

**PROCEEDINGS**

# **29th Convention**

**International Brotherhood  
of Teamsters**



## **SECOND DAY**

**Tuesday, June 28, 2016**

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



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**SECOND DAY**  
**TUESDAY MORNING SESSION**  
June 28, 2016

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

**ANNOUNCER:** Will delegates please take your seats. The Convention will please come to order.

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

*(Standing ovation)*

**GENERAL PRESIDENT HOFFA:** Good morning, everybody. All right. The Convention is reconvened. And please rise for the national anthems.

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

*(Cheers and applause)*

**GENERAL PRESIDENT HOFFA:** Thank you.

Please remain standing. This morning's invocation will be delivered by International Trustee Jim Kabell. Jim is the Secretary-Treasurer of Teamsters Local 245 and is President of the Missouri/Kansas/Nebraska Conference.

Jim.

**INVOCATION**  
**JIM KABELL**

**Secretary-Treasurer, Local 245**

Thank you, Jim.

I want to welcome all of you here this morning. And I would like all of us to take just a few moments to think about others, people that are grieving, people that are ill. Whatever your faith, whether you're a believer or a non-believer, I ask you to join us in thought, in prayer, and support.

In 2016, we've already lost three members of the Brotherhood of Maintenance of Way due to on-the-job accidents: Brothers Peter Adamovich, Dawud Bahr, and Joseph Carter, were all Brotherhood of Maintenance of Way members who worked for Amtrak.

Last year our Vice President Fred Potter lost his son Rory. Rory was a Teamster driver working out of Local 469 in Hazlet, New Jersey. He was a track foreman at Monmouth Park in Oceanport.

Just this week, on a point of personal privilege, Bill Black notified me last Wednesday that today, while we're here in this room, that our brother,

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Brother Ron Holzgen from Local 406 in Grand Rapids, Michigan, Ron is having surgery right now. He was diagnosed with brain cancer last week. He was going to be here with us.

I had another call last week, Fred Harmon, who is the Business Agent of Local 955, Fred's wife had emergency surgery. He couldn't be here with us because she had emergency surgery.

At Local 838 only a month ago, a young man named David Wise, who was the Business Agent there, passed away with a heart attack at 48 years old.

All of those families are hurting, and all of you know somebody that is hurting just like those examples that I give to you. So as I pray, I ask you to pray along with me, to remember those folks that have passed away, to pray for those folks and their families that are ill today. Let's pray.

Lord, thank You, first of all, for loving us more than any of us ever deserve or can expect. And, Lord, today I ask Your blessings on the families of those folks that have passed away within the last months and year. I ask You to continue to comfort them, to be close to them, to guide them.

And this morning, God, I ask for Your help for the doctors in Michigan that are operating on Ron. Give them wisdom. Give them strength. Give them power. Lord, help him, help his family.

Lord, I pray for Fred's wife. I pray for the others. Lord, take care of them.

Bless our proceedings today. Give our leaders wisdom, because it's wisdom that builds a house. Father, guide our proceedings, bless everyone in this room. Thank You again for loving us.

In Christ's name I pray. Amen.

*(Applause)*

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

Today's first order of business is the nomination of International Vice Presidents At-Large, followed by the nomination for International Trustees. I ask that all the delegates and guests honor our Democratic principles and follow the nomination procedures that we have agreed upon.

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

ELECTION SUPERVISOR MARK: Good

morning, delegates. The business of the Convention, under Rule 6 of your 2016 rules, that the floor nomination of candidates for International—for Vice President At-Large of the IBT, there are seven positions to be filled. We have 14 people who have indicated to our office that they intend to be nominated for those positions.

The IBT Constitution and your 2016 Convention rules say that only elected delegates, accredited by the Election Supervisor, can be on the floor for this process, and so I ask the Sergeants-at-Arms to assist in escorting those delegates who are not elected delegates off the Convention floor at this time.

As far as the procedure today, on Sunday night, my office held a lottery with observers to set the order of nomination by slate, and that is how we will proceed. After the nominations of announced candidates, I will call for other nominations from the floor.

Convention rules allow each candidate one nominator, one seconder. Nominations speeches are two minutes; seconding speeches, one minute. You will be timed, and I will advise each speaker when they have 30 seconds left on their clock.

Nominators and seconders can refer to their candidate's expected slate affiliation, if any candidate can make an acceptance statement, name, union affiliation, slate affiliation, no policy, or campaign speeches as part of the acceptance. And the campaigns have agreed that there are not to be demonstrations of candidate support on the floor.

Light up microphone No. 1. Just to be clear, that's where nomination speeches will be made. Light up microphone 3; that's seconding speeches. Microphone 2 is where the acceptances will take place.

Nominated candidates have to accept in person at the time of nomination or have a written nomination submitted—a written acceptance submitted. If I have a written acceptance, I will announce that from the podium.

And nominators and seconders should please proceed to their respective microphones, and candidates also to mike 2.

If there are any other people in the hall who intend to seek floor nomination, they should also proceed to those microphones and line up behind those who are nominating the announced candidates.

**NOMINATIONS FOR THE OFFICE OF  
INTERNATIONAL VICE PRESIDENT  
AT-LARGE**

ELECTION SUPERVISOR MARK: Nominations for the office of At-Large Vice President are now in order, and I call on microphone 1. Two minutes. Do we have a nomination?

DELEGATE JEANETTE TAVERAS, Local 237: Yes, we do. I am Jeanette Taveras. I want to nominate one of the greatest persons that I know. He is the president of the largest local in the 1.4 million members, International Brotherhood of Teamsters Local 237.

He has done amazing things for our members. He's been a member for 25 years. He started from the ranks as an officer with HAC and became one of the youngest Captains in Hospital Police. He moved from that point on to become one of the directors of the Citywide Division in Local 237.

He is one of the greatest people that I've ever met. I know him for so many years. As you see yesterday, he spoke with Kangela Moore on how we had the victory of having the first women's equity lawsuit won in New York City.

*(Applause)*

You cannot have a better person to put in this position. He is my mentor, my leader, and I am very proud to be able to say that I will always be following Mr. Gregory Floyd.

So if you will please, I am so honored to nominate Mr. Gregory Floyd for Vice President At-Large.

*(Applause)*

ELECTION SUPERVISOR MARK: Microphone 3. Is there a second to the nomination of Mr. Floyd.

DELEGATE JOSEPH PERRY, Local 237: Right here, Mr. Chairman.

ELECTION SUPERVISOR MARK: One minute.

DELEGATE PERRY: My name is Joseph Perry. I am an over-30-year member of the Teamsters. I'm here to second the nomination of a man who I've worked with for over 30 years, who I know is dedicated to the members, very smart, very personable, charming; and I gotta tell you, he can charm your shoes off your feet. He is one of the most dedicated individuals I've ever met, and

I'm proud to be a Hoffa-Hall delegate to say I second the nomination of Gregory Floyd for Vice President. At-Large Vice President. Excuse me.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone 2. Is there an acceptance from Mr. Floyd?

DELEGATE GREGORY FLOYD, Local 237: I'm a proud Hoffa-Hall delegate. My name is Gregory Floyd, President of Local 237, proud member of this organization for 32 years. I humbly accept the nomination for Vice President At-Large.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, is there a nomination?

DELEGATE DEMOS P. DEMOPOULOS, Local 533: Yes, there is, Mr. Chairman. Good morning.

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE DEMOPOULOS: Good morning, Brothers and Sisters. I'm from Local 553, the oldest Teamster in New York, and I'm Secretary-Treasurer of Teamsters Joint Council 16. We represent everybody from Buffalo to Brooklyn and (spoke Spanish), Puerto Rico.

*(Applause)*

I'm proud to stand before this delegation to submit the name of a Teamster that's spent his whole life fighting for this organization. I've known him for over 25 years. In New York—there's not a local in New York that hasn't been helped by him, and also around this country. He's a man of honor and integrity, and I'm proud to serve with him and call him my brother.

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

*(Applause)*

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

DELEGATE RUBEN TORRES, Local 237: Yes, Mr. Chairman. Secretary-Treasurer of Teamsters Local 237 out of New York City.

I rise to nominate Mr. George Miranda for Vice President At-Large, a man who is uniting this union,

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a man who works tirelessly for the membership, a man of integrity, honor, and of action.

Mr. Chairman, once again, I nominate—I second the nomination of Mr. George Miranda for Vice President At-Large.

*(Standing ovation)*

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

VICE PRESIDENT GEORGE MIRANDA, Local 210: Yes, Mr. Chairman. My name is George Miranda. I'm a proud delegate from Local 210, and I am attending my 10th convention, and I am proud to accept the nomination for Vice President At-Large on a Hoffa-Hall slate. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

*(Cheers and applause)*

Microphone No. 1. Is there a nomination?

DELEGATE ERNIE SOEHL, Local 701: Yes, there is, Mr. Chairman. My name is Ernie Soehl from the principle office of Local 701, Secretary-Treasurer, Joint Council 73, in the great state of New Jersey.

I would like to place the name of John Murphy from Teamsters Local 122 in Boston for Vice President At-Large with this great union.

Mr. Murphy spent many years—he started as a beer truck driver in 1969. In 1998, he won the election on a Hoffa-Hall—back then it was General President Hoffa, and he took office in March of 1999.

He's been an active role in this Teamster union, and everybody that knows him, you can't miss him with the unique shirt and a hat that don't match, that's for damn sure. But not only that, he was responsible with the General President for the Brotherhood of Locomotive and Trainmen and the Maintenance of Ways workers, who are all here, who are great Teamsters. He was responsible for bringing them under the Teamster umbrella, and we'd all like to thank him for that.

Again, I would like to place the name—I know it's the second time—of John Murphy for Vice President At-Large from Teamsters Local 122 in Boston. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

*(Applause)*

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

DELEGATE CHUCK STILES, Local 728: Mr.

Chairman, Chuck Stiles, Vice President of the 9,000-member-strong Local 728 in Atlanta, Georgia.

I'm here to second the nomination of a man that anybody in this union has ever worked with knows that 15, 18 hour days are the norm and not the exception for him. This man is available 24/7. He don't hunt, he don't fish, he don't play golf, he don't do a damn thing but try to move this union forward; and that's John Murphy from Boston.

I see a lot of young—young brothers and sisters in here. If you want to get—if you want to see what a real union leader looks like, the man that will be coming to the mike after me is the man you need to emulate because he is the guy that gets it done. When we went through this pension crisis—

ELECTION SUPERVISOR MARK: Fifteen seconds.

DELEGATE STILES:—went through this pension crisis, he didn't play politics with it. He done what a leader done. He stepped up, and he's going to take care of it.

I'm proud to second the nomination of my good friend, John Murphy, for Vice President At-Large.

*(Standing ovation)*

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

✓ VICE PRESIDENT JOHN MURPHY, Local 122: Mr. Marks, I proudly accept the nomination as Vice President At-Large on the Hoffa-Hall 2016 slate. Thank you very much.

*(Cheers and applause)*

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

DELEGATE MICHAEL BRODERICK, Local 469: Yes, there is, Mr. Chairman.

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE BRODERICK: Michael Broderick, Secretary-Treasurer of Teamsters Local 469, and a proud Hoffa-Hall delegate to this Convention.

I rise today to nominate an individual who epitomizes the words of union representatives, who defines the term "union individual," a person who you can call on 24 hours a day, a man that needs no further understanding than just asking who Fred Potter is.

Fred Potter is a man who has brought to the coast to coast to the Port Drivers their representation sore-

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ly needed, and he continues on with not only that, but his duties and responsibilities as the principle offices of Teamsters Local 469.

Mr. Chairman, I rise to nominate my friend, my mentor, Mr. Fred Potter, for Vice President At-Large.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE MICHAEL TKATCH, Local 469: Mr. Chairman, I happily second the nomination for Vice President At-Large Fred Potter.

I've been in this local for over 30 years and worked with him for all of that time, and he's brought me through the ranks as a great mentor.

I again second the nomination—I'm sorry.

Mike Tkatch, Local 469, Vice President, and, again, I second the nomination for Fred Potter, for Vice President At-Large.

ELECTION SUPERVISOR MARK: Thank you.

*(Applause)*

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

VICE PRESIDENT FRED POTTER, Local 469: I'd like to thank Mike Broderick and Mike Tkatch for nominating me and seconding me, and I proudly accept the nomination for Vice President At-Large on the Hoffa-Hall slate.

ELECTION SUPERVISOR MARK: Thank you.

*(Applause)*

Microphone No. 1. Is there a nomination?

DELEGATE BRIAN THIES, Local 965: Brian Thies, Brotherhood of Maintenance-of-Way Lodge 965, and a proud Hoffa-Hall supporter.

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE THIES: Brothers and Sisters, I stand before you today to place into nomination for Vice President At-Large Mr. Freddie Simpson. Freddie is a proud Hoffa-Hall supporter and is also part of the Hoffa-Hall slate.

Freddie has been a union brother since 1974. He became a full-time union officer in 1984. In 1992, was elected General Chairman of his Federation. 2002, was elected National Division Secretary-Trea-

sure, and 2003 elected as President of the National Division, the position he still holds today.

Freddie understands the importance of investing in the future. He has had the vision of mentoring the younger generation for the transition to the future.

He has been instrumental in developing training programs for these future leaders to better prepare them for the fight. Freddie was instrumental in the murder talks that eventually led to the BMW becoming a part of the Teamsters.

Freddie is a mentor, and I am proud to place him into nomination for the position of International Vice President At-Large.

Thank you.

ELECTION SUPERVISOR MARK: Thank you.

*(Applause)*

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

DELEGATE DENNIS ALBERS, Local 1162: Allied Federation of Lodge 1162, a proud Hoffa and Hall delegate. It is my honor and privilege to second the nomination of my friend and mentor, Freddie Simpson, to Vice President At-Large.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

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

✓ VICE PRESIDENT AT-LARGE SIMPSON: Mr. Mark, I'm Freddie Simpson, and I proudly accept the Vice President At-Large on the Hoffa-Hall slate.

*(Cheers and applause)*

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

DELEGATE KURT FREEMAN, Local 14: Yes, Hoffa-Hall delegate Kurt Freeman, President GCC/IBT Local 14—

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE FREEMAN:—from the City of Brotherly Love, Philadelphia. I am the father of a Teamster and the son of a proud Teamster retiree. It is with great honor that I speak for three generations of Teamsters to place the name of George Tedeschi for nomination for Vice President At-Large.

*(Cheers and applause)*

I have known George for over 30 years. He is the

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hardest working Teamster leader that I know, and I call him my friend. And I am very proud and honored to be able to place his name in nomination. Thank you.

*(Cheers and applause)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3. Is there a second to the nomination of Mr. Tedeschi for Vice President At-Large?

DELEGATE STEVE NOBLES, Local 2/289-M: Yes, sir, Mr. Chairman. My name is Steve Nobles of GCC Local 2/289-M of District Council 3, and also a proud member of IBT Joint Council 43, home of James P. Hoffa.

*(Applause)*

I'd like to enter the name of—second the motion of George Tedeschi for Vice President At-Large.

George works tirelessly and George also was the main man that brought the GCIU to the Teamsters in 2005, and can never thank him enough.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

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

VICE PRESIDENT AT-LARGE TEDESCHI: My name is George Tedeschi. I'm from Local 406, Graphic Communications Conference. I'm also the President of the Graphic Communications Conference.

I humbly accept the nomination for Vice President At-Large on the proud Hoffa-Hall slate. Thank you.

*(Cheers and applause)*

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

DELEGATE CHUCK HALIBURTON, Local 455: There is, Mr. Chairman. I'm Chuck Haliburton, President of Teamsters Local 455, and I'm a proud 37-year member and a delegate of the Hoffa-Hall state.

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE HALIBURTON: I am here to nominate a great leader, a man that I have known for over 20 years and been blessed to work with closely for the past 10. His work ethics are impeccable. No matter what employer thinks they can do or can't do, if it interferes with the members' livelihood and work, he's ready to take them on. Just like Sysco U.S. Foods were a big example, when it wasn't a popular thing to take them on in the beginning. With a lot of help from a lot of leaders in this room and the International, as of today, both companies are still sepa-

rate. And through his efforts, not only did we keep our organized members together through all of that, we've gained two great organizing campaigns and have Teamster members working for them today.

With that, I'm here and proud to nominate Brother Steve Vairma for the office of Vice President At-Large.

*(Cheers and applause)*

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

DELEGATE TOM ERICKSON, Local 120: Mr. Chairman, my name is Tom Erickson. I'm President, Principal Officer of Teamsters Local 120, a proud delegate of Joint Council 32 who a hundred percent supports the Hoffa-Hall campaign as we move forward.

But I'm here today to second the nomination for Vice President At-Large for Mr. Steve Vairma. He's tireless. He's fearless. He's the greatest Warehouse Director that this IBT has ever seen. And I'll second the nomination proudly and humbly for Mr. Steve Vairma for Vice President At-Large.

*(Cheers and applause)*

ELECTION SUPERVISOR MARK: Microphone No. 2. Mr. Vairma, do you accept the nomination for Vice President At-Large?

VICE PRESIDENT VAIRMAN: Mr. Chairman, my name is Steve Vairma, a proud Hoffa-Hall delegate. I proudly accept this nomination to serve this membership, to serve all of you for the next five years. Thank you very much. I accept.

*(Cheers and applause)*

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

DELEGATE WILLIAM THOMPSON, Local 71: My name is William Thompson. Yes, I'm from Local Union 71.

*(Booing from the delegation)*

ELECTION SUPERVISOR MARK: Let's have order.

DELEGATE THOMPSON: I'm a proud supporter of Fred Zuckerman, Teamsters United slate.

*(Booing from the delegation)*

ELECTION SUPERVISOR MARK: Let's have order. Two minutes.

DELEGATE THOMPSON: I rise to nominate Willie Ford for Vice President At-Large. Brother

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Willie Ford is a 28-year Teamster, 28-year UPS'er and proud supporter of Teamsters United. Willie Ford served on the Executive Board as a trustee for Teamsters Local 71. He also was a shop steward.

I nominate Brother Willie Ford as VP At-Large.

*(Booing from the delegation)*

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE HAROLD ARMSTRONG, JR., Local 667: Yes, Mr. Chairman. My name is Harold Armstrong. I am an elected delegate from Teamsters Local 667.

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

DELEGATE ARMSTRONG: I second the nomination of Willie Ford for At-Large Vice President. Local 71 members had a choice in their Convention delegate election, and they chose Willie Ford and Teamsters United.

*(Booing from the delegation)*

Local 667 members in Memphis had a choice in our Convention delegate election, and they chose Teamsters United. They voted Teamsters United because they want International Union leadership that stands up to their employers. The only time to be second is to second this Willie Ford nomination.

*(Booing from the delegation)*

ELECTION SUPERVISOR MARK: Thank you. Order. Order.

Microphone No. 2. Mr. Ford, do you accept the nomination for At-Large Vice President?

DELEGATE WILLIE FORD, Local 71: Mr. Chairman, my name is Willie Ford. I'm from Local 71, Charlotte, North Carolina. I am here as a proud delegate and a candidate for the Teamsters United slate.

I proudly accept the nomination as Vice President At-Large.

*(Booing from the delegation)*

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

DELEGATE NICK PERRY, Local 413: I'm from Local 413, Columbus, Ohio, a package car driver Steward out of UPS. I have the honor of nominating a Teamster who is a member of America's oldest

union, the Brotherhood of Locomotive Engineers & Trainmen.

*(Booing from the delegation)*

Carlos is a unionist who believes in the power of solidarity in the transport industries. He has served this union as Local Chairman, as a delegate to the National Rail Conference, and a delegate to the IBT Convention. There is currently no BLET member on our General Executive Board. Carols would bring the voices of rail Teamsters to the board. They joined the Teamsters to build union power by bringing transport workers together.

I hope you'll meet him and support my brother, Carlos Lizarraga running on the Teamsters United slate. Thank you.

*(Booing from the delegation)*

ELECTION SUPERVISOR MARK: Order. Order.

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

DELEGATE ROBERT COLONE, Local 89: I'm a Teamster, proud Teamster of Local 89, Louisville, Kentucky.

*(Booing from the delegation)*

I second the nomination of Carlos Liazarraga for VP At-Large. Thank you.

*(Booing from the delegation)*

ELECTION SUPERVISOR MARK: Microphone No. 2. Mr. Liazarraga, do you accept the nomination for At-Large Vice President?

DELEGATE CARLOS LIZARRAGA, Local 590: Carlos Lizarraga, 590. I proudly accept the nomination of Vice President At-Large for the Teamsters United slate and for the Teamsters rank and file. Thank you.

*(Booing from the delegation)*

ELECTION SUPERVISOR MARK: Thank you.

*... The delegates chanted, "Hoffa! Hoffa! Hoffa!"*

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

*... The delegates chanted, "Hoffa! Hoffa! Hoffa!"*

ELECTION SUPERVISOR MARK: Let's have order. Let's have order for the nominations of the At-Large Vice Presidents.

Microphone No. 1. Do we have a nomination for At-Large Vice President?

DELEGATE BILL FRISKY, Local 964: Yes, Mr. Chairman.



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*(Booing from the delegation)*

Bill Frisky, Local 964, Brook Park, Ohio. Our local has a couple hundred members involved in a contract fight for our United Airlines mechanics. They're in tough bargaining right now this week. The airline Teamsters are under attack like workers across the board.

I have the honor of nominating a unionist of 47 years in the airline industry. Joe Darmento is an airline mechanic who has served our union as local officer, Joint Council officer, a national negotiator for UPS aircraft mechanics. He was also appointed by President Hoffa as a Trustee of Local 19.

I know Joe. He knows how to build Teamster Power in the airline industry and all the Teamsters.

Join me in supporting Joe Darmento of 2727 for Vice President At-Large.

*(Booing from the delegation)*

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE PHIL RICHARDS, Local 630: There is, Chairman. I'm Phil Richards, a Local 630 delegate from Southern California.

*(Booing from the delegation)*

ELECTION SUPERVISOR MARK: Let's have order.

DELEGATE RICHARDS: I want to second the nomination of a fellow Californian, Joe Darmento, from national Local 2727. Joe knows the entire airline industry. He knows how to bargain good contracts. He knows the power of solidarity.

Please support Joe Darmento for Vice President At-Large from national Local 2727.

*(Booing from the delegation)*

ELECTION SUPERVISOR MARK: Thank you.

Mr. Darmento, do you accept the nomination for Vice President At-Large?

DELEGATE JOE DARMENTO, Local 2727: Joe Darmento. I accept the nomination for Vice President At-Large.

*(Booing from the delegation)*

And look forward to representing all these members and Fred Zuckerman and the entire Teamsters United slate.

*(Booing from the delegation)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1. Is there a nomination for Vice President At-Large?

Let's have order. Order.

DELEGATE DAVID THORNSBERRY, Local 89: Mr. Chairman, my name is David Thornsberry. I'm from Louisville, Kentucky, Local 89, a proud Teamsters United delegate.

*... The delegates chanted, "Hoffa! Hoffa! Hoffa!"*

DELEGATE THORNSBERRY: I'm here at my third convention as a rank-and-file delegate. I have the honor of nominating a friend, a longtime Teamster leader, and a man who has stood strong for our union and its members, including when they need to say no to top leaders who sign bad contracts.

John Thyer is a Teamster with a lot of experience, hauling cars across the country as a Steward and as a Principal Officer of Local 604, St. Louis, for over 20 years. He's a Teamster with guts to stand strong and the smarts to do it right.

John Thyer for Vice President At-Large on the Teamsters United slate. Thank you.

*(Booing from the delegation)*

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3. Is there a second to the nomination of Mr. Thyer for Vice President At-Large?

