chihuahua, Mexico. Because of his courage and the hard work of my parents, my sister and I were the first in our family to graduate from college.

(Applause)

And listen, I understand that you all have helped the valets at MGM Properties win the right to organize, and that is fantastic because, you know what? My father started out as a valet at a casino close to here. And it is because of his hard work and the hard work of my family that I now have the chance to be the first Latina ever elected to the United States Senate.

(Applause)

But you know what? I'm not doing this to make history. I'm doing this to get things done and solve problems that Washington refuses to do.

Unfortunately, my opponent, Congressman Joe Heck, has been part of the mess in Washington. He votes with the Tea Party and the right wing of his party nine times out of ten.

(Chorus of boos)

Listen, he is opposed to increasing the minimum wage.

(Chorus of boos)

He would take away a woman's right to choose.

(Chorus of boos)

And he voted three times to defund Planned Parenthood.

(Chorus of boos)

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My grandmother retired, after years as a sales clerk, on Social Security. You know what Joe Heck would do? He would privatize Social Security and subject it to the whims of Wall Street.

(Chorus of boos)

He also wants to abolish the Department of Education. And I'll tell you what, Congressman Heck not only voted to fast track the job-killing TPP, he also voted against giving assistance to the American workers who lose their jobs.

(Chorus of boos)

It should come as no surprise to you that Congressman Heck supports Donald Trump to be our next president.

(Chorus of boos)

The same Donald Trump who has called women fat pigs and slobs. The Donald Trump who has called Mexican immigrants racists and drug dealers, who thinks that a judge cannot do his job because of his Mexican heritage. Well, I have news for Donald Trump and Congressman Heck. America is stronger because of our diversity, not weaker.

(Applause)

Now let me tell you, Congressman Heck does have one thing going for him, the Koch brothers. They're all in and spending millions of dollars here in Nevada to buy this election. I think that's supposed to scare me. Well, I'll tell you what. I've dealt with the big banks, I've dealt with the pimps and sex traffickers and violent drug dealers. The Koch brothers don't scare me.

(Applause)

I cannot wait to have a debate about how we move not only Nevada, but our country, forward. And I want to thank you because with your support we are going to do this together, and we are going to create a Democratic majority in the Senate and put a Democrat in the White House. Thank you so much.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Mike 6?

DELEGATE BERNADETTE KELLY, Local 210: Brother Chairman, my name is Bernadette Kelly from Teamsters Local 210 in beautiful New York City.

I have a point of privilege, Mr. Chairman. I have worked with you since 1994 in lock step to rebuild this union, and I'm impressed with the

breadth and the depth of the success of the IBT and the power of the Teamsters. And the incredible leadership of Jim Hoffa and Ken Hall is on display for all of us to see, and the unity is from coast to coast and from Canada to Puerto Rico.

Yet this union is threatened by a small minority. They're trying to force the IBT to spend millions of dollars that could go to organizing and other programs to bring this union forward in a futile attempt to gain office.

I'm appealing to you. I'm appealing to those people to join with us to move this union forward instead of attempting to divide us for the next five months.

(Cheers and applause)

There is room for all of us. There is room for all of us.

(Cheers and applause)

To move ahead or get out of the way. We got too much to do, General President Hoffa. We've got too much to do, Fellow Delegates.

GENERAL PRESIDENT HOFFA: You're out of order.

DELEGATE KELLY: Thank you.

GENERAL PRESIDENT HOFFA: Out of order.

DELEGATE KELLY: Join us. Hoffa! Hoffa!

(Delegates shouting)

GENERAL PRESIDENT HOFFA: Out of order.

(Delegates chanting, "Hoffa, Hoffa, Hoffa!")

GENERAL PRESIDENT HOFFA: All right. Getting ready to adjourn. Thank you very much. Thank you.

ANNOUNCEMENTS

GENERAL PRESIDENT HOFFA: Going to remind you the Resolutions Committee is going to meet as soon as we're done here right in front of the stage.

The Convention is recessed until 9:00 tomorrow morning. We'll see you tomorrow morning.

(The Convention was recessed at 5:08 p.m., Monday, June 27, 2016, to reconvene at 9:00 a.m., Tuesday, June 28, 2016.)