*... The delegates chanted, "Bullshit! Bullshit! Bullshit!"*

DELEGATE MATT MAINI, Local 251: Matt Maini, Local 251. If you want to go along to get-along Teamster leader John Thyer is not your man. He is a leader with guts, integrity, and he stands strong with the union and he puts his members first. He's been outspoken, a leader against concessions.

For a new direction of our union, I proudly nominate John Thyer for Vice President At-Large for the Teamsters United slate.

*(Booing from the delegation)*

ELECTION SUPERVISOR MARK: That's a second to the nomination of Mr. Thyer.

Mr. Thyer, do you accept the nomination for Vice President At-Large?

*(Booing from the delegation)*

DELEGATE JOHN THYER, Local 604: John Thyer, Teamsters Local 604, St. Louis, Missouri, a 43-year Teamster, 22-year Principal Officer of Local 604. I proudly accept the nomination for Vice President At-Large on the Teamsters United slate.

*(Booing from the delegation)*

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ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE GENE BLACKBURN, Local 206: Yes, Mr. Chairman. Gene Blackburn, a proud delegate of Oregon Local 206.

*(Booing from the delegation)*

ELECTION SUPERVISOR MARK: Order.

DELEGATE BLACKBURN: I have the honor of nominating my friend and my local Secretary-Treasurer Stan White. Stan started out working in a grocery warehouse and moved up from Steward to Union Rep to Local Officer and to Principal Officer of Oregon Local 206.

He never backs down from a fight. He negotiates industry-leading contracts. I'm proud to nominate a Teamster leader who knows how to fight back and how to win. Stan White for Vice President At-Large on the Teamsters United slate.

ELECTION SUPERVISOR MARK: Thank you.

Is there a second at mike 3 to the nomination of Mr. White?

*(Booing from the delegation)*

DELEGATE FRANK VILLA, Local 630: Mr. Chairman, Frank Villa out of Local 630, Los Angeles, California and a proud Fred Zuckerman Teamsters United delegate.

*(Booing from the delegation)*

I second the nomination of Stan White, Vice President At-Large. Our local represents warehouse and food industry members. Our jobs and contracts are under attack. We need a proven leader who knows how to mobilize members, to fight back against unreasonable production standards, and defend our contracts. That's Stan White all the way.

I second the nomination of Stan White, Local 206, Principal Officer, for Vice President At-Large.

ELECTION SUPERVISOR MARK: Thank you.

Microphone 2. Mr. White, do you accept the nomination?

*(Booing from the delegation)*

DELEGATE STANLEY WHITE, Local 206: Mr. Chairman, I'm Stan White, Principle Officer, Local 206, in Oregon, the home local of Tom Leedham, and I proudly accept the position of At-Large Vice President for the Teamsters United slate.

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE JAMES DEWEESE, Local 89: James Deweese, Teachers Local 89. I'm a proud support of Fred Zuckerman and Teamsters United. I rise to nominate Jerry Yarbrough, Memphis 667, for Vice President At-Large.

*(Booing from the delegation)*

Jerry's a Teamster. He's worked in many trucking industries and freight. He's seen what has happened with the lack of organizing.

ELECTION SUPERVISOR MARK: Let's have order.

DELEGATE DEWEESE: The failure of organizing in our core industries. He will change that. He is for the members and will be elected by the members.

Thank you.

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

*(Booing from the delegation)*

DELEGATE DAVE CINTRON, Local 804: Yes. My name is Dave Cintron, an elected delegate, Local 804. I second the nomination of Jerry Yarbrough for Vice President At-Large.

We all want our Teamsters to grow in numbers and in strength. It is easy to put "strong" on a sign, it's another thing to build real Teamster strength.

I'm here to second the nomination of a brother who will help us build real Teamster strength and go on the offense against nonunion competition.

I proudly second the nomination of Jerry Yarbrough on the Teamsters United slate.

*(Booing from the delegation)*

ELECTION SUPERVISOR MARK: Let's have order.

Microphone No. 2, is there an acceptance from Mr. Yarbrough?

*(Booing from the delegation)*

DELEGATE JERRY YARBROUGH, Local 667: Jerry Yarbrough, Local 667, 28-year Teamster, and I proudly accept the nomination of Vice President At-Large on the Teamsters United slate.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, do we have a nomination for Vice President At-Large?

DELEGATE KIMBERLY SCHULTZ, Local 2011: Yes, I do. My name is Kimberly Schultz. I'm

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an elected delegate from Local 2011 and a proud member of the Teamsters United slate. As a Teamster and as a woman, it's a special honor for me to nominate Sandy Pope for the position of At-Large Vice President. Sandy has built Teamster power since she joined our union in 1978. She got her start in freight in Cleveland Local 407, first on the docks and then on the road. She's been a Local Union Organizer, a Business Agent, a Local President, and an International Union Representative.

She's a trailblazer, an inspiration to me as a Teamster sister, and brothers alike. A coalition builder and a unifier, Sandy puts our union and the members above Teamsters politics.

I am proud to nomination Sandy Pope, a fighter for the future of our union. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3, do we have a second to the nomination of Sandy Pope for Vice President At-Large?

*(Booing from the delegation)*

DELEGATE BOB SAYER, Local 251: Yes, we do, Mr. Chairman.

ELECTION SUPERVISOR MARK: Let's have order.

DELEGATE SAYER: Mr. Chairman, my name is Bob Sayer, an elected delegate from Local 251. I'm proud to second the nomination of Sandy Pope for Vice President At-Large. I worked in the freight industry for over 30 years, and we've witnessed the industry's decline. Sandy Pope will never give up on the fight to restore power to any of our core industries. She knows the Teamsters are ready to stand up for better contracts and pension stability. Sandy has been the vision of leadership skills to help lead that battle. Today she's in New York in contract negotiations fighting for the membership. She is a warrior for the rank-and-file, and I'm honored to second the nomination of Sandy Pope for Vice President At-Large on the Teamsters United slate. Thank you.

ELECTION SUPERVISOR MARK: Thank you. I have a written acceptance from Sandy Pope.

*(Booing from the delegation)*

Let's have order.

*(The delegates shouted "Bullshit! Bullshit!")*

Are there any other nominations for Vice President At-Large at microphone No. 1?

Are there any other nominations for Vice President At-Large at microphone No. 1?

Are there any other nominations for Vice President At-Large at microphone No. 1?

The nominations for Vice President At-Large are closed.

*(Cheers and applause)*

### NOMINATIONS FOR THE OFFICE OF INTERNATIONAL TRUSTEE

ELECTION SUPERVISOR MARK: The next order of business is the nomination of candidates for International Trustee. We will follow the same procedure for nominations with the microphones.

Microphone No. 1, is there a nomination for International Trustee?

Let's have order, please. The delegates should resume their seats. Now.

*(The delegates shout some obscenities.)*

Let's have order for the nomination of International Trustee.

Proceed. You have on two minutes.

DELEGATE KEN KWAPISZ, Local 299: All right, you red-vest delegates, let's crank it up a little bit.

*(Cheers and applause)*

DELEGATE KWAPISZ: My name—I'm not first, Mr. Chairman.

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE JESSE CASTILLO, Local 795: Seniority is seniority.

*(Cheers and applause)*

DELEGATE CASTILLO: Mr. Election Supervisor, my name is Jesse Castillo, a Teamster from Wichita, Kansas, Local 795. You've all heard Jim Kabell make a couple of speeches since the Convention has convened. He's a man of compassion. He also—like others, he loves the Teamsters Union. So it's with honor I nominate for the office of International Trustee, Mr. Jim Kabell.

*(Applause)*

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE MARVIN KROPP, Local 618: I'm Marvin Kropp, President of Teamsters Joint Council 13 and Principal Officer of Local 618 in St. Louis. As Jesse said, we've got a great man running for trustee, a tireless worker for our membership that crisscrosses

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the whole state of Missouri, the leader of our Missouri-Kansas-Nebraska Conference. And I'm proud to be a Hoffa-Hall delegate and second the nomination of Jim Kabell for Trustee of our International Union.

*(Standing ovation)*

ELECTION SUPERVISOR MARK: Microphone No. 2.

Mr. Kabell, do you accept the nomination?

DELEGATE JIM KABELL, Local 245: Yes, sir, I do. My name is Jim Kabell. I'm from Local 245. I'm a proud member of the Hoffa-Hall slate, and I accept the nomination for International Trustee.

*(Standing ovation)*

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

DELEGATE KEN KWAPISZ, Local 299: Yes, Mr. Chairman. Now red-shirt delegates, let's try to crank it up again. My name is Ken Kwapisz, Local 299 Secretary-Treasurer, the home local of the great James R. Hoffa, and I am also a proud Hoffa-Hall slate delegate.

*(Applause)*

I'd like to take you back, rewind back into the 1980s. Kevin Moore and I were Stewards; and when we would talk, he would talk about the issues and concerns of our members. And he also talked about a vision he had for Local 299. And when he spoke, there was a spark in his eye.

Now let's fast-forward some thirty years, and when you talk to Kevin Moore, that spark is now a flame, and it's a flame of passion for all members. And let me repeat that: For all members.

In 2004, Kevin Moore became the Principal Officer of Local 299. In 2007, he had a contested election; he won. In 2011, and most recently in 2015, for the first time in the history of Local 299, two consecutive white ballots. Never happened before in the history of our local.

*(Applause)*

Kevin Moore is on the Joint Council 43, General Executive Board Trustee. He is the National Carhaul Director. Kevin Moore is a good friend. Kevin Moore is a better family man. Kevin Moore is the best man for this job, and he is a great labor leader.

ELECTION SUPERVISOR MARK: 15 seconds.

DELEGATE KWAPISZ: Mr. Chairman, I, Ken Kwapisz, do nominate Kevin D. Moore on the Hoffa-

Hall slate for the position of Trustee on the General Executive Board of the International Brotherhood of Teamsters.

*(Standing ovation)*

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second to the nomination of Kevin Moore?

DELEGATE JEFFREY BRYLSKI, Local 449: Yes, Mr. Chairman. Brothers and sisters, my name is Jeff Brylski. I'm President, Teamsters Local 449 in Buffalo, New York. I proudly second the nomination for Kevin Moore for International Trustee.

Kevin is a 32-year Teamster. He's a third-generation Teamster. His grandfather, and father proudly served under James R. Hoffa.

He's a tireless advocate for working men and women, as seen in the speech yesterday given on fair trade.

So, again, I proudly, proudly, second the nomination for Kevin Moore for International Trustee. Thank you.

*(Applause)*

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Moore, do you accept the nomination for International Trustee?

DELEGATE KEVIN MOORE, Local 299: Thank you, Mr. Chairman. My name is Kevin Moore, President of Local 299, the home of James R. Hoffa.

*(Applause)*

A third-generation Teamster, I proudly and humbly accept nomination for Trustee on the Hoffa-Hall slate. Thank you very much.

*(Cheers and applause)*

ELECTION SUPERVISOR MARK: Thank you. Let's have order.

Microphone No. 1, is there a nomination for International Trustee?

DELEGATE PAUL TRUJILLO, Local 651: Yes, Mr. Chairman. I'm Paul Trujillo, elected delegate from Local 651. I'm proud to nominate Dave Bernt for Trustee. Brother Bernt is an elected delegate from one of our union's most powerful locals, Chicago Local 705.

*(Applause)*

Chicago Local 705 is a militant, fighting organizing local; and when that local is in a fight, you will find Dave Bernt. Brother Bernt has helped Local 705 organize over 1,000 new members as a volun-

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teer organizer. They're organizing our core industries in Chicago, and it's time to do it nationally.

Brother Bernt is Teamster tough and he's Teamsters smart. He's a graduate of DePaul University's Labor Leadership program.

We need experienced veteran leaders in our union, but we also need a new generation of young, tough, progressive, militant leaders, and that's Dave Bernt.

I proudly nominate my brother, Dave Bernt, on the Fred Zuckerman Teamster United slate.

*(Booing from the delegation)*

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

DELEGATE RICHARD HOOKER, JR., Local 623: Yes, Mr. Chairman. My name is Richard Hooker, Jr., out of Local 623, Shop Steward. I proudly second the nomination of Mr. David Bernt—

*(Booing from the delegation)*

—who will restore the dignity of labor, the dignity of being a Teamster, and the dignity of being a father. He also understands what capitulated, complacent leadership has done. He has prepared for change, he has participated in change, and he will produce change.

I second the nomination for Brother Dave Bernt.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, Mr. Bernt, do you accept the nomination for International Trustee?

*(Booing from the delegation)*

DELEGATE DAVID BERNT, Local 705: Mr. Chairman, my name is David Bernt. I'm a proud member of the 15,000-strong member Local 705 in Chicago, and I proudly accept the nomination for Trustee on the Fred Zuckerman Teamsters United slate. Thank you.

ELECTION SUPERVISOR MARK: Thank you. Let's have order.

Is there another nomination for International Trustee at microphone No. 1?

DELEGATE SCOTT DAMONE, Local 804: Good morning.

*(Booing from the delegation)*

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE DAMONE: My name is Scott Damone. I'm a third-generation Teamster from

Local 804 in New York, and I'm proud to him nominate Dave Loobie for Trustee.

*(The delegates chanted "Bullshit! Bullshit!")*

Dave Loobie has been a Teamster for 18 years, and he's been a part-time Teamster. But he's also been a full-time advocate for all part-timers. He's the first UPS part-timer in Local 804 history to serve on our Contract Negotiating Committee against UPS. He's the quietest guy in the room, but we learned quickly that his words spoke volumes and his message was loud and clear.

There are 120,000 part-time UPSers in our union. Too often they're the forgotten Teamsters. They're not forgotten to Dave Loobie. He fights for every Teamster. He built unity in our contract fight, and part-timers and full-timers stood together. We fought UPS; and we won real improvements at the table, such as \$4,000 pension with 25 and out for full-timers, more full-time jobs for part-timers. That's the kind of leadership we need at the IBT, and that's why I'm proud to nominate Dave Loobie on the Teamsters United slate.

ELECTION SUPERVISOR MARK: Thank you.

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

*(Booing from the delegation)*

DELEGATE CHRISTOPHER A. WILLIAMSON, Local 804: Yes, Christopher A. Williamson, Local 804, home of Ron Carey. I second the nomination for IBT Trustee Dave Loobie. Loobie is a part-timer who don't hold back. He fights for minimum wage. He got dignity, integrity, and he's an honest man. And I'm proud to second Dave Loobie. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, Mr. Loobie, do you accept the nomination for International Trustee?

*(Booing from the delegation)*

DELEGATE DAVE LOOBIE, Local 804: My name is Dave Loobie, Local 804. I'm an 18-year part-timer, and I proudly accept the nomination on behalf of the 120-something-thousand forgotten Teamsters of this union, the part-timers who send you all here to represent them—the part-timers. I proudly accept the nomination for Trustee on behalf of all part-timers, not just Teamsters, but part-timers

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across this country, and low income men and women who work every day in this country.

ELECTION SUPERVISOR MARK: That's enough. Thank you. We have an acceptance.

DELEGATE LOOBIE: I proudly accept on behalf of all part-timers—

ELECTION SUPERVISOR MARK: Okay. Cut the mike.

Thank you.

Microphone No. 1, do we have a nomination for International Trustee?

*(Booing from the delegation)*

DELEGATE LEONARD STOEHR, Local 206: Leonard Stoehr, Teamsters Local 206 in Oregon. I have the honor to nominate, Mr. Chair, a Chicagoland Teamster. Todd Anderson is a member of Local 710, a long-time Teamster member who has worked as a mechanic and is now a road driver for UPS Freight. Subcontracting out union jobs at UPS Freight and YRC are a great concern to all freight members. Todd Anderson takes on that issue, and he will work to have our International Union fight to defend Teamster jobs. Let's elect a freight member who will stand up for organizing and solidarity in all our core industries.

Mr. Chair, I am proud to nominate Todd Anderson for Teamsters Trustee.

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE MIKE KENSINGER, Local 371: Mr. Chairman, I'm Mike Kensinger from Local 371. I'm proud to be here as a Teamsters United delegate. I've worked for years with Freight under the YRC.

This union has taken a beating in trucking.

*(Booing from the delegation)*

After they beat us, then they kicked us down. We need leaders who will organize and do good bargaining in good faith.

I am here to proudly second the nomination for International Trustee Todd Anderson.

ELECTION SUPERVISOR MARK: Thank you.

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

DELEGATE TODD ANDERSON, Local 710: I, Todd Anderson, proudly accept the nomination of Trustee for Teamsters United, and stop the subcontracting.

*(Chorus of boos)*

ELECTION SUPERVISOR MARK: Thank you. Microphone No. 1? Is there a nomination for International Trustee?

DELEGATE TREVOR LAWRENCE, Local 638: Mr. Chairman, Brothers and Sisters. I'm Trevor Lawrence, Principle Officer—Secretary-Treasurer, Principle Office of Teamsters Local 638 in Minneapolis, and a proud Hoffa-Hall 2016 delegate.

*(Cheers and applause)*

I rise to place a nomination for International Trustee an accomplished, hardworking, dedicated and experienced brother. A 36-year Teamster, 22 years as Principle Officer of Local 355, 18 years as Principle Officer of Joint Council 62, UPS National Negotiating Committee member since 1993, Director of the IBT Trade Show Division since 2010. This is his sixth Convention, and he has dutifully served in the U.S. Army for six years.

I am proud and honored to nominate my brother and friend, Dennis Taylor, for International Trustee of this great union.

*(Cheers and applause)*

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

DELEGATE DAVE WHITE, Local 355: Mr. Chairman, thank you. Dave White, Secretary-Treasurer, Local 355 in Baltimore, 36-year member of the Local, 22 years on the Executive Board serving with Dennis Taylor.

He's a true leader, he's a good leader, he's going to be an absolute perfect fit on this Executive Board that Jim and Ken have put together.

It's my honor to second the nomination of Dennis Taylor for International Trustee. Thank you.

*(Cheers and applause)*

ELECTION SUPERVISOR MARK: Microphone No. 2. Mr. Taylor, do you accept the nomination for International Trustee?

DELEGATE DENNIS TAYLOR, Local 355: Mr. Chairman, my name is Dennis Taylor, proud Hoffa-Hall delegate from the Local 355 in Baltimore, Maryland.

I proudly accept the nomination for International Trustee. Thank you.

*(Cheers and applause)*

ELECTION SUPERVISOR MARK: Thank you.

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Microphone No. 1. Is there another nomination for International Trustee?

Are there any other nominations for International Trustee?

Last call for nominations for International Trustee.

Hearing none, the nominations for International Trustee are closed.

*(Applause)*

Delegates, here's what's going to happen next in the process. A half hour after the session ends here, there's going to be a lottery for the order of nominee names on the ballot that you're all going to receive tonight.

The lottery will be held in the Election Office in the Platinum Room in Bally's next to where you all registered.

Candidates or candidate observers who want to see the lottery should go to the Election Office.

Marked ballots are going to be scanned and counted electronically. There will be logic and accuracy testing of the counting equipment at 4:00 today at Bally's in the Gold Room—that's where you registered—and candidate observers can be present for that logic and accuracy test.

Voting starts at 5:00 p.m. The polls close at 7:00 p.m. Only delegates with a credential issued by the Election Supervisor can vote.

We will check the credential of each delegate by the bar code and verify your eligibility to vote at the beginning. You must bring your Convention badge with the bar code in order to receive your ballot and to vote.

This is a secret ballot vote. No one, not the Election Supervisor's office, not the IBT, no one can identify any vote cast by an individual voter.

There is no way to identify the number of votes cast by Local Union, by Region, by Joint Council, Division, or Conference.

The ballot each delegate receives contains nothing that identifies the voter. All that we record are the votes, and only the vote totals will be released.

The results will be announced shortly after 8:00 p.m. outside the Election Office at Bally's. We will post them on the website and on a bulletin board outside the Election Office.

Candidates that receive 5 percent of the delegates' vote actually cast tonight will be nominated for the ballot.

Article IV, Section 2(d), of the Constitution requires individuals who are nominated to the ballot, who get the 5 percent, to accept the nomination. There is a form at the Election Office for candidates nominated to fill out to accept.

We ask you to follow all the instructions of the Election Office Staff in the voting area. No campaigning is allowed in the voting area. Campaign paraphernalia, shirts, hats, buttons, should not be worn into the campaign area. That includes a lot of the stuff you have on now.

Cell phones cannot be used in the voting area.

That concludes the floor nomination proceedings for this Convention session.

Tomorrow we will return for the nomination of Regional Vice Presidents.

Good day and good luck to all of you.

*(Applause)*

*... The delegates chanted, "Hoffa! Hoffa! Hoffa!"*

GENERAL PRESIDENT HOFFA: Thank you. Thank you.

*... The delegates chanted, "Hoffa! Hoffa! Hoffa!"*

GENERAL PRESIDENT HOFFA: Thank you very much. We've got work to do. Thank you.

Will the Co-Chairs of the Credentials Committee, Gary Dunham and Steve Dayan, come forward to give the final report of the Credentials Committee.

### FINAL REPORT OF THE CREDENTIALS COMMITTEE

COMMITTEE CO-CHAIRPERSON DUNHAM: Good morning. You all recovering? Imagine that. Did any of you sin? Yeah, okay.

I'd like to give a shout out—my name is Gary Dunham, Teamsters Local 238 in Cedar Rapids, Iowa. I'd like to give a shout out to my Local, and also a shout out to Joint Council 32. Very progressive. Larry Yoswa is the President of Joint Council 32.

General President Hoffa, General Secretary-Treasurer Hall, members of the General Executive Board, Brothers and Sisters, I have the privilege and honor to present to you the final report of the Credentials Committee.

I would like to take the opportunity to thank General President Hoffa for the appointment to this Committee, and the hard work and dedication of Co-Chairman, Secretary-Treasurer Steve Dayan, to

my left, Joint Council 42, Principle Officer of 399. It's been a pleasure.

The members of the Committee worked very hard, and I thank each of the Committee and the members of your staff that served with me, particularly Debbie, Kim, Kim, Tony, and Troy, as well as Dick Bell.

I am proud to announce that we have registered 1,594 delegates, 689 alternate delegates, and 2,242 guests for a total registration of 4,525.

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

GENERAL PRESIDENT HOFFA: Is there a second? Mike 2.

DELEGATE PIERRE-ANDRE BLANCHARD, Local 931: Mr. President, my name is Pierre-Andre Blanchard, Teamsters Local 931, Montreal.

I second.

GENERAL PRESIDENT HOFFA: Thank you very much.

We have a Motion and a Second to accept the Final Report of the Credentials Committee.

All those in favor, signify by saying aye.

Anybody opposed?

It is adopted. Very good.

Now we have a video greeting.

... *Actress Mayim Bialik addressed the convention via video as follows:*

**MAYIM BIALIK**  
**Actress**

Hi. I'm Mayim Bialik from "The Big Bang Theory" here with some of my favorite Teamsters. Just wanted to say congratulations to the Teamster Union on the 29th International Convention.

Go—we're all supposed to say it together. Ready?

Go 399! Right on.

*(Applause)*

GENERAL PRESIDENT HOFFA: Our next speaker has been an active Teamster for more than 40 years, starting out in the Penzoil oil fields. He was the first elected President of Local 175 in South Charleston, West Virginia, in 1990, and has served as the President ever since.

He's someone who doesn't forget where he comes from, and he's a man who is dedicated to hands-on work when it comes to doing Teamster jobs.

His first term as our General Secretary-Treasurer,

Ken Hall has brought a new energy and vision to that office and our union.

Ken wears many hats in our union, and he has great talent and great skills that lets him do many, many jobs to make our organization run properly.

As the General Secretary-Treasurer, he's made sure that our union's finances are strong and providing resources we need to fight for our members. Ken has built Teamster power in the capital markets to ensure that Teamster money works for Teamsters.

In an effort to make sure executive pay doesn't run out of hand, he's been fighting that battle all along.

As a director of the UPS Package Division, he leads negotiations and contract enforcement at UPS, our largest employer. And he's leading the fight to organize UPS nonunion competition.

Ladies and gentlemen, please honor a great friend, a great Teamster, my partner, Ken Hall.

*(Cheers and applause)*

**KEN HALL**  
**General Secretary-Treasurer**

Thank you. Thank you.

Well, first of all, I'd like to personally welcome everyone to the 29th International Convention of the greatest union in the world, the International Brotherhood of Teamsters.

*(Cheers and applause)*

You know, it has been an absolute honor to serve as your General Secretary-Treasurer for the last five years; and as your General Secretary-Treasurer, I'm responsible for managing the union's budget, its investments, and all the other funds. And I'm proud to report that our union's finances are stronger than ever.

*(Applause)*

In fact, since Jim Hoffa and his administration took office in 1999, we have never been in a stronger financial position than we are today.

*(Applause)*

You know, when Jim took office in 1999 our union was almost bankrupt. Our net assets stood at only \$8.6 million; and thanks to the stewardship of my predecessor, Tom Keegel, our union has been put back into a solid financial footing.

*(Applause)*

At the last Convention it was reported that our International Union had net assets of \$126.1 million.



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And today, I am proud to report that as of December 31st, 2015, International Brotherhood of Teamsters' audited financial statements reported net assets of \$253.7 million.

*(Standing ovation)*

Thank you. We've doubled our assets in the last five years. You know, back in 1999 we had nothing in our Strike and Defense Fund. In fact, the Strike and Defense Fund owed the International General Fund \$17 million. It was \$17 million in the red when Jim Hoffa took office. We owed millions to other International unions. It was embarrassing.

I remember as President of my Local going into meetings with my members who were facing a strike, and they would ask me, "How much are the strike benefits going to be if it comes to that?" And I would have to answer, "Nothing."

And during the UPS strike in 1997, we had to borrow money from the AFL/CIO to pay for one week of strike benefits.

Today, I'm proud to report that we have \$153 million in our Strike and Defense Fund.

*(Applause)*

And that's why we're going to be able to do things that make it even better for our striking workers this week.

Both our General Fund assets and our Strike and Defense Fund are currently at the highest level ever under the Hoffa administration, and as your General Secretary-Treasurer, I take great pride in that fact.

We have the money, but just as Jim said, we're not running a bank. We're not hoarding it all into a bank account somewhere. We're able—we want to be able and we are able to spend what we need to take on the fights that we face every single day.

And today we have the resources available to strengthen the collective bargaining process, conduct organizing activities, and launch actions against employers that operate in bad faith.

And today, when our members are forced out on strike, they have a real strike fund that's backing them up.

*(Applause)*

We should never be in a position where we can't help our Brothers and Sisters in their time of need. If we have to take on our enemies, we have to be able to put our money where our mouth is, and today—

today we have the resources to take on any employer anywhere, at any time.

*(Applause)*

But you know what? We couldn't say that in 1999. We can today, and I'm proud of that. We have—we have also finally seen the end of the Consent Decree, but the end of the Consent Decree has also brought even more responsibility to us because we have to show that we can police ourselves and make sure that we're protecting our local unions.

We have a more stringent auditing process, and the auditing focus is going to be more on day-to-day financial issues, and the purpose of this is to find and fix the small problems before they turn into big ones.

You know what? Ninety-nine percent of what we find in our audits is just because someone comes in the office, is not sure exactly how they're supposed to be doing it, or they're doing what's been done by officers at that local for years. They don't realize that they're not in compliance with some—with part of the audit process; but make no mistake, if someone is stealing from one of our locals, they have no business in our union.

*(Applause)*

But as I said, most of what our auditors find isn't criminal. Financial controls are more important than ever now to ensure that the finances of our union and its affiliates are in perfect order.

Never forget for one moment that there are those who are just waiting for us to make a mistake so they can try to put us back under a Consent Decree, and we're not ever going back there.

*(Applause)*

And we must remain vigilant over our union's finances to make sure we never return to a time where we have no strike fund, no money in the bank, and we have to beg other unions for support. Are we ever going back?

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

No. And I'm glad to say—I'm glad to say we've restored our union's financial strength. We've righted the ship. Now we must direct those resources to the best interests of our membership.

Over the past five years we've taken on some of the biggest employers in North America. And you know what? We've won. We were able to win. We

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were able to win in Chicago when we struck Coca-Cola. We won representation.

There we go, Chicago. We won that fight.

*(Cheers and applause)*

We won representation for Tech Drivers at Facebook, Apple, and Yahoo in the Silicon Valley; and as you've heard, we blocked the Sysco/U.S. Foods merger by coordinating our efforts throughout all levels of the union.

And in all these cases, and many, many more, we were able to win these battles because we had the resources to fight.

And, you know, as more multinational corporations who are based outside of North America become dominant players in our Teamster core industries, we've been forced to fight on a global scale as well.

When Port Drivers were facing a brutal anti-union attack by the Australian-based Toll Group, we worked with the Transport Workers Union in Australia, and we had shareholder actions to hold them accountable. Ultimately, we prevailed, winning an election and securing a strong first contract, including a Teamster pension for those Port Drivers.

*(Applause)*

And we did the same thing in our school bus campaign. We worked with Unite, the union in the UK, to address worker rights, abuses, and safety issues at Durham.

We also hosted British members of Parliament to come over here and asked the company why drivers in the U.S. should be treated worse than drivers in the UK. That's why we call it the "Drive-Up Standards Campaign."

And you know what? That campaign has paid off with over 40,000 new school bus members.

*(Applause)*

Now, that's using Teamster power. We've had this success by working together with hundreds of our locals and Joint Councils because we can't wait around for the government to rein in these predatory companies. We have to be the ones to hold Wall Street accountable; and the folks on Wall Street, they don't like what we're doing. That's why they throw all this money at right to work. That's why they want to kill us dead; but I've got news for them, they can't kill the spirit of working men and women, and they sure as hell will never kill the spirit of the Teamsters Union.

*(Applause)*

Because you know what? Unions like us, unions like the Teamsters are the only thing standing in the way of big business taking complete control of our economy, our laws, and our government.

And don't get me wrong. Just because we're telling these shareholders to act responsibly doesn't mean they want to listen to what we're saying. In fact, they don't want to listen to a word of it.

These Wall Street companies take our pension assets as investments and then turn around and attack our members. In 2008 and 2009 these white-collar criminals destroyed our economy because millions of dollars weren't enough, they wanted billions of dollars. They tanked our economy, and in the process crippled many of our pension funds and drove employers out of business. And what did they get for that? They got bonuses when they brought their companies back to being profitable. They shouldn't have gotten bonuses, they should have gotten jail time. Their ass should be in prisons.

*(Applause)*

It's just wrong. We have to use our pension money to fight back. The Teamsters Union has more than \$100 billion invested in equity market across this country, and we have to make sure our assets are working for us, not against us, because you know what? We live in a different world now. We have globalization, mega mergers, dark-money campaigns, right-to-work laws, trade deals that sends millions of good jobs overseas.

With every passing year it becomes tougher and tougher to protect our members' interest, and it sure doesn't seem like a lot of politicians care.

Yeah, there's some good ones, but it seems like you can count them on two hands. In this environment it's more important than ever that we all stand together.

You know, it's easy to stand in the back and point fingers and cast blame. Any coward can do that. But if we're going to fight and win against these big corporations, it has to be all hands on deck. We have a responsibility to protect our hard-won benefits and to make sure that our people can retire with dignity.

*(Applause)*

Now, I've been a Teamster for more than—I've been a Teamster for more than 40 years, and I've got

to tell you, I am incredibly proud of the work that you do.

When we work together, nobody, nobody can defeat the Teamsters Union. We are the greatest labor in the world. We can do it.

God bless you, and God bless the Teamsters.

*(Cheers and applause)*

Okay, McKesson, it's the country's largest wholesale pharmaceutical distributor, yet some of their front-line workers are so underpaid that they can't afford health benefits or the company 401(k).

Looking for decent pay and dignity, warehouse workers in Lakeland, Florida, voted to join the Teamsters in 2011; but like too many other low-road employers, McKesson refused to honor workers' rights, going so far as to threaten and fire union supporters.

And here to talk to us today about the struggle in Lakeland is our International Vice President Ken Wood.

**KEN WOOD**  
**International Vice President**  
**South Region**

General President Hoffa, General Secretary-Treasurer Ken Hall, members of the Executive Board, delegates, alternate delegates, family, friends, and retirees, I want to talk to you about a couple things that's been going on which I think is no secret to any of us.

For those of y'all that have had the opportunity or misfortune to listen to all these debates that's been going on, they talk about a lot of things, about our jobs going overseas and people does not have an affordable living and things of that nature, and all it is in my opinion is just rhetoric at this time to get your support.

But it's the Teamsters that walks the walk and talks the talk. We know the importance of the Middle Class. We know the importance, what drives this economy, and we're going to do our part as we've always done.

I'd also like to give a special shout out to my brothers and sisters from Joint Council 75, and I'm proud to say we are the fastest growing Joint Council percentage-wise in the last few years; and if I didn't mention it, we're in a right-to-work state. So, can't is what never got anything done. Laziness is what never got anything done.

We're all Teamsters, and we know what we're

supposed to be doing. That's organize and be involved in the political arena.

So, some of these names I'm going to tell you I'm sure is not shocking to any of us, but we're living in a time of extreme income inequality.

We're living in a period of time where the gap between the top one percent and everyone else is so wide that many Americans working full time cannot afford affordable healthcare or even save for their pension.

And here are some shocking statistics. Since 1978, 28 years ago, CEOs' pay has jumped 997 percent with the CEOs today raking in more than 300 times that of the average front line worker.

CEOs of the S&P 500 receives nearly \$7 billion—that's correct, I didn't say nothing wrong—\$7 billion in wages and bonuses in 2014 alone.

And just 100 CEOs in this country has as much in their company retirement assets as the entire retirement of 50 million working Americans, or 41 percent of families in this U.S.

It's not a disgrace, it's disgusting. It's not right. But I'm going to tell you something, I can tell you all these numbers and go over all these statistics, but you really don't know it until you hear it from the people who is really out there fighting the fight.

And as I said, Joint Council 75, my Local 79, we believe in organizing the unorganized, and a number of years ago we took on an organizing campaign with McKesson, and we've been at it for five years, and we're getting closer and closer with the help of General President Hoffa, General Secretary-Treasurer Hall, and everybody else on the staff of the IBT.

And I'm going to let Glen explain to you what he's went through, but I would venture to say most of the delegates sitting here today stepped into a ready-made deal, meaning all you did was put in an application with an employer and you became a Teamster and you enjoy the fruits of our labor.

But this man I'm getting ready to introduce put his life on the line. Put everything he had on the line to organize. He attended a McKesson Pharmaceutical stockholders meeting. I was a stockholder for one day, so I could attend. Of course, he couldn't do anything other than be there, and they said, "Your two minutes are up," and I had to leave.

When this brother stood up and told the truth, it irritated the CEO, who is probably the highest paid CEO there is in this country; and when he returned

to work, this is how they thanked him. They fired him for something BS that didn't stand up.

But we didn't give up on Glen because he didn't give up on us. We filed the necessary Labor Board charges. And after two years he was awarded his job back and full benefits and full pay.

*(Applause)*

And one of the proudest moments of me being a Teamster was being able to walk through them doors of McKesson Robbins and let Glen go back to his rightful job. I was so proud of him for standing up and putting his life on the line, his family's life on the line.

So with no further ado, this is a real Teamster, this is a guy that knows what he has to do, this is a guy that put his life on the line, and these are the type of people we need moving forward.

I am proud to introduce to you a member of Local 79, Glen Gray.

*(Applause)*

### **GLEN GRAY**

#### **Local 79**

Wow, I have a big extended family.

Good morning to all my Teamsters and Brothers and Sisters out there, for truly it is an honor and a privilege for me to be standing here before you. I've always wanted to be a Teamster, and I love the Teamsters.

*(Applause)*

Let me start by saying thank you to Vice President Wood and to all of my Brothers and Sister Teamsters. I've worked for McKesson, the nation's largest and richest wholesale pharmaceutical company, for more than a decade. Despite the company's success, our working conditions are extremely difficult. The pay is low, and the cost of healthcare is astronomical.

So, in September 2011, my coworkers and I decided to organize with the Teamsters, and, I'll tell you, man, was it a fight. McKesson hired high-priced union busters and waged an aggressive campaign of harassment and intimidation, but our group stuck together and we won, Teamsters. That was five years ago, and we are still fighting for a fair first contract.

Why, you might add? It's not that the company cannot afford to provide us with a fair contract. This is one of the wealthiest companies in the world. In fact, McKesson is ranked number 11 on the 2015 list of Fortune 500 companies. It reported \$179 billion—\$179 billion—in revenue in 2014, a 30 percent increase over

2013, and the company CEO, let me tell you about this guy. McKesson's CEO is one of the highest paid in the world. Since becoming CEO of McKesson in 2001, John Hammergren—that's his name—has received more than \$500 million in total compensation.

So, in August 2013, I went with my Principle Officer, International Vice President Ken Wood, and IBT Warehouse Division Director, International Vice President Steve Vairma, to the McKesson shareholder's meeting, and I confronted CEO Hammergren.

I told him that I was a ten-year employee and I was proud to be a part of our company's success, but I said the compensation at my distribution center is so low that a majority of my coworkers cannot afford the company's healthcare coverage or to save any money toward their 401(k) plan.

Compensation was a hot topic at that shareholders meeting because the "Wall Street Journal" had just reported that the CEO, John Hammergren's, pension was valued at \$159 million. That was the highest executive pension ever.

Now, think about that for a moment. McKesson's own distribution center workers cannot even afford healthcare or save any money for 401(k), but this guy got \$159 million pension.

Well, an interesting thing happened next. The shareholders at the 2013 meeting voted by 78 percent to reject the CEO's pay package.

*(Applause)*

And Mr. Hammergren was forced to take a \$45 million pay cut.

*(Applause)*

After that happened, within months, I, Glen Gray, was fired, and I stayed fired for two long years. The Labor Board issued a complaint finding that my dismissal and that of one of my coworkers' dismissal, was discriminatory and in retaliation for union activity.

An Administrative Law Judge agreed that in November 2014—and ordered McKesson to put she and I back to work, but the company shrugged us out a whole year longer.

That was a difficult time for my family. Though I am grateful that Mr. Ken Wood and the Teamsters provided me an opportunity to work as an organizer during this period, it was a hard time for my family. My wife, Sharon Gray, is sitting over to the right—to the left there.

*(Applause)*

This year—God blessed me with this beautiful woman—we're going to celebrate 30 years of marriage.

*(Cheers and applause)*

Thank God for her. My wife has a chronic illness, so losing our healthcare was devastating. But I never lost faith. I never backed down.

*(Applause)*

The company offered me several times to pay me off, to leave, to walk away. And I said, "No."

*(Applause)*

No, because someone had to stand up to corporate greed. No, because someone had to stand up to corporate bullies.

*(Applause)*

And finally, no, because someone had to say enough is enough.

*(Cheers and applause)*

While I was out of work, I traveled around the country and met with other McKesson Teamsters. Unfortunately, I do not have the time to name each of you and every local, but you know who you are and how I feel about you and how my co-workers feel about you. I want to say thank you for the generous reception you provided me and the endless solidarity that your locals, your members, and the wonderful IBT have demonstrated to me and to my co-workers in Lakeland, Florida, throughout this fight.

We still don't have our first contract because we will not let this company exploit us the way they want to. But I can tell you, when I marched back into my job last year, I marched back with my head held high.

*(Cheers and applause)*

And I demonstrated that there is power in the union even without a contract.

*(Applause)*

There is power in the Teamsters and we will overcome. One day longer, one day stronger.

Thank you, my Teamsters, and God bless you.

*(Standing ovation)*

GENERAL SECRETARY-TREASURER HALL:  
Thank you for that update, Ken.

And thank you, Glen, for sharing your story. I'm sure that I join everyone in this room in saying I'm proud to call you a brother.

*(Applause)*

You know, McKesson is just one example of a

corporation that pays its executives millions in unearned income and benefits. Not only does it hurt workers, it also hurts the shareholders of public companies. And that's where we're taking a fight against excessive CEO pay.

Will Lindsay Dougherty please come forward to read the resolution Executive Pay/Capital Strategies?  
... *Reading Clerk Dougherty read the following:*

**RESOLUTION ON  
EXECUTIVE COMPENSATION/  
CAPITAL STRATEGIES**

**WHEREAS**, corporate boards of directors continue to lavish top executives with excessive compensation packages that drain corporate resources, incentivize high-risk, short-term business strategies and widen income inequality; and

**WHEREAS**, CEO compensation has increased 997% since 1978, with many CEOs getting paid more than 300 times that of the average worker; and

**WHEREAS**, CEOs of the S&P 500 received nearly \$7 billion in wages and bonuses in 2014 alone; and

**WHEREAS**, just 100 CEOs have as much in their company's retirement assets as the entire retirement savings of 50 million American families, or 41% of all families in the United States; and

**WHEREAS**, deep-pocketed corporate and political interests have aligned to attack good jobs, affordable health care, pension security and investor protections; and

**WHEREAS**, the Supreme Court's 2010 *Citizens United* decision opened the floodgates to corporations funneling unlimited sums of money to front groups that lobby against the interests of our union, members and affiliated funds; and

**WHEREAS**, 95% of corporate earnings are distributed back to shareowners through dividends and share buybacks rather than reinvested back into the companies' operations or workforces; and

**WHEREAS**, companies are exploiting offshore tax havens which have increased financial burdens on working families; and

**WHEREAS**, Teamster core industries have changed significantly due to rapid consolidation, globalization and the increasing influence of activist investors; and

**WHEREAS**, Teamster-affiliated pension and

## SECOND DAY—MORNING SESSION

benefit funds have more than \$100 billion invested in capital markets, providing Teamsters a voice in corporate governance, mergers and transactions, executive pay and human capital management.

**NOW, THEREFORE, BE IT RESOLVED** at this 29th International Convention that the Teamsters Union supports the ongoing work of the IBT's Capital Strategies Department and its efforts to:

- Reform corporate executive pay structures to better align CEO pay with the long-term interests of the company's stakeholders;
- Make corporate boards more accountable by reforming director elections, addressing board independence, diversity and conflicts of interest;
- Broaden the network of investor allies around the world to promote better human capital management, including the protection of workers' rights and fair pay throughout companies' supply chains;
- Demand increased transparency and accountability for corporate political and lobbying expenditures from the companies in which we invest and that manage Teamster assets;
- Engage Wall Street analysts, investors and regulators to provide the Teamsters' front-line perspective on corporate transactions and strategies;
- Promote the benefits of project labor agreements and employing unionized building and construction workers with infrastructure investors;
- Investigate corporate welfare schemes to ensure that tax dollars are not being used to destroy good Teamster jobs and hard-fought standards;
- Provide ongoing education and support for Teamster trustees and member shareholders on key proxy fights, corporate transactions and contested director elections;
- Monitor and engage private equity owners and their limited partners about the management of portfolio companies; and
- Secure legislative and regulatory reforms that protect Teamster funds, investments and retirement security.

*(Applause)*

GENERAL SECRETARY-TREASURER HALL:  
Thank you, Lindsay.

Do I have a motion for adoption?

Mike 2.

DELEGATE TOM ERICKSON, Local 120: Mr.

Chairman, I'm President, Principal Officer of Teamsters Local 120 and the home of C. Thomas Keegel.

*(Applause)*

Myself, along with all of us, all the delegates at Joint Council 32, are proud Hoffa-Hall delegates.

*(Applause)*

I make the motion to adopt the resolution to support of the IBT Capital Strategies Campaign program and would like to reserve the right to speak on this.

GENERAL SECRETARY-TREASURER HALL:  
You got it. Is there a second?

Mike 2.

DELEGATE VERNON GAMMON, Local 391:  
I'm Secretary-Treasurer of Local 391 in Greensboro, North Carolina. I'd like to second for the resolution and reserve the right to speak on it. Thank you, Mr. Chair.

GENERAL SECRETARY-TREASURER HALL:  
Okay. It's been moved and seconded to accept the Executive Pay/Capital Strategies resolution.

Excuse me, back to Tom. Do you want to comment on it?

DELEGATE TOM ERICKSON, Local 120: Yes, I do. We in Minnesota know how the IBT Capital Strategies Campaign with us fought hard with a company called Northern Tier Energy. It was 2013. We have 180 members there. They're probably some of the most dangerous jobs you can see.

The IBT Capital Strategies Campaign came in and they set up a conference call and got every investor into NTE to listen that we were going to put them out on strike. Basically what we were saying was this: Your investments, which NTE controlled 72 percent of the refineries action that happened, all the revenue. At the end of the day, the brilliant job by the IBT Capital Strategies Campaign set up the investment call and in the 13th hour at almost midnight on New Year's Eve of 2013, we fought back every single cut and big raises to all of our members and got a three-year deal. It was the brilliance of the Campaign Strategies Department that made it happen. You guys did a great job.

*(Applause)*

GENERAL SECRETARY-TREASURER HALL:  
Thank you, Tom.

Vernon, you reserved your right. The seconder reserved his right.

## SECOND DAY—MORNING SESSION

DELEGATE VERNON GAMMON, Local 391: Mr. Chair, first of all, I'd like to say I'm a proud delegate for the Hoffa-Hall and Local 391, we are all big supporters and delegates for the Hoffa-Hall ticket.

*(Applause)*

Let me say, the IBT Strategies Department had came in to Eaton, North Carolina. They announced that they were going to close one of the best breweries in the country. This brewery was the No. 1 brewery for four years, the only brewery that made a profit for the company in 2015.

With the help of the Capital Strategies Department, we had put a plan together. This plan has demonstrated that this company is only trying to do one thing, destroy the union, raise prices, which is not good for consumers. Closing this plant would destroy 450 good paying Teamsters jobs and devastate a community.

When they announced this closure, two days later they announced a merger between INBev and SAB-Miller. They claim it had nothing to do with it.

All I can say is this: With the help of the Capital Strategies Department, Carin and her group, the leadership of President Hoffa, your leadership, the support you have showed the workers in North Carolina, as President Hoffa said, it's not too late for Miller-Coors to change their mind.

I strongly ask all the delegates to support this resolution and help us save the jobs in North Carolina. Thank you.

*(Applause)*

GENERAL SECRETARY-TREASURER HALL: Thank you, Vernon.

Is there further debate? Is there further discussion?

Mike 4.

VICE PRESIDENT VAIRMA: I'm a proud Hoffa-Hall delegate. I rise in support of this motion. It's extremely important that we adopt this motion.

We use the services of Capital Strategies to take on these big corporations every day. We did it down in California when we attended that shareholders meeting with Brother Glen and cost that CEO \$45 million in his earnings, embarrassed him in front of those shareholders, embarrassed him in front of his constituents.

We also worked with Capital Strategies on the Sysco/U.S. Foods merger. It was extremely vital that we reached out to those investors and to those share-

holders to let them know that this was a bad deal, that it was going to hurt our members. And we did everything in our power, using those resources to take that down. If it wasn't for the work of Capital Strategies, if it wasn't for resolutions like this, we never would have succeeded.

I thank you for all that support on that and I urge the adoption of this resolution.

*(Applause)*

GENERAL SECRETARY-TREASURER HALL: Thank you, Steve.

Further discussion?

Mike 2.

VICE PRESIDENT AT-LARGE ALOISE: Mr. Chairman, I'm proud Secretary-Treasurer of 853, and President of Joint Council 7.

*(Cheers and applause)*

When I was a young student, I was writing a thesis on using workers' money to support unions. I read a book by Randy Barber called "The North Will Rise Again," where he described how unions should use pension money and their assets to help them fight the employer.

Took me a while to get to a position to be able to accomplish that dream. But when I was appointed Investment Chairman of the Western Conference of Teamsters, at that time I had \$30 billion to work with and a commitment from my union brothers on that, for those Trustees to use that money to help our members. Now we're up to almost 40 billion and we've used it all the time.

I was further blessed to come to the Teamsters and have Tom Keegel push the Capital Strategies Division under the direction of Carin Zelenko, and now Ken Hall again recognizing the importance of that department and how valuable it is to all of us.

Over the years the money in our Capital Strategies, the money in the Teamsters, the money in the Western Conference has helped settle strikes at the University of Miami, get project labor agreements in Maine where the governor swore there would never be a project labor agreement, and we got J.P. Stevens, because of the Western Conference money, to walk away from the project if they didn't make it union. It's a hundred percent union now.

*(Cheers and applause)*

In Texas we got the pipeline done.

So we cannot live without this in this day and

time and utilizing our assets, not only to provide good pensions, not only to make sure we make good investments. These are all good investments we use, but we also use it to pressure and leverage employers to do the right thing, because most of the time they don't get it unless you have their purse strings in your hand.

So I urge the vote on this and I call for the question, Mr. Chairman.

*(Cheers and applause)*

GENERAL SECRETARY-TREASURER HALL:  
Thank you, Rome.

Okay. We've had a call for the question. We've had a lot of good debate. The motion is to adopt the resolution on Executive Pay/Capital Strategies.

All in favor, signify by saying aye.

Any opposed?

The motion is passed.

*(Applause)*

... *Singer Graham Nash addressed the delegation via video as follows:*

**GRAHAM NASH**

**Singer**

Hello, Teamsters, every single one of you. This is your friend Graham Nash. I want to take a moment and I want to congratulate you on your 29th International Convention.

29, let's go for another thousand years. And as our friend Woody Guthrie said—who always loved the unions, you know that—Woody said, "Take it easy, but take it."

*(Applause)*

GENERAL PRESIDENT HOFFA: We have a very special guest here and it's an honor to introduce him. We have got global union partners from all over the world that have come to our Convention.

Our next speaker was kind enough to say that he would come all the way from England to address you. He's somebody that has a union that is as big as ours. It's England's Unite the union. Unite is a lot like the Teamsters Union. They represent drivers and airline workers, UPS and DHL, tankhaul and carhaul, beer, soft drink, dairy and bakery workers.

Len McCluskey shares our view that unions worldwide must fight these big multinational corporations together.

In 2014, Len stood with us at the shareholders

meeting regarding British school bus drivers. They addressed the issue of National Express and we made sure that our voices were heard. Our fight is his fight.

When British Airways tried to force bad conditions on their flight attendants, we made it difficult for British Airways to operate here.

Unite's fight is our fight. He's a leader. He's our friend. He's been there when we needed him and we'll be there when he needs us.

Let's have a great Teamster welcome for our friend, Len McCluskey.

*(Cheers and applause)*

**LEN MCCLUSKEY**

**General Secretary, Unite**

Well, thank you, Jimmy, for that kind of introduction. And can I say, Sisters and Brothers, what a privilege it is for me to address you here today. My union, Unite, is Britain's largest union with 1.4 million members.

*(Applause)*

We are known, just like you, as a fighting-back union, a union that stands shoulder to shoulder with its members, a union that is afraid of no one. And as a result, we are known in our own country and in many parts of Europe. But it is a fact, Brothers and Sisters, the Teamsters are known the world over.

*(Applause)*

You are the most iconic trade union on our planet, and you should be proud of your history.

*(Cheers and applause)*

You all know that history, of course. Your fathers and mothers, your grandparents, your great grandparents fought for you. They shed blood for you. And yes, they even died for you so that you could pick up the baton and raise the standards and continue to fight for workers' rights and to demand your fair share of the wealth that you create.

*(Applause)*

That's why I'm proud—that's why I'm proud to be here to stand with you and my good friend, Jimmy Hoffa, in a common cause of solidarity challenging global labor.

Friends, global capital friendsv—all of us here represent a direct challenge to global capital and the establishment that underpins them. Our unions have proven that internationalism and global solidarity are



more than mere aspirations or quaint maxims. They are the means by which working people unite across nations and can challenge and win against unrestrained corporate power the world over. Unite does not simply seek to build good relations with great unions like the Teamsters, it seeks to build global alliances that can confront corporate giants that abuse free trade and cheap labor to exploit working people.

Colleagues, let me just spend a few minutes on politics. You will—I'm sure all have been following the referendum debate and subsequent decision by the United Kingdom to leave the European Union. That outcome has shocked many, but it didn't shock me. Unite has been at the vanguard fighting against for over a decade the worst effects of the neoliberal European project.

*(Applause)*

Fighting its embrace of austerity economics and the abandonment of young people across the continent of Europe whilst it did nothing to put right the criminal destruction of western economies by the bankers and the financial elite.

We challenged the European Union to make changes, to make further progress on social and employment protections and to make serious changes to its policy on the free movement of labor, but it failed to listen. And so the British people have spoken and the United Kingdom will move forward as an independent nation. That will present its own challenges, not least with Scotland seeking independence once more from a United Kingdom. And the likelihood of a conservative right-wing government in resurgence, and a Labor Party, my party, at the moment in disarray, which is why, colleagues, I have to fly back home this afternoon. But you can be assured of one thing. We will continue to work closely with our brothers and sisters in European trade unions to build resistance to the damaging austerity that ravishes parts of our continent and to continue to fight for an alternative Europe.

*(Applause)*

The debate has been a fierce one in the UK. And, of course, we've been talking about free trade agreements like your own NAFTA and TPP or those involving the European Union, the U.S. and Canada, TTIP and CETA, representing not fair trade but the largest power grab by global corporations we've seen in over a hundred years. They tell us it's for our

own good. What nonsense. When has a so-called free trade agreement ever benefited working people?

*(Applause)*

Colleagues, that brings me nicely to the very special relationship between the Teamsters and Unite and the critical work we are doing together to reshape our movements. In the UK, Unite is leading the way with new strategies and tactics, giving us the best chance of winning industrial disputes, taking on bad employers, and making gains for our members. We embody the ideal of fighting back trade unionism, because no matter what the law or who the boss is, when we are well organized, when our members are confident, when we can utilize leveraged tactics, we know that we can win.

*(Applause)*

And that's why our focus is building strong unionized workplaces now extends to organizing across supply chains, building solidarity with agency labor and contractors, bringing workers together across interrelated sectors of the economy to understand the vulnerabilities in modern capitalism.

Working together with the Teamsters, we have already achieved some great successes. We stood in solidarity with the BMW workers in California with Bob Lennox—I know Bob is here—we stood with Bob and the Teamsters Local 495, and we won.

*(Applause)*

We stood with you to secure your master contract with First Student, the largest school bus operator in the U.S. And we're standing with you.

*(Applause)*

We're standing with you now in your fight with National Express and its school bus operations here in the U.S. and Canada.

*(Cheers and applause)*

Colleagues, once again, with National Express, just like before with First Group, we find a British multinational corporation that believes it can operate outside the UK as a union buster, an abuser of workers and trade union rights. Well, I've got news for them: Not on my watch.

*(Cheers and applause)*

We're working with you now to broaden the great work you've been doing here in the U.S. with your locals organizing from depot to depot, some of the most vulnerable and fearful workers to bring a new plan to the table. That plan will chase down

this company wherever it operates, in whatever sector it operates, so that they are forced into ending the union-busting approach to industrial relations here in the U.S. and reaching a master agreement with the Teamsters and bargaining for decent work, job security, healthcare on behalf of thousands of new Teamster members.

That's our challenge with National Express, and we're up for it just as much as I know you are. And I'm looking forward to taking that message alongside our sister rail unions in the U.K. and the ITF, the International Transport Federation, to the CEO and the Chairman of National Express, Sir John Armett. And I'm delighted that your own Rick Middleton will be with us.

*(Cheers and applause)*

Rick will be with us when we hold our meeting in London on the 6th of July. They need to understand that we will hurt them with their contracts, with their reputation, and in their pockets until they ensure dignity and decency in union contracts here in the U.S. and Canada.

*(Applause)*

Colleagues, perhaps the best example of our far reach now extends in our work with the International Transport Federation. It is to develop our Industrial Hub Program, a global project we're piloting with the ITF, the global family that you belong to of unions representing millions of transport workers—seafarers, dockers, bus workers, truck drivers and aviation workers—a strategy that recognizes the strategic importance of organizing across interrelated sectors of the supply chain, bringing workers together to build relationships, confidence, understanding of the vulnerabilities in modern supply chains and power, most importantly power.

Here's a challenge to all of us: How do we make just in time just too late? How do we expose and take action against the real economic employer, very seldom not our own employer, but a client who at the swipe of a pen takes 10 percent of our contract and drives a race to the bottom in terms and conditions?

Transport and the free movement of capital is at the heart of our global economy. And, therefore, unless our nations are structured to reflect the intricate relationship between capital across nations of borders, we cannot expect to win in times of struggle.

You'll all be happy to know our strategies are

striking fear into the heart of corporations that have sought for decades to capsulize the key supply chains which guarantees their power and autonomy and, therefore, their profits.

I'm incredibly proud of the work that we're doing both in Unite and with global partners like the Teamsters and our brothers and sisters from across the globe who are also here today.

It's our duty. It's our responsibility to fight, to lead by example, to give confidence to workers. And let me say this: Nobody does it better than your own President Jimmy Hoffa.

*(Cheers and applause)*

Friends, let me finish on this. I was a dock worker from Liverpool, England. I've got more in common with a trucker from Texas, a bus worker from Virginia, a waste worker from LA than I have with any British boss.

*(Cheers and applause)*

It's what binds us together, our values, and the solidarity that runs through our very veins. The business class simply don't understand. And that's why, despite their wealth and power, they will never defeat united workers.

Sisters and Brothers, my experience tells me that when working people reach out across nations and join hands and reach out across oceans and join hands, then a better world is possible.

Victory to the Teamsters, victory to the workers. Thanks very much for listening.

*(Applause)*

## ORGANIZING

GENERAL SECRETARY-TREASURER HALL: You know, organizing is the lifeblood of our union. We can never be content with the status quo. To protect our current members, we must continue to organize nonunion companies in our industries. And many of you know firsthand how difficult that can be. It's an uphill battle that requires significant determination as well as resources. Organizing campaigns can take years and even decades to succeed. But Teamsters don't give up.

International Vice President Gordon Sweeton and Bill Hamilton are here to tell us about our union's organizing campaign.

**FedEx Freight**

INTERNATIONAL VICE PRESIDENT SWEETON: Thank you, General Secretary-Treasurer.

Good morning, everybody. It's good to see all of you. As everybody in this room knows, the Teamsters never back down from a fight when it comes to protecting our members or organizing workers, and the best example we can have of that is FedEx. I don't need to tell you how bad it is with FedEx and its founder, Fred Smith, to deal with.

When you think of a vicious anti-worker, anti-union corporation, FedEx is at the top of that list. We've seen this behavior the past two years that we've organized workers at FedEx Freight. We've won four campaigns at FedEx Freight at Local 107 in Philadelphia and Local 701 in New Brunswick, New Jersey.

*(Applause)*

We've also had victories at Local 71 in Charlotte, North Carolina, and Local 439 in Stockton, California.

*(Applause)*

Hey, let me tell you, California's been working on this campaign, I know, for the last five to six years. So stay in there, guys. Thank you.

But the company and its high-paid union busters have fought us every step of the way, which we figured they'd do that. They have got lots of money behind us, but we're persistent. They've threatened and intimidated workers, violated labor laws, and spent hundreds of thousands of dollars to spread vicious lies.

Despite the court compelling the company to sit down and bargain with Local 107 and Local 71, the company continued to drag its feet and fight us every step of the way. The good news, as the General President said earlier, after dragging their feet for more than a year, FedEx's stalling tactics got exhausted and the courts issued a bargaining mandate earlier this month. What a victory for us.

*(Applause)*

And it mid-June FedEx sat down with Local 107 and 71 to begin bargaining. The Teamsters forced this company to sit down with us at the bargaining table. This is a historic victory because most people said that FedEx would never meet with the Teamsters and negotiate a contract. But this victory was made possible by the local unions, a lot of you mem-

bers here in this meeting today, the International Union, all working together. And thank you for all the help in that and all the assistance to each and every one of you.

People said we'd never get a chance to get the company to meet with us, but we've made that happen.

*(Applause)*

We've still got a long ways to go, but at least we've started negotiations. Brothers and Sisters, let us be clear again. Despite all that we've gone through with this company, we're never going to stop fighting for the workers at FedEx Freight.

*(Applause)*

Thank you.

These workers need and deserve a better future, and they've turn to us, the Teamsters, to achieve that. I'll just give you one example of why they've turned to us. It's the company's poor, terrible, health care insurance. FedEx's premium plan is called a Premier Plan and has a premium that costs \$4,000 a year that's deducted from every employee's paycheck. The deductibles are \$3,600 a year, so an employee incurs a cost of \$7,600 for this plan every year before the 70/30 plan ever kicks in. That's an out-of-pocket maximum in 2016 of \$16,580. Although we've not yet negotiated a contract, we're still holding the company's feet to the fire. For the first time ever, FedEx raised wages at some facilities as much as \$4 an hour and almost ten cents a mile in compensation.

This includes the company's first-ever 90-cent across-the-board increases in October of 2015. But the company has held the cost of the employee's status quo for this year for the first time in over a decade.

The Teamsters estimate the company has spent over \$300 million in the past 18 months on pay raises, benefits, and union-busting tactics, raising standards in the freight industry through the efforts of the help of FedEx employees directly; but it's also indirectly helped all freight industry workers, including Teamsters. While we don't yet have a contract, we're still holding the company's feet to the fire. Our fight continues with FedEx Freight.

Like a lot of you here in this room, I've been a Teamster all my life. And all that time has been in the freight industry. We talk about the good old days. Some people think, hey, today's times are better. I can remember back before deregulation, things were good. But let me tell you, if we can all consolidate

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together and come together as one, we can make this freight industry as strong as it was back in the early days.

*(Cheers and applause)*

Again, I have been blessed that I've been a Teamster all my life, and I'll die being a Teamster, just like a lot of you.

But let me say this: I'm going to challenge each and every one in this room today to come together as one unit, work with the National Freight Division and our Organizing Department. Together, if we all work as one union, we can organize FedEx Freight from coast to coast. Are you ready for that challenge?

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

*(Applause)*

Get started. Thank you.

*(Applause)*

INTERNATIONAL VICE PRESIDENT HAMILTON: Good morning, Brothers and Sisters.

*(Applause)*

I want to thank the General President, General Secretary-Treasurer for asking me to speak on this subject today. I got to tell you, there's a story to be told here that's a story that should grip every Teamster in this room. It's not a partisan issue, organizing FedEx. It's nothing to do with politics. This has everything to do with what these people go through every single day of the week.

I've been in office for 27 years, and every now and again we need to be remembered why we're here and why we took this job and why we took the oath of office to serve the members. We have to remember exactly the day we started and why we started and never, never forget that.

I'll take you back. How many people were here at the last Convention? Raise your hand.

At the beginning of this Convention you heard our General President speak about promises made. At the last Convention the General President made a promise to the delegation and the guests in the back, and he said FedEx is our next target.

Now, I had the great privilege of going down to General President Hoffa's office several years ago, and we discussed the organizing drive at FedEx, and I said, "I've got an exciting young man that has developed some great leads in the Philadelphia area of FedEx. His name is Chris Bushmeyer."

He was a young organizer starting out in Local

107, much like many of us were years and years ago. But his story didn't end there. General President Hoffa said to me, "I'd like to meet this young man." And he did. He met Chris Bushmeyer. And Chris Bushmeyer's energy and determination to organize this company got the ball started with the help of the General President.

Now I've got a question for you before I tell you a story about a young man in Local 71 in North Carolina. Got a question for you, and I got a question for our General Secretary-Treasurer. Ken Hall, if he gets armed with the FedEx campaign going into UPS negotiations next year, what kind of weapon is that? You walk into UPS and say, "We're going after your biggest competitor and we're being successful doing it." It makes that job so much easier, so much easier for our leaders to take control of the situation and say to a UPS and UPS Freight, "We're out here getting the competitors in line, and it's going to take a long time, and it's going to take the help of everybody in this room, but it can be done." We've proved that.

In July of 2014, a young man named Bobby Berry, he lived in Richmond, Virginia, moved to Charlotte. He heard about the campaign of FedEx, and he called up Local 71.

Is Local 71 here in the room today?

Where you at, 71? Stand up.

I got to tell you something before I go on with that story. I had the great privilege of attending the first two FedEx negotiating sessions, the first one on June 15th in Philadelphia, the second one in Charlotte, North Carolina, on the 16th.

The 15th was pretty uneventful, but when I went down to Charlotte to those negotiations and watched the determinations of the President of that union, the Secretary-Treasurer of that union, and the Business Agent of that union, and the determination at the table and the way they didn't take any shit from that company, it was inspiring to see you guys work. And I appreciate your efforts.

*(Applause)*

Continuing on with the story, Bobby took it upon himself to go on Facebook, and he talked to other employees at FedEx, and he took an interest in organizing and putting his job on the line.

He finally made a phone call, because Chris Bushmeyer was on the Internet contacting FedEx employees across the country. And through those

efforts, he had the knowledge to call Chris and ask him, “How do you get this thing started?” Well, the fear of losing can be greater than the excitement of winning in this case. The employees in Charlotte formed their committee and began weekly meetings. On September 8th, 2014, Local 71 filed a petition for an election on behalf of the FedEx drivers.

Now, this company has vowed and continued to vow, up until about a month-and-a-half ago, that they would never sit down across table from the Teamsters Union. Not only are they sitting across the table, but their four corporate lawyers—as smug as they are—came in, and the first statement they made to us across the table, “We’re not afraid of NLRB charges. File all you want.” That’s the beginning of a long story that we’re going to create here.

In the fall of 2015, Brother Berry started to feel weak and have some pain. Brother Berry was in the middle of the fight of his life but he didn’t know it. He had Stage 4 non-Hodgkins lymphoma. Sometimes fatal, all the time a tough fight.

I called Brother Berry because I also fought that battle, so I could give him some comfort in his battle. So I knew what it was like to put everything on the line, and your life was on the line.

But let me tell you what the Teamsters did. The Teamsters stepped up and helped. Because FedEx medical bills are woefully inadequate, he ran up quickly \$13,000 in bills and is still undergoing treatment, but he’s in remission.

*(Applause)*

I tell you what this union did. Local 71 reached out to other unions, and other unions kicked in to pay his medical bills. Teamster members helped pay his medical bills.

*(Applause)*

And he still continued the battle and still is, with FedEx, and he asked me to read a statement from him to you today.

*... International Vice President Hamilton read the following:*

“General President Hoffa, General Executive Board, Brothers and Sisters, on behalf of the Berry family, we thank you for engaging in the fight for raising the standards at FedEx Freight, coming to the aid of my family when you’ve never even met me and doing more for me than FedEx ever did.

“Fred Smith said he wouldn’t come to the table. Fred Smith didn’t pay my medical bills.

“I never met the Teamsters. My family would have suffered a great loss, and I will forever appreciate the gratitude that my fellow Brothers and Sisters showed me and my family.

“I want to share the advice to the unorganized that Brother Bushmeyer shared with me, to overcome my fear, and that is to not let the fear of losing be greater than the excitement of winning.

“God bless the Teamsters.

“Bobby Berry.”

*(Applause)*

INTERNATIONAL VICE PRESIDENT HAMILTON: This is why I’m asking every union that has FedEx in their area, follow the game plan that the Organizing Department has laid out for this campaign. We don’t need people running out, getting cards signed and filing them so they can feel better about themselves. I’m not mentioning no names here today. It’s a nonpartisan speech; remember that.

We need everybody pulling in the same direction. I don’t care who you support in a general election. I care about the membership that we can potentially have at FedEx.

*(Applause)*

The Organizing Department has laid out in great detail a plan to do this, and Jeff Farmer and his crew have developed this philosophy and formula, and we perfected it. What we need is your help now, and we can show you how to do it.

I would like to introduce a Local 439 member, Mel Mendieta, a FedEx driver who recently voted to join the Teamsters Union. Mel.

*(Applause)*

DELEGATE MEL MENDIETA, Local 439: Good morning, Brothers and Sisters. My name is Mel Mendieta. I currently work for FedEx Freight in Stockton, California.

*(Applause)*

I’ve been a driver there for 26 years. Last year on March 13th, my co-workers and I voted 33 to 12 to join the Teamsters Local 439 in Stockton.

*(Applause)*

Brothers and Sisters, I’m here today to tell you that I’m very proud to be a Teamster. FedEx said they would never negotiate nor recognize the Teamsters, but echoing what others have said, we will win

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a contract. For the first time in history, we have a voice and seat at the table.

Our brothers on the East Coast recently started negotiations. We have worked so hard to come to this point to allow FedEx Freight to deny us the security we need and deserve. This is about winning a secure future for ourselves and our families. Our families deserve this, and we all deserve this. The security I'm talking about can only be achieved with a Teamster contract. We will not give up, and we will keep fighting.

I want to give a special thanks to Rob Nicewonger from Local 439—

*(Applause)*

—for all his hard work and dedication in his ongoing battle.

To our FedEx brothers on the East Coast, to continue fighting, stay strong, and, remember, united we stand, divided we fall.

*(Applause)*

On behalf of the rest of my FedEx Freight union brothers, we thank you all for your help and your support, and thank you, Teamsters. Thank you.

*(Applause)*

INTERNATIONAL VICE PRESIDENT HAMILTON: Thank you, Mel.

I would now like to introduce Vice President Stan Hennessy who will talk about the FedEx Organizing Campaign. Thank you.

*(Applause)*

INTERNATIONAL VICE PRESIDENT HENNESSY: Hello, Brothers and Sisters. My name is Stan Hennessy, and I am from Vancouver, Canada. Very proud, very proud to be President of Local 31 and President, Joint Council 36.

*(Applause)*

On January 13, FedEx Freight opened a brand new facility in Vancouver right beside one of our largest freight companies. How considerate.

At that time Local 31 got to work and began making contact with its employees. In June of 2014, Local 31 Organizer, Ben Hennessy, organized the warehouse workers and filed an application for certification at the Federal Labour Board. Man, FedEx got excited. They got their lawyers to file bogus charges over and over again at the Board. Local 31's legal counsel successfully fought back each and ev-

ery one of their challenges and won every decision against FedEx.

*(Applause)*

And, Brothers and Sisters, I'm proud to say, that in 2014 we made history. The dock workers at FedEx were certified as members of Teamsters Local 31.

*(Applause)*

On the first day of bargaining, however, FedEx informed the Bargaining Committee, our Bargaining Committee, that a decision had been made to close their facility. Now, let's bear in mind, they just spent \$70 million putting it up.

FedEx suggested to us that we should sit down and talk about a severance package, an enhanced severance package. Our reply was very easy. We said, "We're here to negotiate. And on page 52 of the agreement we just put in front of you is language for severance, and we will get there in due time."

That meeting came to an end. They went back to the terminal and informed all of the employees that they were shutting the terminal down. We immediately filed for conciliation, at the same time filing charges of unfair labour practices against this company.

Although FedEx announced the closure, the warehouse did remain open throughout conciliation, but it was obvious they were trying to discourage those workers from remaining Teamsters.

FedEx again insisted that the union negotiate a severance package, or "closure agreement" they called it. The union again filed a complaint at the labour board and forced FedEx back to the bargaining table.

FedEx was only going through the motions. They had no intention of agreeing to a collective agreement. FedEx made it clear that nothing the union could say or do would change their plans on closing that terminal. Man, did they have something coming.

Ultimately, the Federal Labour Board found FedEx Freight's decision to close Surrey was tainted by animus and that it had violated the Canadian Labour Code. And as a condition, the Board ruled—now, you got to hear this. The Board ruled that if they ever contracted out that work, that it would have to be given to a company signatory to Local 31.

*(Applause)*

Or, if they gave it to a nonunion company, that company would have to agree to be certified by Local 31.

*(Applause)*

What a beautiful thing.

However, as of June 19, 2015, FedEx closed the operations at that terminal. Bright spot: They gave the work to Canadian Freightways, a past subsidiary of Consolidated Freightways, and our Brothers and Sisters have welcomed our new members over from FedEx.

I'm going to tell you something, Brothers and Sisters, they walked in under an agreement they gave them good, good wages, pensions, health and welfare, holidays they never dreamed of, happiest people going.

*(Applause)*

With the addition of the FedEx work, Canadian Freightways had to hire an additional 50 new drivers. Now, if you can close your eyes for a second and imagine this. All that coming across the border, 35 to 45 long boxes a day are dropped off at the Canadian Freightways terminals. And those are Teamster Brothers and Sisters out there delivering FedEx freight on a daily basis.

*(Applause)*

We kept up the pressure, and we did win. And Brothers and Sisters, FedEx Freight has learned one thing about the Teamsters. We never surrender, we never back up. And together on both sides of the border, we will bring this bastard company to their knees.

Can you believe that? If you believe it, get on your feet and tell us.

*(Standing ovation)*

We will win. Thank you, Brothers and Sisters. Thank you.

*(Applause)*

We will win.

GENERAL SECRETARY-TREASURER HALL:  
Wow! Is this exciting or what?

Thank you and congratulations, Brothers. Your hard work truly is paying off.

### XPO/Logistics/Con-Way

GENERAL SECRETARY-TREASURER HALL:  
You know, the Teamsters are also in the midst of a historic organizing campaign at XPO/Logistics/Con-Way, and Teamsters from coast to coast are reaching out to the workers to this company to talk about Teamster power.

Organizing in its core industry is a top priority of the union, and momentum is building. Take a look at

this video on our campaign to organize Con-Way—XPO, Con-Way, and FedEx.

Roll the video.

*... A video was presented to the delegates.*

*(Applause)*

GENERAL SECRETARY-TREASURER HALL:  
Like our FedEx campaign, the fight to bring justice to XPO/Con-Way workers is multi-faceted in a union-wide effort. International Vice President Tyson Johnson will fill us in on the campaign.

INTERNATIONAL VICE PRESIDENT JOHNSON: Good morning, Brothers and Sisters. Teamster power. That's what it's all about. You've heard a very detailed report this morning about FedEx Freight. I have another very important campaign to explain to you. I know you have heard the rhetoric, why aren't we organizing in core industries? I'm pleased to tell you, we are. We have engaged Con-Way Freight. As many of you know that were around in the early '80s, Con-Way Freight opened as Con-Way Western, Central, and Eastern. It opened across the backs of our members at Consolidated Freightways, a company that filed bankruptcy and closed the doors on Labor Day of 2002.

In that same time frame, Western, Central, and Eastern became Con-Way Freight, a coast-to-coast LTL carrier, nonunion. There has been attempts over the years to try to organize Con-Way. There would be some interest in one or two locations, but really nothing on a level that would warrant a hard, ongoing campaign. Because of the hard work of three local unions, Local 657, Local 769, and Local 63—

*(Applause)*

—God bless all of you. We have won three elections with Con-Way.

*(Applause)*

As soon as those campaigns were won, Con-Way engaged Littler Mendelson, one of the most non-union son of a bitches in the country, to handle their campaign with the Teamsters Union. I'm pleased to tell you—and you'll hear more about it during the program—769 is certified. And they've about played—and I say they—Con-Way has about played their last trump card with 657 and Local 63.

*(Applause)*

Early this year, as you heard about FedEx Freight, I had the same meeting with the General President regarding Con-Way. He directed myself, a head of

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the Freight Division; Fred Potter with the Port Division, Steve Vairma with the Warehouse Division, to engage with the Organizing Department. A meeting was called in Washington, D.C., and we filled the middle conference room with IBT staff.

We had capital strategies, strategic research, communications, we had Jeff Farmer, Jack Kerns, Greg Chockley with the Organizing Department, and we put together a strategic campaign to go after Con-Way.

Right in that same time frame we were notified that a company called XPO Logistics had purchased Con-Way. That even created more aggressiveness with our campaign. The reason? XPO treats their workers like shit. They have misrepresented, misled the former Con-Way workers about their intent to close terminals and lay off employees. They are dragging their feet with the onset of this campaign in negotiations to bargain in good faith. Again, they have just about played out their last trump card, but they continue to deny their workforce federally protected rights to organize.

Our organizers have educated XPO workers to the fact that their pension plan shut down in 2006. Hard to believe, but Con-Way employees did not know they weren't continuing to receive pension benefits.

Our Organizing Department pointed out the disparity in their benefit plans. The very best plan that XPO/Con-Way offers, is a \$4,400 a year out-of-pocket cost on an 80-20 plan that is in network.

Out of network, it is a \$12,700 plan, on a 60-40 payment.

In our meeting Sunday, a great labor leader got up and made the comment how depressed and beat down our YRC Freight members are.

*(Applause)*

I agree with you. I know they are.

But if you look around, there's only two companies under the NMFA. And I'm going to challenge every local union in this auditorium today to engage in this program. I'll tell you, your General Secretary-Treasurer and your General President are engaged. The Freight Division, the Port Division, the Warehouse Division, and the Organizing Department are engaged. But we must have your help.

The Organizing Department has put on additional project organizers. In this campaign we have gone

with a two to one, with a number of locals in the South, the East, and the Central Region. We are aggressively after Con-Way. We are making progress every day.

With the assistance of a great number of local unions, we have done national leafletting and this leafletting is educating our future members at Con-Way.

At the same time, as XPO fights us in the Freight Division, they fight just as hard in the Port Division. The gentleman to my right in the last year has orchestrated 13 strikes over the last 18 months in the Port Divisions on the West Coast and has had great success with them. Yes, great success.

*(Applause)*

Steve Vairma is working in the Warehouse Division to fight off temp workers, elimination of full-time jobs, and it even brings greater urgency to this campaign. Bradley Jacobs' goal is to eliminate the over-the-road jobs at Con-Way, turn it over to leasers and purchased transportation and owner-operators. It's his MO with every company that he has acquired. He does not want hourly employees. He wants subcontractors, he wants temps, and he wants owner-operators.

UNIDENTIFIED DELEGATE: Boo!

INTERNATIONAL VICE PRESIDENT JOHNSON: I agree.

We don't need rhetoric. I challenge you to get off your ass, get engaged, work with the Organizing Department, follow the guidelines, and let's organize this company.

We just made their annual shareholders meeting, and we let Bradley Jacobs know we weren't backing down. And we were outside raising more hell than you could imagine. We were outside, but they heard us inside.

This campaign, again, I tell you, is supported by your General President, by your General Secretary-Treasurer, and by your General Executive Board. It is led by good people.

We are facing a fight with this company, and I tell you we are engaged, we're in the fight. I want to remind all you freight locals that it's not long to March 31, 2019. Who knows what that day is?

UNIDENTIFIED DELEGATE: The MOU.

INTERNATIONAL VICE PRESIDENT JOHNSON: That's the day that damned MOU expires. Let's



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give our union lines a level playing field. Let's organize FedEx Freight, let's organize Con-Way, let's have them under a Teamster contract. The XPO workers want a contract. The men and women working for XPO in the Port Division, the company is absolutely stealing from them every day, roughly \$200 million a year, because they are misclassified. Again, an MO of Bradley Jacobs and XPO Logistics.

Let's take the fight to Bradley Jacobs, let's organize this company, let's give XPO workers, let's give Con-Way workers, the port workers, the warehouse employees union contracts, union pensions, union benefits; and let's grow our membership in a core industry.

*(Applause)*

With that, I want to introduce to you Brother Frank Perkins, Local 657.

*(Applause)*

DELEGATE FRANK PERKINS, Local 657: Good morning, Brothers and Sisters. My name is Frank Perkins. I'm President of Teamsters Local 657 in San Antonio. I'm proud to say that we made history on September 12, 2014, when drivers and dock workers at Con-Way Freight in Laredo, Texas, voted to join Local 657.

The Con-Way workers in Laredo were the first to organize with the Teamsters. They signed cards and never looked back. Our bargaining unit of 113 stood strong and united despite the company's vicious anti-worker campaign.

Today our members remain strong, even after the company has continued to challenge the election. The company has refused to recognize the NLRB certificate of representation and has went through the NLRB appeal process, but we've kicked their ass every step of the way.

*(Applause)*

XPO later bought Con-Way, and it has become a very big campaign for the Teamsters in the U.S. and Canada. Con-Way has hired Littler Mendelson, a union-busting law firm, the day the members voted the Teamsters in in Laredo, and they are using the same law firm in Miami as well.

The company lawyers alleged that the union committed illegal acts during the campaign after they solicited the rat scabs to testify to these lies. But the company's assertions have been knocked down

within the NLRB. It is simply a smoke screen to continue to delay the bargaining process.

Just today—the company had been appealing the representation every step of the way. They appealed to federal court. We just today got news that the federal court has set oral arguments for the week of August 26th, so it's coming to an end finally.

After Laredo our brothers in Miami, Florida, reorganized, and we are in negotiations in Laredo. Even though the company has dragged their feet in bargaining, we have over 20 tentative agreements in Miami. Today our members remain strong, united, both in Laredo and Miami. In Laredo, it is the busiest inland port in the United States. Over 14,000 trucks a day pass over the border with Mexico. Every day.

Brothers and Sisters, we will win a strong contract for the workers in Laredo. The workers will win the justice they deserve. The workers at XPO/Con-Way need and deserve decent, affordable health care, a retirement plan, and other benefits. They need and deserve to be treated with respect. They need and deserve a voice on the job. They need and deserve a brighter future.

Today, Brothers and Sisters, along with the strength and leadership of General President Hoffa, Ken Hall, and Tyson Johnson, we will get this done. Brothers and Sisters, we need your help. Every local union, every member, let's get out and organize XPO/Con-Way.

*(Applause)*

With that, I would like to introduce my new brother, Juan Narron, a City P&D employee and a leader at Con-Way/XPO in Laredo, Texas. Thank you.

*(Applause)*

### **BROTHER JUAN NARRON Laredo, Texas**

DELEGATE JUAN NARRON, Local 657: Good morning, Brothers and Sisters. My name is Juan Narron. I'm a driver at XPO/Con-Way in Laredo, Texas. My co-workers and I were the first Con-Way drivers in the United States to form a union.

*(Applause)*

I cannot tell you how proud it feels to be a Teamster, Local 657 and Frank Perkins have stood with us every step of the way. With us, the company has dragged out our representation for our vote. They are trying to break our spirit. But you know what?

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It's not going to work. It won't work because we're proud Teamsters on the Texas border. We are strong Teamsters. We will win a Teamsters contract. We will win a brighter future as members of the greatest union in the world. Thank you, Brothers and Sisters.

*(Applause)*

INTERNATIONAL VICE PRESIDENT JOHNSON: At this time I'd like to introduce one of our brothers from north of the border, Vice President Craig McInnes.

*(Applause)*

INTERNATIONAL VICE PRESIDENT McINNES: Good morning, Brothers and Sisters. Good afternoon, wherever you may be from. I heard General President Hoffa say yesterday "two great nations, one great union." No truer words were spoken. I'm so proud to be part of a major league championship team, the Teamsters.

*(Applause)*

And all of you make up that great team. Kind of like the Boston Bruins.

*(Applause)*

Huh? Cleveland Cavaliers.

*(Booing from the delegation)*

No, no. Okay, Montreal Canadians.

*(Applause)*

I didn't say the Blue Jays.

Well, like every championship team—and there are many of them across both of our nations—we have draft day. And today is draft day. And I know where to go and get them. I know where to get these draft picks.

So, in this round the championship Teamsters select the XPO workers.

*(Applause)*

I asked the players, "Are you okay with that selection? Are you okay with that selection?"

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

As you've been hearing, the campaign at XPO/Con-Way/Logistics, it's very important to the more than 19,000 workers there. Workers both in the United States and Canada need a strong voice on the job. They need respect, and they need to be treated with dignity. They need a brighter future. They need the Teamsters.

Brothers and Sisters, I'm here to tell you that we are in this fight together. There is no border when it comes to the treatment of workers. As President of

Teamsters Local 938 in Ontario, we pledge our full support in this campaign along with all your Brothers and Sisters across Canada. We Canadians may be polite, but we don't mind a good fight.

*(Applause)*

Canada is with you. Let's stand together, bring justice to the XPO workers in the United States and Canada. This will be a tough fight, but we will win.

Thank you very much.

*(Applause)*

INTERNATIONAL VICE PRESIDENT JOHNSON: In closing, shortly in the program you're going to hear a resolution on Freight Organizing. I encourage every delegate in this room to stand and vote in favor of that resolution. And I would like to know that when we walk off this podium, we can count on every local union in the room to help organize XPO/Con-Way. Can I get a commitment?

*(Applause)*

Thank you, Brothers. Good morning.

GENERAL SECRETARY-TREASURER HALL: Okay. Thank you all for the great work you're doing brothers. With you on the ground, I know we're going to win.

I now call on Reader Donna-Lynn Dalton to read the resolution, Freight Organizing.

*... Reader Dalton read the following:*

### RESOLUTION ON FREIGHT ORGANIZING

"WHEREAS, the Teamsters are in a unique position in the global supply chain in transaction industries and are committed to continuing to organize in our core freight industry; and

"WHEREAS, XPO is now the second largest logistics company in North America after UPS and FedEx Freight continues its extreme anti-union posture and threatens our members at other companies; and

"WHEREAS, freight operators like XPO/Con-Way and FedEx Freight continue to shortchange their workers when it comes to salary and benefits and often engage in worker misclassification; and

"WHEREAS, XPO/Con-Way and FedEx Freight are using more and more brokers to move freight, creating unease among their drivers; and

"WHEREAS, the IBT Organizing Department

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has built a national network of activists at both XPO/Con-Way and FedEx Freight; and

“WHEREAS, Teamster members are the best agents to carry the message to nonunion workers, and the IBT Organizing Department has trained hundreds of freight members at dozens of local unions how to talk to XPO/Con-Way and FedEx Freight drivers but Teamster message; and

“WHEREAS, the Teamsters have been able to organize XPO/Con-Way and FedEx Freight workers through terminal-by-terminal elections that have exposed bad behavior, raised standards for drivers at both companies, and cost them millions of dollars so that it’s harder for them to underbid Teamster companies; and

“WHEREAS, the Teamsters are fully committed to organize these two companies;

“NOW, THEREFORE, BE IT RESOLVED, at this 29th International Convention that the union should continue to build and expand the national network of activists at both companies, and

“BE IT FURTHER RESOLVED, that the union fully involve Teamster freight members in the fight, and that the Teamster locals should take advantage of the training available from the IBT’s Organizing Department to involve their freight members in the fight; and

“FINALLY BE IT RESOLVED, that the Teamsters should work with all of our global partners to bring pressure on XPO and FedEx Freight wherever they operate.”

*(Applause)*

GENERAL SECRETARY-TREASURER HALL:  
Thank you, Donna.

Do I have a motion for adoption?

Mike 4.

Mike 6.

DELEGATE WILLIE FORD, Local 71: Mr. Chairman, mike 4. I am out of Charlotte, North Carolina. I’d like to motion that we accept the resolution to organize FedEx Freight, XP.

GENERAL SECRETARY-TREASURER HALL:  
Mike 6.

INTERNATIONAL VICE PRESIDENT JOHNSON: Mr. Chairman, I move the resolution on Freight Organizing be passed unanimously to organize FedEx Freight and XPO Logistics. And I reserve the right to speak on the issue.

GENERAL SECRETARY-TREASURER HALL:  
Thank you.

Mike 6.

DELEGATE BRIAN R. BUHLE, Local 135: Mr. Chairman, I am Secretary-Treasurer, Local 135 in Indianapolis. I second that motion, and would also like to reserve to speak.

GENERAL SECRETARY-TREASURER HALL:  
It’s been moved and seconded to accept the Freight Organizing resolution.

Mike 6, Mr. Johnson, you reserved your right.

INTERNATIONAL VICE PRESIDENT JOHNSON: Thank you, Mr. Chairman. Again, as I said a few minutes ago, and as Gordon said from the other side of the podium, the good old days are gone. It’s up to us if we bring it back.

*(Applause)*

GENERAL SECRETARY-TREASURER HALL:  
Mr. Buhle, you reserved your right.

DELEGATE BRIAN R. BUHLE, Local 135: Mr. Chairman, on behalf of the membership in Central Region, my local is one largest freight locals in the Central Region. These workers every day are abused by their bosses as they try to deprive them of the rights of every right that the members of this Convention have. As you know, my local union assisted the International in organizing over 12,000 UPS Freight members, and I assure you we offer the same commitment for the membership of XPO and FedEx. Thank you.

*(Applause)*

GENERAL SECRETARY-TREASURER HALL:  
Thank you.

Is there further discussion?

Further discussion?

Mike 2.

DELEGATE ERNIE SOEHL, Local 701: Mr. Chairman, I am Principal Officer, Local 701, and also Eastern Region Freight Coordinator. I have the privilege of working with one of the best freight directors we ever had, Tyson Johnson, and Gordon Sweeton as our Assistant National Freight Director, along with Chuck Shockley, under the Organizing Department. And I got to give a special thanks with the FedEx campaign that we won with Glen Thatcher, okay?—and Chris Bushmeyer out of Philadelphia.

This campaign in the Freight Department is one of the most important campaigns that we had. A lot

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of people look at it—when we were standing here with the Overnite—who are now all under Teamster contracts, and their office clerical also, based on our Freight Division Director Tyson Johnson and General President Hoffa and Ken Hall made that possible.

I urge everybody to support this resolution to bring this Freight Division back to where it once was. We have an opportunity now; and if everybody gets involved with it, we could kick their ass and put them under a Teamster contract. I urge everybody to get behind it and support it. Thank you.

*(Applause)*

GENERAL SECRETARY-TREASURER HALL:  
Thank you, Ernie.

Is there further discussion?

Mike 6.

DELEGATE ED THOMPSON, Local 776:  
Thank you Mr. Chairman. I'm the President and Principal Officer of Teamsters Local 776 in Harrisburg, PA. This resolution has my full support. Our organizing campaigns to organize XPO/Logistics and FedEx Freight are very important.

We will not win these campaigns overnight; it will take some time. But we need to take advantage of this opportunity and have all the local unions work on these campaigns. With XPO's purchase of Con-Way Freight, workers are concerned about their futures. We are seeing this when our organizers go to the XPO terminals in our area.

The same is true at FedEx Freight. We have participated in all the days of action handing out fliers to the freight workers. We're building our worker list, we are building our committees. We're establishing the trust that is needed to win.

This is about building Teamster power in freight, and I urge all local unions to support this resolution. Thank you.

*(Applause)*

GENERAL SECRETARY-TREASURER HALL:  
Thank you.

Further discussion, mike 1.

DELEGATE MARTY FRATES, Local 70: I'm Secretary-Treasurer out of Local 70 in Oakland, California.

I'm a strong supporter of the Hoffa-Hall ticket. The one great thing about this organization is if you have a difference of opinion. You have a right to say

it, because I don't want nothing to do with them as-sholes that are wearing the black in the back.

*(Booing from the delegation)*

I have been a member of Local 70 for 50 years, an elected officer and official for 44, and this is my 10th Convention, and I've got a right to speak, and I'm going to put the shit where it belongs.

*(Applause)*

The problem with the program, it doesn't go far enough, and we haven't heard what the program is. So I'm going to tell you, because we suggested it to the Committee, and I never got an answer back, so I'll tell it like it is.

All of this is nice. At a lot of conventions I hear about organizing the Freight. Well, let's have a god-damned plan, and here's the recommendation: Map of the United States, identify every FedEx freight facility and highlight the great box. Do the research on it, do the financial breakdown, the customer base, get all that shit together.

Then you assign a local to every goddamned facility, and that local is committed. They're committed to do the job, or their ass is out, because organizing is our future and what we need.

If that local doesn't do what they're supposed to do, trusteeship. After we do that, we do a survey. Every terminal and every local at the same damn day goes to that terminal with the survey, get the input from the members.

And then you tell them, "We're at every FedEx freight facility in the country. We're with you, we're together."

You get the survey done. Then you start the organizing plan. And then every local at every facility on the same day, tell them what you're going to do. Do it.

GENERAL SECRETARY-TREASURER HALL:  
Thank you, Marty.

DELEGATE FRATES: I'm not done.

*(Laughter)*

GENERAL SECRETARY-TREASURER HALL:  
You're close.

DELEGATE FRATES: That is a plan. I support all of you, love you, but modify it, and let us know what the hell we can do.

*(Applause)*

GENERAL SECRETARY-TREASURER HALL:  
Thank you, Marty.

Further discussion? Mike 2.

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DELEGATE FRED POTTER, Local 469: I'm President of Teamsters Local 469.

We do have a plan. More divisions of the International Union organizing warehouse, port, freight, capital strategies, communications. You name it, we are working.

This is a priority to organize FedEx and XPO, and I know a little bit about XPO because we've been fighting them at the port.

They misclassify their workers. They make them lease trucks to have a job, and many times they go home with a negative paycheck.

We know that Last Mile, one of the core industries of XPO, misclassifies its workers. Several years ago they had a lawsuit. They settled with them. They continued to misclassify them. Those people have filed again another lawsuit on their misclassification.

And let me tell you freight locals, XPO will misclassify those freight drivers. If they want a job, they're going to have to lease a truck from them.

There's only one thing stopping that. That's the Teamsters Union. We need to be united, we need to be strong, and we need to win.

Thank you. I support this resolution's passage.

*(Applause)*

GENERAL SECRETARY-TREASURER HALL:  
Further discussion? Mike 6.

DELEGATE LENDON GRISHAM, Local 480: Thank you, Mr. Chairman. I'm President of the Teamsters Local 480 in the great state of Nashville, Tennessee.

I don't have a script to read to you today. I don't need a script to talk about the Freight Division. I'm a second-generation Freight Teamster, and the Freight Division is dear to my heart.

As Brother Johnson said a few moments ago, I was around before deregulation, and I remember some of those great days that we spoke about.

I also remember just a few short years ago that these same two companies that we're talking about were the same bastards that were giving the 90 percent for 90 days for any freight taken off of a YRC truck.

They tried to put the nail in our Freight Division's

coffin, and thanks to General President Hoffa, Vice President Johnson, Vice President Gordon Sweeton, we still have a Freight Division, and we still have something to build on.

*(Applause)*

I'm a Freight member. I'm a proud Freight member, and I am proud to stand in support of this resolution. Thank you.

GENERAL SECRETARY-TREASURER HALL:  
Thank you.

*(Applause)*

Further discussion? Mike 2.

DELEGATE JESSE CASE, Local 238: Thank you, Mr. Chairman. I'm Jesse Case of 238 out of Iowa.

We have our shit together. There is a plan. It's a new plan, it's a good plan, and it starts with this: The CEO of XPO is an SOB, and he's going to feel the IBT. That is the plan.

*(Applause)*

I support this resolution, and I call the question.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you. The question has been called. It's been a great debate. Now we're calling the question.

All those in favor of the resolution, say aye.

Any opposed?

It has passed.

*(Applause)*

### ANNOUNCEMENTS

GENERAL SECRETARY-TREASURER HALL:  
Okay. I'm going to give you one reminder before we recess; and that reminder is that when we return at 2:00 o'clock we are going to have some great entertainment from the Swon Brothers, who, by the way, are the sons of a Teamster Business Agent, so all of you get back in, great band.

We stand in recess until 2:00 o'clock this afternoon.

*(At 12:16 the Convention was recessed, to reconvene at 2:00 o'clock.)*



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**SECOND DAY**  
**TUESDAY AFTERNOON SESSION**  
June 28, 2016

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The Convention was called to order at 2:05 p.m., General President Hoffa presiding.

... Actors Tea Leoni and Tim Daly addressed the delegates via video as follows:

**TEA LEONI and TIM DALY**  
**Actor**

TEA LEONI: I'm Tea Leoni.

TIM DALY: And I'm Tim Daly. We're on "Mad-am Secretary."

TEA LEONI: Working with your Local 817.

TIM DALY: Right here in New York City. We want to say congratulations on your 29th International Convention.

TEA LEONI: I'm on my fourth Buckman and things are going really well here in New York. We hope you guys have a great time in Las Vegas.

TIM DALY: I just want to say without you guys I would still be at point A. I wouldn't make it to point B. I would just be sitting there looking around.

TEA LEONI: Isn't that the truth?

*(Applause)*

ANNOUNCER: Please welcome the General

President of the International Brotherhood of Teamsters, James P. Hoffa.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you. Thank you. Always a pleasure to see everybody. I hope you had a great lunch. Have a seat.

Well, we're going to reconvene and we're going to start off with some really great music. It's my pleasure to introduce some really great young men who are going to be performing next, the Swon Brothers. They first made their name placing in the top three in the final list of "The Voice." You probably saw that on television.

Now they're touring the country with Carrie Underwood and have a successful album out in their name. But they learned their working ethic from their Teamster father. Zach and Colton are out there all the time and their father is Kelly Swon, who's the Secretary-Treasurer of Local 516 in Oklahoma. So these are Teamster kids.

*(Cheers and applause)*

This is great to see that.

Teamsters support the Swon Brothers and it's so

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great to have some people here that have Teamster blood in their veins. Let's hear it for them. Come on.

*(Cheers and applause)*

BROTHER COLTON SWON: It's good to be here y'all. We are the Swon Brothers and what a proud moment for us to be a part of y'all's event. Thank you for letting us share this awesome day with you.

We're from Muskogee, Oklahoma, now we live in Nashville. We're going to do some songs that everybody knows, I hope. We've been out with Carrie Underwood this year. Y'all be sure to come see us. Shout us out if you come to a show. We want to shake your hand and tell you thank you for all the support. We cannot do what we do without you fine looking people here today.

Let's do some songs for them, y'all.

*... The Swon Brothers entertained the delegates with musical selections.*

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: Wasn't that great to hear that music? Man, oh, man, I like that.

*(Cheers and applause)*

It's so great to have entertainment like that.

The next thing we want to talk about is our Teamster Archives. You know, when we had our 100th anniversary in 2003, we realized how important it was to preserve the history of this great union. There were so many unions in so many places across the country, it really wasn't being preserved. It was here, it was there. A new administration comes in, they throw everything out. And we felt we had to do something to preserve our history and basically who we are.

We contacted George Washington University to set up the Teamster Archives there. It's been very, very successful. We've created a video here so you can know about it. I want to encourage everybody here that when you visit Washington, to go over to the Teamster Archives.

Roll the video.

*... A Teamster Archives video presentation was shown to the delegation.*

*(Applause)*

GENERAL PRESIDENT HOFFA: All right. Take a look at this next hard-hitting video.

*... A video was presented to the delegates.*

GENERAL PRESIDENT HOFFA: I want to thank our next guest for being here. He's the UFC

Heavyweight Champion of the World. So either he spends the day getting punched in the jaw, or he's here with us. I think he'd rather be here with us. Lucky for us that Stipe Miocic is not just a fighter, but he's also a union member.

*(Applause)*

When he's not in the ring, he works as a firefighter and a paramedic in Oakwood and Valley View, Ohio.

*(Applause)*

A union member. How about that?

And he'll defend his title in his hometown of Cleveland on September 10th. Be sure to watch him. In the meantime, it's going to be great to have him here. Let's have a big Teamster welcome for Stipe Miocic.

### STIPE MIOCIC UFC Heavyweight Champion

Thank you for having me. Special shout to the Ohio Teamsters.

*(Applause)*

You have to bear with me. I talk really fast, so I'm going to try to slow it down a little bit here, and I apologize in advance.

But thank you for the wonderful introduction. What an honor it is for me to be standing here with you guys today.

First, I'd like to thank Mr. Hoffa. Thank you, sir.

*(Applause)*

Thank you for having me be part of such a wonderful event.

When I first got word that they wanted me to speak here, I let my wife know that I was speaking to the Teamsters, and her first word was, "Why?"

*(Laughter)*

Her advice to me was, "Well, Hon, don't try to be charming or too intellectual. Just be yourself."

*(Laughter)*

If that is not a confidence builder, I don't know what is, right? I love my wife.

*(Applause)*

It's been quite an amazing ride over the past few months. As many of you may know, I'm the Heavyweight World Champion. I won the title six, seven weeks ago.

*(Applause)*

Which actually was my second biggest moment of my life, the first being my wedding day, which was a little over a week ago to my lovely wife, Ryan.

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*(Applause)*

Two things I'm extremely proud of, but I will never take for granted.

But it hasn't been easy. Being a lifelong Clevelander—and they would know—sorry, they would know—had to live with the pain of drive, the fumble, the shot, 52 years of sports misery and humiliation. It seemed that nobody believed a firefighter from Cleveland, Ohio, with an oversized head and a speech impediment would ever reach the pinnacle of the combat sports world, let alone break a 52-year-old curse.

*(Applause)*

Sorry. I'm nervous here, I'm sorry. I'm trying.

But yeah, we did break that curse after 52 years. I think LeBron will have something else to say about that.

But deep down I know I wasn't alone. Although MMA is perceived as an individual sport, it's not really the case. It takes a team of dedicated, loyal, hard-working, and determined people making sacrifices to allow one individual to achieve such greatness.

I think it can be said for every facet of life, be it in the sports world or in someone's personal life. You can't do it alone. Everyone needs a team, a support group, a circle, people you can trust and count on as you fight through hardships of life. As a kid, I loved to play sports. I participated in football, soccer, baseball, to wrestling, swimming. I mean, I was a typical jock, all of which has taught me the most important was being a part of a team. But nothing drove the point home like being a firefighter, when any mistake can cost lives, there's no bigger responsibility as looking out for your brothers and sisters and making sure that you do your job right or people may die. Or you may die. It's a sobering thought for sure, but it puts into perspective just how important teamwork is in everyday life.

I really recall one of the turning points in my career, which came just a few years ago. It was my fourth fight in the UFC, and it was at the point—I had never experienced a defeat in my heavyweight career. I'd been 5-0 as an amateur, 9-0 as a pro, and won three UFC fights in a row.

*(Applause)*

Thank you.

I was scheduled to fight in my first main event in Nottingham, England, against a 7-foot monster, Stefan Struve. I'm 6'5". That dude was 7 foot. He was

huge. This was billed actually to establish the next contender in the UFC Heavyweight Division.

As I was going through my training camp, I actually injured my knee severely to the point where I couldn't train for several weeks leading up to the fight. I had two choices: Pull out of the fight and miss out on my first Main Event and the chance to jump into the top ten of the division, or deal with the injury and take the fight and overcome despite the disadvantages.

My coaches and managers left it up to me to make the call; and, of course, being the typical jock, tough guy, I chose the fight. Well, I lost the fight. For the first time in my career, I had to deal with losing. Something I wasn't used to inside or outside of the cage.

They never say you know what type of fighter you really are until you lose for the first time. How will you bounce back? Will you bounce back? Are you mentally strong enough to rebuild and basically start from scratch to climb your way back up the grueling ladder of the UFC Heavyweight Division?

So I flew back to the U.S. and was crushed mentally. Physically I was fine, but between the ears I was a mess, a hot mess. I was doubting myself and actually doubting myself fighting in the UFC.

It was then the true value of my team showed up. From my coaches, my managers, to my family and my fellow Clevelanders, everyone still believed in me. No one bailed out, turned their back on me, but said they pledged to work harder and put in whatever it takes to get me back into contention. That's the moment I decided that one day I was going to win the world title, even if it meant dying in the cage, not just winning for me, but for everyone that stood beside me.

From that day forward life had forever changed for me. The rest, as they say, is history.

I once heard a good quote from the late, great Dr. Martin Luther King, who summed it up best by saying, "If a man hasn't discovered something that he would die for, he isn't fit to live."

*(Applause)*

I try to live my life by that principle. To me, the Teamsters epitomizes this quote with the notion of teamwork, solidarity, and standing together to create a better future for all.

True teamwork is a rare, exhilarating, and the most productive human activity possible. Everyone wants



to harness this incredible energy, but achieving such a level of motivation and spirit is not always easy.

A team is not just a group of individuals who work in the same location or have the same logo on their business card or uniform. A real team is made up of people who may be unequal in experience, talent, or education, but are equal in the commitment to working together to achieve the goals and good of the organization, each other, and their fellow men or women.

*(Applause)*

I truly believe that there's nothing in life that you can't accomplish if you surround yourself with the right people and work together for a common goal.

Never would I have guessed a child of Croatian immigrants with a big head growing up in the Rust Belt that I would have the life that I do now and have the platform that I am fortunate enough to have as the UFC Champion.

I feel it's my duty to spread the message of the importance of unity and teamwork.

Life is made up of small comings and goings, and for everything we take with us there is something that we leave behind. I'll leave you with this final simple, yet elegant line from another of our great human beings to walk this earth, Mr. John Lennon. "A working class hero is something to be."

Thank you and God bless.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: Thanks, Champ. We're in your corner, Man.

Solidarity is more than just a word to Teamsters. Solidarity is Union Sisters and Brothers standing together as one.

We are strong because we practice what we preach. And there's no better example of this today than our Warehouse Division where Teamsters stand together to protect good jobs and help defeat mega mergers at Sysco and U.S. Foods. That's solidarity.

*(Applause)*

And that same solidarity continues as Teamsters across the country continue to stand with our Brothers and Sisters from U.S. Foods' Severn, Maryland, facility in their fight for justice.

I want you to welcome International Vice President and Warehouse Director Steve Vairma to tell us about that struggle for justice. Steve?

### Sysco/U.S. Foods

INTERNATIONAL VICE PRESIDENT VAIRMA: Thank you, General President Hoffa. First of all, before I begin I want to thank everybody in this room that's been working so incredibly hard across the nation to help us working together in solidarity, united in one cause, and I couldn't be more proud to work with each and every one of you.

You know, just two-and-a-half years ago is when this campaign began with Sysco and with U.S. Foods with them announcing that they were going to merge these two mega giants in the broad line industry. We knew immediately that thousands of Teamster jobs would be in jeopardy.

And so we harnessed the support through the support of General President Hoffa and General Secretary-Treasurer Hall. We put together a plan of attack to try and stop and break that merger.

We first went out to protect the immediate need, and that was to protect the contracts in place and to protect the membership that was already unionized.

And then we had to have a long-term goal and objective, and that was to keep fighting with Sysco and U.S. Foods, recognizing that not one single union can take either one of these companies on.

We were told throughout the whole process that we were probably wasting time, that there was no way that we could affect—or effectuate that merger from happening.

Well, to tell you—and you know it now—we did it. We did what we said we would do, and we stopped that merger.

*(Cheers and applause)*

But by involving more than 100 local unions in a coordinated effort across the country, a funny thing happened on the way. As we decided to be the voice of the working people, whether they were union or whether they were nonunion, we continued to raise the awareness of those workers' rights and a need for those workers to join in solidarity with us and to join a union.

As we went through that process in an industry that no organization had been organized in 20 years, we had victories at U.S. Foods at Local 63; victory with Sysco, Kansas 41; victories at Local 528; and most recently, a victory with Sysco in West Palm.

And I got to tell you, it was with all your support and your help that that happened, but I can tell you

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this. It would never have happened without the champions of the rank-and-file individuals, the men who had the courage to stand up and take on that company in its aggressive attack at those workplaces, where they fired 14 workers down in Atlanta to try and stop the campaign, where down in West Palm more than 101 unfair labor practice charges have been filed for their unfair practice or their unfair campaign with their union busters.

These two men, who are guests of ours today, had that courage. They stood up, they did the right thing, and they brought it home.

It is my pleasure to introduce to you from Teamsters Local 528 out of Atlanta, Kip Cortez.

*(Applause)*

DELEGATE KIP CORTEZ, Local 28: Good afternoon. My name is Kip Cortez. I'd be amiss if I didn't start this off with saying that we respect in Atlanta all the efforts that the IBT and our Local did to help us out.

Our Business Agent, Jowansala Battle, she knows what I'm talking about. And our President of our Local gave us all the help we needed with the efforts of our IBT, also.

That being said, I have a speech I prepared here.

Good afternoon, my name is Kip Cortez. I've been working for Sysco Food Service for 24 years. In 2014, we fought off an aggressive campaign by Sysco Food Service Atlanta. Their anti-union people were in the building all the time trying to tell us that we didn't need a union.

Well, I had 20 years that said I needed a union with Sysco Atlanta.

*(Applause)*

And the bottom line is that this company made billions and billions of dollars, and didn't share—in 20 years they didn't share a raise with us. So billions of dollars has told me that we needed a union. We needed to negotiate our own wage. We needed to negotiate our own pay with these people, because they make billions of dollars, guys, and they don't want to share it with us at all.

But it wasn't always like that. We had another aggressive campaign in '94 where in '94 we lost by six votes. Wow. That was a heartbreaker for us because six votes, and then we got to come in the next day and watch these people look at us in the face, smiling, you know, because we lost.

But in 2014, we had the drivers on our side. We had an aggressive campaign. We had the drivers on our side. We won the vote. We won the contract. We went against the Sysco Atlanta, and we won, and it was worth it for us.

*(Applause)*

The reason we went union—and I'm going to give you a short list of the reasons, because there was a lot of them. The union—I mean, Sysco was cutting our hours. They wanted to bring us down to 32 hours, make us permanent part-time employees. They wanted to take away our vacation time, our sick leave, our insurance.

What the hell am I working for you for? Can I ask you that? I mean, this is what I had to ask Sysco Atlanta. Why am I working for you if you won't take care of me after 24 years?

Well, now we have Teamsters representation. We have a contract. We have yearly raise increases because of this great organization, the Teamsters.

*(Applause)*

We have grievance procedures. We have people that are more confident when they come to work because of these grievance procedures. They know that now Sysco doesn't have a revolving door policy like they did before. "Hey, use them for a certain amount of years and we'll put them out. We ain't going to let them get their five-years vacation because, hey, we can just hire somebody else and train them for cheaper."

That's the basic concept of big corporations now because that's corporate greed at its finest.

As warehousemen and drivers, we can't afford to be naive with these people. Everybody that works in a warehouse and drives for a company in America needs to be a Teamster right now.

*(Cheers and applause)*

So after our victory in Atlanta, when I heard that West Palm Beach was trying to organize and Sysco was telling a lot of lies. "You know we lost 250 people," that's a lie they told. "We lost 250 people because we went union in Atlanta." That was a damn lie. It was a damn lie. And excuse me for the kids I have in the audience, but it was.

They said that we took a three-dollar pay cut. Now, who the hell goes out there and negotiates a contract for a three-dollar pay cut? Are you kidding me?

So what I did was I got with my Business Agent

## SECOND DAY—AFTERNOON SESSION

and we done the seniority list out and we done the contract. And I took it down to West Palm myself and I talked to my fine brother over here in West Palm and his guys, and we got it straightened out. We got it straightened out. We told them that, “Hey, you need a contract, dumbass. Get you a contract.”

*(Laughter and applause)*

Now, through the efforts of the IBT—and, again, I’m grateful to IBT and our locals—through the efforts of the IBT and our local, we’ve got a great contract. In Atlanta, we’ve got a great future as Teamster workers. We have a great future. And this organization is a great organization.

So that being said, our brothers in U.S. Foods—which is the same thing. We have U.S. Foods people that are on strike right now and we need to support them. We know that we need to support them as food industry people because here’s the thing. The stronger their contracts are and the stronger our contracts are, the stronger they’ll be in the future. We’re not going backwards. We can see what you gave them, so we want it, too, right?

*(Applause)*

Let’s stay Teamsters strong. I know I’ve got three minutes before they give me the hook.

*(Laughter)*

So I’m going to tell you, let’s stay Teamster strong in these areas. I do appreciate all my fine brothers and sisters that I see out here in this audience. And I know I would have been a lot more nervous had I not known y’all were taking part of that Pabst Blue Ribbon special across the street over there.

*(Laughter)*

I see most of y’all over there, so I know what was going on.

*(Cheers and applause)*

INTERNATIONAL VICE PRESIDENT VAIR-MA: Brothers and Sisters, that’s what that’s all about. Now you know why Sysco fought so damn hard to keep us out of Atlanta. What’s important to know is these two major successes are in right-to-work states in the southern states. And these brothers still stood strong and took on one of the biggest giants in America.

*(Applause)*

Recently we just concluded an organizing campaign in a state where not one Sysco house or one U.S. Foods house is organized. These brothers stuck

together through a corporate campaign like you just don’t know. They brought in their directors. They lied. They did everything they could to threaten these workers, to scare the hell out of these workers to keep them from joining. But with the help of the brother, Thomas Baldwin, they kept that campaign going. They made it strong. They succeeded and they’re now chasing their first contract.

With that I’d like to introduce Tom.

*(Applause)*

BROTHER THOMAS BALDWIN, Local 769 Sysco: How are we doing? Wow. I don’t know how to follow all that.

*(Laughter)*

I’m a little older than Kip, I’ve got to have glasses. Sorry about that.

Hello, my name is—no. I mean, hello, my new Brothers and Sisters. My name is Tom Baldwin. I’ve been working at Sysco as a driver for 26-and-a-half years. I’ve got this all written down. It’s tough here. Bear with me.

Out of West Palm Beach Local 769 in Florida—there you go, 769.

*(Applause)*

Our organization started with a meeting of nine guys in 2015, and I immediately got involved. I saw how as a non-union employee Sysco took for granted. We were unappreciated and we were not respected. Over the years they cut our healthcare and they cut my pay, in particular, \$17,000 and they cut our pension; they stopped it in 2012.

My workers and I decided it was time to fight and we were going to take no bullshit.

*(Cheers and applause)*

We were lucky because we learned from other experienced Sysco workers who organized with Teamsters who faced ugly anti-campaigns by the company, which was not that bad. So we kept our efforts quiet and went under the wire. And we filed with the NLRB for our election. That caught Sysco by surprise, gave them less time to attack us with the union busters.

I’m proud to say we are the first group of workers as a major food company to go union in the state of Florida for a very long time.

*(Cheers and applause)*

Thank you. With that said, I’ve never been union before and it feels great to be a Teamster and to be

respected at work by the company. We're still working on a contract.

Together as a part of a national campaign, we are going to keep organizing Sysco and U.S. Foods workers in Florida and beyond to know what it feels like to be a Teamster.

Thank you, Brothers and Sisters, for bearing with me and thank you for letting me be here.

*(Standing ovation)*

INTERNATIONAL VICE PRESIDENT VAIRMA: Thank both of you. But it's not over yet at all. I mean, one of the things we know is that in order to protect good Teamster jobs today, it's more important than ever that we organize in the industries where we represent our membership.

At Sysco and U.S. Foods, we represent 12,000 members, but there are 33,000 non-union members that are in existence today. Those are the direct threat to the survival of our Sysco and U.S. Foods houses. And that's why it is so important for us to stay united in one body, moving in one direction with one message, and that's to continue organizing in this industry to protect all of our Teamster jobs and our Teamster contracts.

We have strikes. As of today, we have—more people have been on ULP strikes and more than 3,000 members have honored picket lines throughout the United States—

*(Applause)*

—from Southern California to Arizona to upper New York to Cleveland, Ohio, to Baltimore, where our members have been on strike now for 62 days. Today we're going to be asking people—we are going to be passing around a bucket, asking people to dig deep to help support our brothers in the Baltimore area to help them with some of their immediate concerns. If you could all dig in and help, I'd be deeply appreciative of that.

We're going to continue this fight. We are not going to give in to U.S. Foods. We will never give in to U.S. Foods. And with all of your help and your support, we will persevere.

Thank you. God bless all of you. Stay together. Stay solid.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: Thank you, Steve. And they are going to pass a bucket. Let's all make sure we show our Teamster—the way we be-

lieve in it. So I'd rather give it to them than give it to the tables, wouldn't you? I think that's the right thing. Let's do it for our members. We've done it before.

*(Applause)*

You know, every convention we have something where there's a hardship where people dig down. I'm always impressed with the type of participation we have, and we're going to do it again.

I now call on Reader Lindsay Dougherty to come forward to read the Warehouse Organizing resolution.

Lindsay.

*... Reading Clerk Dougherty read the following:*

### RESOLUTION ON WAREHOUSE ORGANIZING

**WHEREAS**, the warehouse industry is a key component of the global supply chain which we are committed to organizing, in particular building on our strength and protecting our members in the food distribution sector; and

**WHEREAS**, through a national effort the Teamsters Union was able to contribute to the blocking of the proposed merger of US Foods and Sysco, protecting our members at both companies; and

**WHEREAS**, the union continues to aggressively organize and expose the bad behavior at both companies, winning victories at Sysco facilities in Atlanta, West Palm Beach, Florida as well as Grand Rapids, Michigan; and

**WHEREAS**, the Port Drivers campaign has expanded to warehousing at the Port of Los Angeles, specifically at the Cal-Cartage facility on Los Angeles city property where a lawsuit is pending regarding minimum wage violations and where worker exploitation is extreme; and

**WHEREAS**, XPO Logistics, which affects three Teamster divisions—Port, Freight and Warehouse—is a threat to Teamster members, especially in St. Louis, where supermarket company Schnuck's warehouse is outsourcing work to XPO.

**NOW, THEREFORE, BE IT RESOLVED** at this 29th International Convention that the Teamsters are committed to continuing to organize at Sysco and US Foods, building our critique of these companies and winning new members; and

**BE IT FURTHER RESOLVED** that the IBT is committed to carrying the fight at the Port of Los

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Angeles to the Cal-Cartage warehouse as an integral part of port operations and thus the Port Drivers campaign; and

**FINALLY, BE IT RESOLVED** that this union is committed to taking an inter-divisional approach to organizing XPO and protecting our existing members at the ports, in freight and in warehouses across the country, including implementing a global strategy with our overseas allies.

*(Applause)*

GENERAL PRESIDENT HOFFA: All right. Well, thank you, Lindsay. We have a motion.

6, mike 6.

DELEGATE MIKE SCOTT, Local 769: Mr. Chairman, I'm President and Principal Officer of Local 769 in Miami, Florida. I rise to move this motion for approval. I'd like to hold to speak.

GENERAL PRESIDENT HOFFA: All right, Mike, thank you.

Do we have a second? Mike 4.

DELEGATE DAVE HAWLEY, Local 137: Good afternoon. I'm Secretary-Treasurer of Local 137, Redding, California. I rise to second this resolution, and reserve the right to speak.

GENERAL PRESIDENT HOFFA: Thank you. Okay, let's go back to mike 6.

Go ahead, Mike.

DELEGATE MIKE SCOTT, Local 769: Thank you. So these warehouse workers need to organize. They need us. Whether we believe it or not, we need them to grow our union. We need to grow together and strengthen together.

I'm proud to say that our local union organized the West Palm Beach facility in April, it was an overwhelming victory. These workers were beaten down. They had ex-Teamsters, if you believe it or not, come in and campaign against us, people used to be on our side, come in and campaign against us and run this campaign. It was a dirty campaign.

These workers stood up, they stood proud, and they did not buckle. They held the line, they fought and they stuck together.

A victory couldn't have been possible, however, without a team approach. Local 769 joined together with Joint Council 75, the IBT Organizing Department, and the Warehouse Division. The four groups together put together a strategy to make this success. Now we're plotting two other loca-

tions and going back to the warehouse members in West Palm Beach who haven't yet joined us but will soon be Teamsters. There's not going to be a Sysco operation in South Florida that's not Teamster, I can tell you that as I stand here today.

And I move approval of this.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you, Mike. The Brother on 4 wanted to reserve. Go ahead.

DELEGATE DAVID HAWLEY, Local 137: Just a quick point, a personal privilege about Kip Cortez. I led the negotiations in Atlanta. That Committee, and Kip specifically, were instrumental in getting that agreement done. At one point in the middle of the negotiations, when I was suggesting to the company—in fact, threatening that we're going to strike them if they didn't get off their ass and get on with the negotiations, Kip looked at me on his phone and said, "Dave," with that Cajun accent, "you just give me the word and I press this button and they all walk off the job."

*(Applause)*

This was the first organizing, as you've heard, the first success we've had in the South. It's now led to West Palm Beach. I'll be attending those negotiations, also. And I can't tell you what it meant to have the cooperation of the Organizing Department, even in the contract negotiations, to be there for support, to keep the members together. This was an awesome, awesome unit. In fact, when we ratified the contract, two of them came up to me afterwards—and it was ratified by about 95 percent—and asked me if they could still strike them anyway for a couple of weeks.

*(Laughter)*

With that, I thank you very much, and I strongly support this resolution and the passage of it.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you very much.

Mike 2.

Mike 2, go ahead.

DELEGATE TERRY HOOGERHYDE, Local 406: Good afternoon, Brothers and Sisters. I'm the Recording Secretary with Local 406 in Grand Rapids, Michigan, as well as being a Business Agent and an Organizer. I also support this resolution. It is important for us as a union to work together to orga-

nize in the warehouse industry. We have unique opportunities to grow the strength of our membership through organizing in Warehouse. Our local has proud warehouse drivers at SpartanNash. Right now, we are in court and we are seeking a bargaining order at Sysco in Grand Rapids. The company has committed too many egregious violations of workers' rights that a fair election was not possible. We had 79 charges within this company.

Sysco workers and all warehouse workers want respect and dignity and a fair shake in the workplace. They want a voice. Teamsters at Sysco locations elsewhere in the country have been able to negotiate strong Teamster healthcare. Nonunion Sysco workers in Grand Rapids don't have a real healthcare policy. Their deductibles are so high, I call it an "instruction booklet to bankruptcy."

Teamsters Local 406, led by Secretary-Treasurer Ron Holzgen is deeply committed to organizing. These workers desperately want to be represented by Teamsters Local 406, and we hear them loud and clear. Our successes at Sysco Nationwide will span beyond the company and resonate throughout the warehouse industry.

Sysco is nothing but a complete whore company. They don't care about their workers, they don't care about their rights. We have them in court; and I'm going to tell you right now, I have one foot on their throat and—pardon what I'm going to say—I'm kicking them in the nuts with my other foot.

*(Cheers and applause)*

Because we're going to win this battle with Sysco.

GENERAL PRESIDENT HOFFA: All right.

DELEGATE HOOGERHYDE: I'm honored to be here and to stand with these workers and stand in support of this resolution.

And I call the question.

GENERAL PRESIDENT HOFFA: The question's been called.

*... The motion was seconded by several unidentified delegates.*

All right. We have a motion and a second. We've had a good lively debate. All those in favor of the resolution, signify by saying aye.

Anybody opposed?

It is passed.

Thank you so much.

*(Applause)*

Now we've got a video.

*... Musician Billy Corgan addressed the convention via video as follows:*

**BILLY CORGAN**  
**Smashing Pumpkins**

Hey, it's Billy Corgan of Smashing Pumpkins. You and all the Teamsters out there, have a great Convention. We're proud of you. Thank you.

*(Applause)*

GENERAL PRESIDENT HOFFA: Our next speaker has been an important partner of the Teamsters for a long time. Ed Smith, President and CEO of ULLICO, is a true friend of working families. ULLICO's mission is to provide financial security to union members and their families.

Before he joined ULLICO, Smith had a long history in the labor movement. He joined the Laborers' Union when he was 13 years old, and he won his first elected official job at 21. He's basically moved on to be an International President of the Laborers' Union. Now he's at ULLICO where he continues to look out for the interests of working families.

Please join me in welcoming President and CEO of ULLICO, Ed Smith, our friend.

**ED SMITH**  
**President and CEO**  
**ULLICO**

Good afternoon, Teamsters. Are the Teamsters in the house? You've got Coli, right there in front. I know he's in the house.

I want to thank General President Hoffa for that kind introduction. General Secretary-Treasurer Hall, all International Vice Presidents, Trustees, delegates and guests. I want to recognize two of your vice presidents, Vice President Dan Kane and Vice President George Tedeschi, who both serve on the ULLICO Board of Directors. I'm going to tell you a little bit about it, so I want to thank those guys.

*(Applause)*

Of course, the Teamsters are the only union that has two members on our Board of Directors, and as you should have. As General President Hoffa said, I'm 48-year union member. I got to tell you, it's one of the highlights of my career to be able to address this historic Convention of this great Teamsters Union.

I always say every union in the world—every union in the world—knows the Teamsters.

*(Applause)*

In the United States and Canada, the entire labor movements of both countries could not have been successful without the support of the Teamsters. But it's even more important than that. Our country is a better country because of what you do, because of what you believe in, and what you fight for every day. So my message to you, be proud to be a Teamster. Fight for your union, because when you win, not only does the labor movement win, the entire country wins.

*(Applause)*

I want to tell you a little bit about ULLICO and why you have two vice presidents on our Board of Directors, why the Teamsters are a huge supporter of labor's company. The ULLICO was formed over 90 years ago by the labor movement. It's the only union-owned insurance and investment company in America that's owned by the labor movement. I want to tell you this: All of our shares of our company are owned by unions or union pension plans. We have no Wall Street and no fat-cat investors.

*(Applause)*

Our Board of Directors is a who's who of the American labor movement. And unlike other insurance and investment companies, our employees are union and union members, and we have collective bargaining agreements for them.

*(Applause)*

Now, my message today is I want you to remember two things about ULLICO. Everybody can remember two things, right? Here they are: Number one, ULLICO protects Teamsters—Teamster members, Teamster leaders, Teamster trust funds, Teamster locals, Teamster Joint Councils.

And the second thing, ULLICO helps grow the Teamsters by organizing more members with our investment money.

I'm going to tell you a little story how we do both. First of all, our union liability insurance, we are under attack in this country like we've never been under attack before by money, union-busting money coming after your union, and all unions for that matter. But your union just happens to be the most aggressive and the most progressive, and that's why the Koch brothers or the right-to-work group and all

those target your union, because you guys are in the front line of the fight.

So here's what I want you to know about ULLICO. We have your back. When you're in that fight and somebody comes after your local or your Joint Council and sues your union, you keep fighting the good fight for the workers and our members because ULLICO pays the legal fees of your fight. We're in that fight with you. You do what you do, we'll take care of the attorney fees through our union liability policy. That's how we partner with you.

You're the greatest organization to organize and get good contracts for workers in the history of the labor movement. What we do is we're there standing side by side to protect you.

And I want to tell you, when they come after union leaders, and sometimes you're accused of illegal or intentional acts, I want you to know that ULLICO protects the union leader with our union leader policy. I tell you, it's very inexpensive. Two hundred fifty bucks you get a quarter million, \$250,000, of coverage a year. Even if the union can't pay your bill, our union leader policy does.

See, we have your back. We're labor's company. Our company was created to protect the labor movement. And I tell you what, we're very, very proud of our relationship with you. We do the same thing on fiduciary insurance for your trust funds.

I want to tell you a story that when the Affordable Care Act came into law, and your union came to ULLICO and we sat down and we said, "Let's put together a stop-loss plan so that we can"—what's the first rule of trade unionism? Strength in numbers.

We took all the numbers of the Teamsters and their health plans, and we sat down and put together a stop-loss plan so that we could make sure that every claim, no matter how great, for every Teamster member and member of their family was paid by ULLICO. And we also put together a dividend plan, so we put almost three-and-a-half million dollars back to your health and welfare funds. A million dollars this year, by the way, back to strengthening your health and welfare plans. Your International put that together. Your International put that together to make sure every Teamster member and their family was protected from the big claims that we pay with stop loss. That's what your International did. We're the vehicle;

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they're the one that created it, they're the one serving you each and every day with our plan.

Our life insurance, many of you are insured by our life insurance. I want to tell you, we are the only insurance company—Teamsters work in dangerous occupations; and when we have a Teamster that is killed on the job, we're the only company that pays a triple death benefit. And our great union workforce at ULLICO hands that insurance money to that fallen member's family within 72 hours, because we know how important that is that that family needs that money at that time.

*(Applause)*

That's what we do at ULLICO. That's labor's company. That's when labor owns the company. That's when the unions run a company. And we've run this company for 90 years, and we run it profitably. We do it right, and we do it union.

*(Applause)*

Now let me tell you how we help unions grow. We have an investment team, and we invest union pension money, and we invest Teamster pension money and pension money from the other unions. And for 40 years we've had a program called "J for Jobs," where we have invested over \$30 billion of union pension money creating over half a billion hours of work for union building trades members and for Teamsters. Because, you see, all of the language in our own documents say that all material, all concrete, will be delivered by Teamsters at each and every one of our projects.

I got a call from one of your vice presidents, Rome Aloise, about a year ago.

*(Applause)*

Rome said, "Do you know, we've got a nonunion ready mix on a ULLICO project."

I said, "Rome, thanks for the call. He won't be there in the morning. We'll replace the nonunion, and we'll put a Teamster ready mix company on our project," and that's what we did, because that's what ULLICO does.

*(Applause)*

Just this last year, we did 1.7 billion in loans, created over 8,000 jobs, 15 million hours, \$900 million in union wages and benefits for union members by investing union pension funds. See, we're not Wall Street. We're the labor movement. We're labor's company. We can get a safe, sound, adjusted-risk re-

turn for your members' money, and we can do it a hundred-percent union. And that's what we've done.

And I want to tell you our newest fund, our infrastructure fund. Your General President called for rebuilding the infrastructure in America. So labor's company, ULLICO, started an infrastructure fund. And with the help of Teamsters Local 282, a construction local, invested in our infrastructure fund, ULLICO has now done over \$2 billion of infrastructure work. We're building a gas-fired power plant with 500 union workers in Ohio. We're building a new water system in Rialto, California. We're building solar facilities in the Central Valley. We're building a wind farm in Hawaii. We've done a transmission line from New Jersey up to New York.

We are rebuilding America's infrastructure so America will be first in the world again, and we're doing it with Teamster money and other money from the labor movement. And we're doing it a hundred-percent union.

*(Applause)*

Not only are we building it union, all of the workers at the facility, after it is built, because we have neutrality language in our load documents, in our investment policies—every worker has a right to form a union because we have neutrality language that says those workers at that facility will be a hundred-percent union.

See, that? We can do that about our own money. We can do that with labor's money. And, you know, 25 to 30 percent of all union money in America is a Teamster dollar. You guys have more money than the Koch brothers. You guys, when you combine your capital strategies, when you guys—the power that you have in your Capital Strategies Program to bring real leverage to make companies treat Teamsters and other workers right, that's the power of the Teamsters. That's what you do.

Look, I want to close by saying this: We're in a fight like we've never been in before. We got 26 states that are right to work now.

We've got more money spent against trying to put this labor movement out of business. I always say, "Without unions, who speaks for workers?" Nobody. Nobody.

Without unions, who speaks for workers?

*... The delegates shouted "Nobody!"*

Nobody. You got that right. I always ask what



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role are you going to play? What role are you going to play?

I'm going to leave you with this:

"I saw a group of men in my hometown.

I saw them tear a building down.

With a heave and a ho and a mighty yell.

They swung a beam and the building fell.

I went to the foreman, and I said, 'Are these men skilled?'

He laughed and said, 'No, indeed.

Common labor is all I need.

For I can tear down in a day or two what it took a builder ten years to do.'

I thought to myself as I walked away.

Which of these roles am I going to play?

Am I the type that makes my way foolishly around?

Or am I the type that builds with care

In hopes that my family, my country, and my union will be glad that I was there."

Thank you very much. Have a great convention. Go Teamsters.

Go Teamsters. Go Teamsters.

*(Cheers and applause)*

GENERAL PRESIDENT HOFFA: Mike 2.

INTERNATIONAL VICE PRESIDENT VAIR-MA: Mr. Chairman, I need a moment of personal privilege.

GENERAL PRESIDENT HOFFA: You got it.

INTERNATIONAL VICE PRESIDENT VAIR-MA: I understand that we have passed around throughout the audience on everyone's chairs a sheet called "Justice for U.S. Foods Teamsters."

I'm asking all the delegates to please sign these of what you're willing to assist on the U.S. Foods campaign, to join us in that campaign.

Leave those on your seats, and we will collect them at the end—or at the end of this meeting today.

GENERAL PRESIDENT HOFFA: Okay. We'll do that, Steve. Thank you.

Okay. We've going to have a video on Silicon Valley. Roll the video.

... A video presentation on Silicon Valley was shown to the Convention.

GENERAL PRESIDENT HOFFA: International Vice President, Principle Officer of Teamsters Local 853, Rome Aloise, will now tell us about an organizing campaign that going on in Silicon Valley. It's

attracted national attention, and I know we all want to hear about it.

Rome, tell us about the campaign.

*(Cheers and applause)*

INTERNATIONAL VICE PRESIDENT AT-LARGE ROME ALOISE: Thank you, Jim. Appreciate it very much. I just want to say I'm so happy to be here, and I'm so happy to be a Teamster. Just thank you.

*(Applause)*

So you saw the news clips. This has been big news. And this is the opportunity to talk about organizing in the tech industry in the Silicon Valley, and actually we're doing some of it in the Seattle area also in Joint Council 28.

There's a future in the tech industry for the Teamsters, and we're embracing it with both arms. We're making the tech industry work for the people that make it work, and that's an important product of what we're doing here.

Facebook, Apple, eBay, all these names you know, we're organizing, and we're organizing contracts to be proud of and that help workers, not only our members and our drivers, but other bus drivers, food service people, janitorial people, the real people that make Silicon Valley work. Not the engineers, not those people that ride the buses, but our people that it cannot run without.

So these are multibillion-dollar companies. When we started organizing them the press was enthralled with it. We got press in every major news venue in the country—"Wall Street Journal," "New York Times," Japanese "Wall Street," German "Wall Street Journal." Every major television company got into this, because we organized Facebook.

And we really didn't. We organized Loop Transportation. In fact, when we finally met some of the hierarchy at Facebook, they said to me, "We just have one question. Why did you keep saying Facebook when it was really Loop Transportation?"

I said, "Well, who gives a shit about Loop Transportation?" You know, Facebook is big news.

So, as you saw, these campuses are incredible. If you go on these campuses it's like being on a college campus, only with a lot of money supporting it.

And during the campaign, one of the quotes that got picked up was supporting these tech drivers wouldn't cost these companies any more than their

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year supply of ping pong balls. And that's really what it takes to get them to take responsibility for the people that make the company work.

We went through this campaign, and we decided to pick up the people that were forgotten. Now, these bus drivers were in some cases spending 16, 18 hours a day away from home because, as you may well know, in the San Francisco Bay Area, a one-bedroom apartment anyplace within 70 miles of San Francisco or the Silicon Valley, minimum \$2,000-a-month rent.

We had drivers living in their cars. We had people leaving at 3:00 in the morning to get to where they pick up their bus and drive, and then they sit around for four, five, six hours without pay, and then they get back in the bus and it's just like a campus. School kids—just like the school bus driver, pick up the kiddies, you know, at the bus stops, take them to the campus, drop them off. Go sit around for a few hours, sleep in your car, someplace else, come back, pick up the kiddies and bring them home, except the kiddies all make \$250,000 a year as engineers.

So we had an election at Facebook. We won overwhelmingly. We went into the negotiations, and we negotiated a contract that I think in the bus industry is second to none.

Since Facebook, we've negotiated with a couple dozen other contractors. They were making between 16, 17, and 18 dollars an hour; and as I said, they'd work four hours in the morning, sit around unpaid for four or five hours, and then work four hours in the afternoon.

We negotiated wage rates up to \$32 an hour, including split pay.

*(Applause)*

We took people that couldn't afford to live within 75 miles of the Silicon Valley, they were able to rent apartments, took them out of their cars where they were sleeping, and gave them the right to have a life.

They were paying between 300 and 800 dollars a month for health and welfare. Most of the companies now have 100 percent, paid-for healthcare for themselves and their families.

*(Applause)*

Nine days sick leave, 11 paid holidays, five weeks' vacation. And we did all that in kind of a unique way. The contractor kept telling us they couldn't af-

ford to pay what we wanted because they had a contract with Facebook.

And we said, "Well, then we're going to do it a different way. I'm going to tell you what we're going to put in the contract." And I gave them the contract. We called a meeting of the Facebook members, and we voted the contract and ratified it.

And we invited the press into the ratification meeting. And the press reported that we had a ratified contract with Facebook. All of a sudden I was getting calls from Facebook's attorneys saying, "What did you do?"

I said, "Well, do you want me to go to the press and tell them you can't afford to pay what this contract has in it?"

And they thought about it, called me back the next day, and said, "You've got a deal."

*(Applause)*

So it was a little bit different. I will tell you I had parts of my body puckering a little bit to see if that would work, but it did work.

So then we went and knocked over a bunch of other ones in the same fashion, and it's been a total success story.

But what's more important is improving the life of these drivers, that—by the way, how many have been to San Francisco?

Okay, so think about driving, you know, this 60-foot double-decker bus around the streets of San Francisco all morning long, and then getting on a freeway and heading down to Silicon Valley, and come back and driving. That's what they do all day long so it's a big deal.

But we have other drivers in our union. We have bus drivers that work for some of the companies you heard this morning.

Durham, we couldn't get Durham to pay more than 16, 17 dollars an hour ever. Well, so what did we do? We went and started handing out applications at Durham to go to work for Facebook and Apple and all the rest of these contractors. Rosie will tell you in a minute.

And they all started to leave because they could go from \$17 an hour to 26, 27, 28 dollars an hour—right?—and fully paid healthcare. You know, with these school buses you're lucky to be able to get your own member's care.

So all of a sudden there's a panic in the bus in-

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dustry, and we started getting calls from every one of our contractors. And my Business Agent Stacy Alvelais, has been handling these.

And Durham two weeks ago called us up, gave everybody in the company \$3.50 an hour raise to keep drivers.

*(Applause)*

So as we've kind of coined a phrase—you know, that we like to say "A rising tide lifts all buses."

So we've done a service for our people to get them to a point where these bus driving jobs, where they're carrying around valuable assets, our kids in a lot of these cases, in these school buses and paratransit companies, they also have benefited by this organizing.

We're now techies. We've got people in every big name—eBay, PayPal, Genentech, Zynga, Evernote. A bunch of these companies I don't even know what they do.

Now we've got one company—as is always the case, we've got a company resisting us, and the company is called Bauer's Intelligent Service.

They're not very bright. So through DRIVE—remember DRIVE?—and our political process, we were able to go to the City and County of San Francisco, Santa Clara, and the Silicon Valley with a group called Labor Rising in Silicon Valley, and we were able to legislate rules in the City of San Francisco because they use all the mass transit authority bus stops, that if they didn't have labor harmony, they weren't going to be permitted to use the bus stops.

So that was a program to where it was an experimental program, and a lot of people in San Francisco wanted to take it out and prevent these buses from driving.

Well, now all of a sudden these tech companies found out who their best ally was. It was the Teamsters. So we went along and got the program approved, but also with the caveat that if you don't have labor harmony, you can't get a permit to drive in San Francisco to pick up these people at the MTA bus stops.

What did that mean? Well, Bauer's wouldn't play ball with us. So we figured how are we going to show them they don't have labor harmony? So I took some of my older and more worn-out Business Agents, and we went down there one morning

to the bus stop, and every time a Bauer bus would come, I'd stand them in front of them—and these agents do what they're told because they've been around a long time and those buses couldn't move.

They would try to move, and our agents would stand there, and we held up the buses.

Now, if you're in San Francisco, you not only have the Bauer's bus, but you have the Compass bus, you have the WeDriveU bus, you have the foot—Loop bus, you have a number of other ones, all lined up along with all the Mass Transit buses; so we had buses for like four blocks lined up, because of the Bauer bus couldn't move because we were standing in front of it with picket signs.

Two of those—the cops were standing across the street, a little bit of our friends. They let us do it for about 20 minutes with each bus. Soon thereafter the City of San Francisco filed a complaint against Bauer's. The next month there's a hearing, and they're going to lose their license to operate in San Francisco.

*(Applause)*

So there's tech industries going up all over this country in places. We got to look at them because we're the Teamsters. We know how to figure out a way around what needs to be figured out to get this stuff done.

We've done it our whole history of bringing in people that other unions couldn't do, didn't want to invest the time in, didn't have the ability or the insight to do. The tech industry is an industry we have to go after, we have to get in front of. We have to be the people that represent the new economy, the new workers in the new economy. We've got to figure out a way to do that to make it work for them, because we have an obligation to represent workers who want to be represented, and we have an obligation as a union to grow, and we need to figure out ways to do this.

So I want to introduce Rosie Silva here, but I want to say we need to move forward. We need to be progressive, and we need to organize in the tech industry. Are we able to do that?

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

All right. Thank you very much.

Just in Silicon Valley there's another 80,000 of these support workers that need to be organized, and we're going to get them.

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So I wanted to introduce Rosie Silva, who is our Chief Steward at Loop Transportation. She came from one of those other companies where she wasn't making much money, didn't have good health benefits. A longtime bus driver, now she drives those big buses all over. She's one of our great supporters and one of our great members. Please give her a rousing Teamster welcome.

Rosie Silva.

*(Standing ovation)*

SISTER ROSIE SILVA, Lodge 853:

Thank you. Thank you.

Hello, everyone. My name is Rosie Silva. I'm a member of Local 853 in Oakland, California, and I'm honored to be here.

I'm a tech shuttle driver for Loop Transportation and Facebook, which is a contractor—subcontractor for Facebook employees. We are Teamster strong at Facebook and Loop Transportation.

*(Applause)*

And before going to work for Loop Transportation, I worked at Dumbarton Express. And like Rome said, I was making 50 percent of what I'm making now. With that, I read in the news, the "Teamsters Newsletter" how great of a contract they were trying to get in the industry. So the benefits were better. The income was better. And that's when I seen it last year and I decided that's what I wanted to do. With my age, it was time to move on and get more security.

So I applied for the job at Loop Transportation. I got hired, and I'm here today. As we go on, I became a Shop Steward again. I was a Shop Steward with Local 70, which is also Oakland, are Teamsters. And I enjoyed doing my job. I mean, anything to help out the employees to get them protected as the Teamsters protect us. They look out for us, so we need to look out for them.

It wasn't always easy. It was a little bit of a challenge to get my co-workers to understand what the union actually represents. They represent us and they are our voice. So in the interim, the management is after us for whatever reason, we have a voice. We don't have to worry.

Like Rome said, the tech industry is growing and so are we. We need a lot of drivers now and we're hiring drivers and we're getting more buses so we can transport the employees to and from.

*(Applause)*

And final to close it off, I just want to say everyone has heard of Facebook and is hearing about the Teamsters that drive for Facebook. And I thank you.

*(Cheers and applause)*

GENERAL PRESIDENT HOFFA: Thank you, Rome and Rose. You're leading the way in organizing in an area where there's so much money and it's a matter of prying that money out for people. And that's what's so important.

You know, Martin Luther King one said, "All work has dignity." Disrespecting workers, any workers, is something that should have no place in the United States. And that's why we are committed to organizing the unorganized. That's why our Port Division work is so important.

Let's look at a video about our Port Campaign.

*. . . A Port Division Campaign video presentation was shown to the delegation.*

*(Applause)*

GENERAL PRESIDENT HOFFA: Now let's welcome International Vice President and Director of the Port Division, Fred Potter.

*(Applause)*

INTERNATIONAL VICE PRESIDENT POTTER: Thank you, General President Hoffa, for that kind introduction. The Port Campaign is alive and well. I report progress. We have found the right strategy to organize drivers. Since our last Convention, we achieved what many people thought was impossible. We've organized port trucking companies. We have forced many trucking companies to stop misclassifying their drivers and have agreed to labor peace with the Teamsters.

So today we have over 500 Teamster port drivers at the ports of Los Angeles and Long Beach who are members of Teamsters Local 848 and working under a good Teamsters contract.

*(Cheers and applause)*

We have also been able to extend our contract with shippers at the port of Oakland with Teamsters Local 70, and more change and more victories are to come.

But our work is far from done. As we all know from Wall Street to our nation's seaports, the economy has been rigged to benefit giant corporations and billionaires. We need to stop companies like Walmart and Target to not allow these trucking companies to misclassify and abuse these workers. We need to re-

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member that it's the workers who make the economy work, like waste workers, school bus drivers, warehouse workers. The list goes on and on, and the thousands of truck drivers, including those who haul cargo on and off the docks of our nation's port.

So what is misclassification? I believe all of you in this room know. But really, it's a scam. It's designed to steal drivers' wages, deprive them of their rights. It makes it hard for legitimate companies who have contracts and employ employees to compete against them.

Independent contractors, these drivers are called, but, in fact, they're employees. The stark example how misclassification or wage theft scam has to do with illegal deductions by the trucking companies. It's what they take out of their paychecks each and every week. I have seen too many drivers' paychecks where the end of a full week of work they take home very little money or even have negative paychecks. That's right, some weeks drivers work 60 or more hours and owe their employer money at the end of the week, because the company decided to take more deductions from their paychecks.

You've heard about the company store. It's alive in our ports, and we have to stop it.

The workers are fighting back and the Teamsters have their backs. Together we are fighting to win justice. Drivers have been suing their employers for wage theft, demanding millions of dollars in back pay, and they're winning these cases. Drivers have also taken the courageous step of going on strike to demand change. The Teamsters Union, under the leadership of General President Hoffa, has their back.

*(Applause)*

In fact, as you witnessed in the video, General President Hoffa has been there at their side, has walked the picket line with these workers, and is fighting for their struggle to have dignity at the ports.

Vice President Tyson Johnson and Gordon Sweeton were also at our most recent strike, walking the picket line and supporting XPO Logistic workers on strike at the port. And I want to tell you one thing else about XPO. They're vulnerable. You know why they're vulnerable? Because the majority of the workers in Europe are union workers, and the unions that represent them were here this week. They were here to meet with General President Hoffa.

*(Applause)*

They were with us in Connecticut at an XPO shareholders meeting. I'll tell you who else was there and helped us. You know what's great about the Teamsters? You need help, you make a call. Dave Laughton, Joint Council 10. When Tyson talked about the noise that was made that XPO heard us, it was Joint Council 10 members out there making that noise. Thank you.

*(Cheers and applause)*

You know, we can talk about the leadership and what we do but, in fact, it's about the drivers. It's about the warehouse workers at the port. It's about the guys who put their jobs on the line. And today we have a remarkable leader.

Daniel Uaina, who likes to be called "Seko," is leading the fight with a major port trucking company called Intermodal Bridge Transport. Ironically their acronym is IBT. But believe me, it's nothing like our IBT. Unlike this union that's owned by the members, IBT is owned by the Chinese government ocean carrier COSCO. Seko and his co-workers are just coming off the latest strike and have vowed to keep fighting until they win justice, not just for themselves, not for just their families, but for other port drivers and their families and future generations of port drivers.

With that—before I say that, I want to say something else. We regularly have port meetings at Local 848 Hall, Eric Tate, with port drivers. Every time this guy is there—and every time this guy is there he's a standout as a leader and an inspiration of the port drivers.

So it's my pleasure to welcome Seko to talk to you today. Thank you.

*(Applause)*

BROTHER DANIEL "SEKO" UAINA, Local 848: Right on. Thank you, Mr. Potter, for that introduction. Good afternoon. My name is Daniel Aneseko Uaina, and I'm a port driver for the Los Angeles and Long Beach terminals. But before I go any further, I would like to thank our Heavenly Father for giving us this opportunity to fight this injustice that is occurring today.

*(Applause)*

I would like to thank the International Brotherhood of Teamsters, from General President James P. Hoffa to all of the delegates, union members, Local

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848, guests, for your solidarity so we can fight for a better tomorrow.

Today I'm here to share with you what has been going on at the ports. I and 10,000 of other port drivers have been experiencing misclassification and mistreatment nationwide. I work for a company called Intermodal Bridge Transport as a so-called independent contractor, yet the company controls everything I do. They give me a shift to work. The fleet of trucks available are registered, insured and owned by the company. My work is hidden behind a wall and the dispatcher tells me what work is available and determines what work I am to perform. I am dependent on the company for work. There is nothing independent about this.

Because it benefits the company, the company calls us drivers independent so they can steal our wages and they can steal our rights. We have to pay the leasing of the truck, pay for the fuel, pay for the insurance of the truck. But we better not let anything happen to the truck on our shift, because that comes out of the driver's wages as well.

*... The delegates shouted "Bullshit! Bullshit! Bullshit!"*

Yes, it is. The companies say that we are not protected by minimum wage laws. If we get hurt on the jobs, drivers cannot claim worker's compensation. And what's even worse, these companies say we have no protection against retaliation for organizing a union. But we know better because the Teamsters have our back and we are seeing results.

*(Cheers and applause)*

Even government agencies believe we are employees. Over 300 drivers have won over \$32 million in back pay because of wage theft.

*(Applause)*

In March, Region 21 of the National Labor Relations Board wrote that my company, like hundreds of other companies, has misclassified us as independent contractors. But we expect to make history when this unfair labor practice charge will be heard by a judge in August.

But the company has a little fight in them. But that means that we must step up to get what we fairly deserve in this great country of ours. At Intermodal Bridge Transport they tried to fire one of my co-workers, Eddie Osoy, because he is a union supporter. A group of drivers confronted Mr. Osoy in a hostile

manner, but Mr. Osoy didn't back down. Usually Mr. Osoy is a man of few words but this day he made it clear. He will not stop being a union supporter.

*(Applause)*

So the company fired him, stating he created an unsafe work environment. And that day the company hired two armed private security. The company tried to intimidate all the drivers to show who was large and in charge. But we didn't back down. No, we stuck together, and we took action.

At the end of all this, Mr. Osoy was fired on Thursday, hired back on Tuesday, and it was only Tuesday because Monday was Memorial Day.

*(Cheers and applause)*

Now everyone knows who's really in charge. The Teamsters and the hard-working drivers who fight through solidarity.

*(Cheers and applause)*

And let me tell you this: Our drivers, we didn't stop there. Because after two hours that Eddie Osoy went back to work, we striked all them bastards the rest of the week.

*(Standing ovation)*

You know, these companies run by tyrants cannot silence us anymore. Because of the Teamsters port drivers now have a loud, thundering voice. Where I'm employed, we already have four strikes in just a little over one year. General President Hoffa not only attended our strike, but he was willing to speak to anyone in management to correct this injustice.

Do you think anyone came out to speak to General President James P. Hoffa? Huh-uh. Hell, no, they didn't. Hell, no.

But as Edmund Burke stated, and I quote, "The only thing evil men need to triumph is for good men to do nothing."

*(Applause)*

But the good men and women of Teamsters have now taken up arms and are fighting back against this war on American workers. As human beings, we have a responsibility to one another for the betterment of our society. I don't do this just for me and my family so I can have a better life. I do this now for the man and woman who stand alongside of me, who's been in this industry long before me, but, more importantly, I do this for the generation who's coming up behind me. I do this for all port drivers.

*(Standing ovation)*

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Your child could be the next generation of port drivers. So wouldn't you want justice right now and not wait until they are mistreated and abused by these companies run by tyrants?

As the greatest boxer of all time, Muhammad Ali once said, and I quote, "Service to others is the rent you pay for your room here on Earth."

*(Applause)*

As we—everyone in this room, union members across the globe, truck drivers across America, we are fighting for justice. We are solidifying our room here on Earth, because there is no room for misclassification. There is no room for mistreatment. There is no room for wage theft. There is no room for injustice and there is certainly no room for law-breaking corporations.

*(Applause)*

Yes, we are fighting for fair wages, better working conditions, to have medical benefits, a pension. But before that, we demand respect. And, you know, the simple model that I see on Teamster trucks that sums up how we're going to win at the port? That is "Live Better, Work Union."

Thank you for your support.

*(Standing ovation)*

INTERNATIONAL VICE PRESIDENT POTTER: This is why we do what we do, this is what inspires us, men of courage, like Seko, who speaks for the workers at the port.

So every time I go to Los Angeles, I'm not only inspired by these drivers, I'm amazed by the tough and committed group of workers that they are. On behalf of General President Hoffa, and all the Teamster members, including those delegates here today, we pledge our support to you.

*(Applause)*

You've heard the old saying, "If it looks like a duck, walks like a duck, talks like a duck, then it must be a duck." Well, that's how we feel about misclassification. Every government agency that's conducted an investigation pushed by the Port Division, from the United States Department of Labor, the National Labor Relations Board, who recently filed a charge by saying the mere fact of misclassifying a worker deprives them of the rights to join a union and in itself is a violation—

*(Applause)*

—the California Labor Commissioner, the Eco-

nomics Development Department, which enforces unemployment and insurance benefits and payroll taxes in California, have all determined that port drivers are employees, not independent contractors. But still, many of these companies have their heads in the sand. They're hoping that maybe with a new president the laws will change, hoping the problems they face will somehow just go away, including the millions of dollars in back pay that they owe for wage theft.

The problem is, that it's not going to go away because the port drivers are not backing down from this fight, and the Teamsters never back down from a fight and from worker and economic injustice. So we stand with you.

To be clear, we are winning. As I said, we have over 500 Teamster port drivers, and we're growing. We're meeting with a number of companies for what's called the Port Solution Agreement. It's an agreement that moves them from misclassified to employed employees with a card-check neutrality agreement that will lead to not only organizing, but to having a Teamster contract. And we are working that goal.

*(Applause)*

But we need to do more. And we need to charge the politicians who we helped elect to do more to help. The mayors of Los Angeles and Long Beach control those ports. They have the power to ban law-breaking companies from doing business at the port, but they're afraid to pull that trigger. They have the power to require labor peace from all trucking companies coming into the port property in order to avoid the disruption and cost that comes from the ambulatory picketing at the port terminals caused by the Teamsters and these striking drivers.

Everyone here can support our push to get Los Angeles Mayor Garcetti to implement a labor peace policy at the port by signing our petition to ban law-breakers. Just stop at the Port Division booth in the exhibit hall and sign that petition. It's very important, and you'll be supporting gentlemen like him.

Mayor Garcetti is a great supporter of the Teamsters and of all workers. In fact, Joint Council 42—which we couldn't have a better partner—was there and supported Garcetti and has been pushing him with us. I thank Randy Cammack for the commitment and the work of Joint Council 42.

*(Applause)*

But the mayor faces stiff resistance from the bil-

lionaires, trucking companies, terminals, and steamship lines, and the companies that have rigged the rules in the economy against the workers. That is why we must push harder, fight smarter, and stay united. We will defeat the scourge of misclassification once and for all.

I thank General President Hoffa, General Secretary Hall for their commitment to the campaign, for Jim who has personally been out there and joined the line. And I remember his words at the last strike. Cal cartage worker, 22 years, was telling Jim after 22 years, he just got a raise. He makes \$10.67 an hour. He has no health insurance, he has no pension, he has no sick time. And Jim turned around and says, "We have to help these workers, and we're going do that."

I believe that, we believe in it, we need you to believe in it. Go sign that petition. Thank you.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you, Fred and Danny. What a great story that is. We're basically out there winning at the ports.

### GREETINGS FROM INTERNATIONAL UNIONS

GENERAL PRESIDENT HOFFA: You know, in preparation for this Convention, we invited a number of unions from across the world to come here and join us in solidarity, and I wish we had time for all of them to say a few words to you. But let me just mention some of the unions that honor us with their presence this week.

The Transport Workers of Belgium.

SIPTU, the largest union in Ireland.

From France, the Railroad Workers Federation of the CGT.

From South Africa, the Food and Allied Workers Union.

And we heard from Rosa Pavanelli yesterday and we also heard from Len McCluskey this morning from Great Britain. We'll also hear from our good friend Ariel Yacobi from Israel.

Our next speaker heads the Transport Workers' Union of Australia. He's a tremendous friend of the Teamsters Union. Tony Sheldon has been a key partner in our fight of the ports. He's been out there walking the lines with us and he's always there for us.

His members are demanding that the company respect the unions that we have here in the United

States and to be treated the way they are in Australia. Tony and the TWU were instrumental in our success in organizing toll drivers and achieving a great contract.

He also chairs the Road Transport Committee of the International Transport Workers Federation where he is uniting drivers across the globe to demand safe rates.

The Australian press calls him "The Jimmy Hoffa of Australia."

*(Laughter)*

Please welcome our good friend, Tony Sheldon.

*(Applause)*

### TONY SHELDON

National Secretary

Transport Workers' Union of Australia

Well, thank you, Brothers and Sisters, all. I'm honored to be here and warmly welcomed by one of the world's strongest and most successful forces for economic freedom, the Teamsters.

*(Applause)*

This mighty and revered union led by such a great leader, Jim Hoffa.

*(Applause)*

Now we're in the middle of the U.S. Presidential election, and the title "President Jim Hoffa" doesn't sound like such a bad idea, Jim. I've got to say this to you, Jim. If our country had a vote and we were actually in the U.S. Electoral College, you'd be well on your way, Mate. You'd have our vote.

*(Applause)*

Whilst we might live in hope for that to happen one day, for now, the 90,000-strong Transport Workers' Union of Australia commends you for the great work, as do the International Transport Federation, 4.7 million members, from 681 affiliated unions and 147 countries. We stand with the Teamsters in the fight for global fairness, against global greed.

Like the Teamsters, the Transport Workers' Union of Australia has fought for our members for over a century. Like you, we stood solid on picket lines, we fought in the courts, we stared down multinationals and governments and looked them right in the eye, all the while demanding what was right, what was fair, and having the guts to fight for it.

Like everyone in this room, Transport Workers



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in Australia are not afraid of a fight. And like all of you, we're pretty bloody good at doing it as well.

Historically, the bonds between our two nations have been strong. Indeed, the question could be asked, how strong? That could be best explained by a true, but largely unknown, Australian story. Just give me a moment to explain this to you.

Friends, I take you back to Frank Sinatra's tour of Sydney in July of 1974 to tell the story of Frank Sinatra and the Siege of Sydney. Yeah, you heard me correctly. I speak of the great Sinatra, the much-loved and admired—admired on both sides of the Pacific—I think we have a photo of Frank there, where he's running from a press conference in Melbourne in 1974 to show you.

And friends, this is what happened. In July 1974, Frank Sinatra took the stage at Festival Hall singing his opening number to great applause. As was his way, after the first few songs, he sat on a stool, sipping honey tea to relax his voice before the next number and chatting with the audience. On this night, the audience were in the palm of his hand. He was beloved in Australia, and we were happy to see him there in person.

Now, Frank Sinatra had been in Australia for a week, maybe a little bit longer, and had been hounded by the press through the entire time. He was tired, and he'd had enough. So he dropped a bombshell, a bombshell that rocked Australia. Referring to Australia's journalists from the stage, he said this: "These journalists keep chasing after us. We have run all day long. They're parasites that take everything and give nothing."

Then he went on to make especially disparaging remarks about Australian female journalists, which is so distasteful I won't repeat. Suffice it to say, that he declared that they were not actually journalists but rather the members of a far older profession. It was clearly not the legend's finest hour, and Australian unions were rightly outraged and reacted as duty required.

Next morning, the Australian Journalists Association demanded that Frank Sinatra apologize. Sinatra refused. He made it known he'd never apologized to anyone before—ever—and he was not about to start now. So Aussie journalists called for immediate industrial action, and the Australian Transport Workers' Union entered the breach.

We made it known to Old Blue Eyes that without an apology, he would be unable to get a plane, a train, or an automobile. Indeed, he wouldn't even be able to borrow a paperboy's bike.

Transport Workers' Union of Australia had grounded Frank Sinatra. He was stranded in the Presidential Suite of the 23rd floor of the Boulevard Hotel in Sydney, and the Siege of Sydney begun. The unions wouldn't budge, and Frank certainly wouldn't say "sorry."

Days passed, his concerts were canceled, the pressure grew. Crowds gathered outside of his hotel demanding justice for our female journalists. Frank Sinatra was still defiant. He demanded to speak with the Australian Prime Minister at the time, Gough Whitlam. The Prime Minister, fearing the wrath of the unions, told Sinatra, "You're on your own."

*(Laughter)*

The head of the Australian Council of Trade Unions, Bob Hawke, our future Prime Minister, was called upon on to negotiate. He said this to Sinatra: "Frank, if you don't apologize, your stay in this country could be indefinite. You won't be allowed to leave Australia unless you can walk on water."

Sinatra scoffed at this and announced the plans to call an admiral on board of an American aircraft carrier in Tokyo Bay. A request was for the aircraft carrier to sail into Sydney Harbor and send a helicopter with Navy Seals landing on the roof of the Boulevard Hotel for a Sinatra extraction.

*(Laughter)*

His next instruction to his minders was to call the American Teamsters Union. He wanted thousands of American truck drivers to refuse to handle any Australian goods exported to the U.S. by cargo ships or planes. Essentially, Sinatra would attempt to organize a trade embargo via a plan to activate the Teamsters.

Now, eyewitness reports are that the Teamsters, like our Prime Minister, like the aircraft carrier Admiral, and like the Transport Workers' Union of Australia, would not back down from supporting our local journalists.

Finally, after a week, Sinatra agreed to sign a statement to the effect that he regretted any offense caused and any inconvenience for patrons who had missed his concerts. It was an apology of sorts.

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Transport Union bans were lifted and Frank Sinatra was permitted to leave Australia. There was no Navy Seal extraction, there was no Teamsters trade embargo.

And so, friends, I think it's the point, as my earlier question asked, the moral of the story. How strong is the bond between the Teamsters of America and the Transport Workers Union of Australia?

Well, Friends, it's so strong that our bond could not even be broken by the Chairman of the Board himself.

*(Applause)*

And I'll say this. If Sinatra, who was a friend, couldn't break us in the '70s, then what chance do our enemies have of doing that in 2016? None whatsoever.

*(Applause)*

Brothers and Sisters, we know from experience that no—that there is no stronger way to operate around the world than standing together, and the Teamsters have stood with us during some fierce battles, which we will never forget.

When our drivers faced violence, intimidations from U.S. waste firm Pacific Waste some 30 years ago, Local 731 stood beside us and put pressure on the company.

The head of the company's Asia-Pacific Division flew to Australia and accepted our list of demands. This simply would not have happened without the help of our sisters and brothers in the Teamsters.

We stood with drivers at Los Angeles ports just recently where, after years of struggle, Teamsters achieved better conditions, dignity, respect, superior wages.

We turned to our committees just last year in Australia. We have 8,000 Tolls members in nearly 18 months beforehand and said this can't be the cause of oneself anywhere in the world, but we said we call ourselves one trade union movement anywhere in the damn world as well.

*(Applause)*

We remain steadfast and determined. When those workers took industrial action in Australia they took it because they knew an attack on you was an attack on them, an indignity to you is an indignity to them.

We remain steadfast and united with the drivers in New Jersey where Toll refuses to engage with the

workforce and has illegally withdrawn recognition of the Teamsters, and just last week a national negotiating committee of workplace representatives, over 30 strong, told the General Manager of Tolls, "You better fix it or else because our negotiations are coming up, and we're going to get you."

*(Applause)*

And they will. We'll not stand by while the company repeatedly sacks union activists or illegally agrees for some customers not to use union drivers.

Indeed, just in the last four days I've had the great pleasure of seeing some of the fantastic organizing work the Teamsters have been involved with. I'll just mention two of the crucial worldwide campaigns you're leading with your labor partners in the fights with XPO/Con-Way and Durham National Express.

Friends, we have absolute resolve for those fights. And in those meetings I could smell the palpable desire to make sure those fights are won in this room and in these meetings. But more than that, I offer this observation and assurance. Hundreds and thousands of unionized workers in those companies across the globe are determined to stand beside you and fight side by side with you.

In Spain, they're determined to fight. In France, they're determined to fight. Our good friend Alain in CGT. In Ireland, SIPTU. The UK with Len this morning and his great offside, Steve Turner.

The Netherlands support you. The great Land Down Under still supports you, our 8,000 Tolls members and our 90,000 Transport Workers. My good mate from Belgium, the Vice Chair of the ITF Transport Road Section, Frank Moreels, supports you as well.

So to those economic masters who practice wage theft, who maim and injure people at work, they practice misclassification, and casually try to wreck our communities, 4.7 million ITF members around the world want you to listen up and listen good. If you pick a fight with one of us, you pick a fight with all of us.

*(Standing ovation)*

And that's a picket line of 4.7 million people. So I say this to you, my Friends. What chance do these companies have and Tolls have of us breaking us in New Jersey? What chance does XPO have in breaking us? What chance does National Express Durham

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have of breaking us? What chance do they have? None.

The lesson for all those that try to abuse our members and our families is simple. We can't be broken. We're too determined, we're too strong, and we're too global. If you don't do the right thing, we'll come and reap the whirlwind, because we don't give up.

What binds us across the globe is those values that we share, and our philosophy is joint.

I read a piece just recently from President Hoffa where he said, "Our country is experiencing a crisis of wealth redistribution. It has one cause. Corporate America has accumulated staggering amounts of wealth that in turn gave it control over our government. The shrinking of our Middle Class is no accident. Corporate-controlled politicians redistributed wealth upward to the already rich by changing the rules."

Sadly, Jim, that's occurring in my own country, and we have to be determined to fight back, as I know we all are here. We are determined to fight back?

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

Are we determined to fight back?

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

*(Cheers and applause)*

I had the dream that every person, turning around and making sure that growing up as a working class person, that they have a home, they have family benefits, they have security, and they have dignity and respect.

The working poor, represented by a political system contaminated by corporate donations and public sector corruption led by those politicians, has to be held to account, a system which under conservative government protects itself with its own rules while hunting trade unionists as if they are criminals.

In Australia, while the greediest economic employers get tax breaks, the very best unions get subpoenas. It's shameful but true, all of which happens despite the fact of the productivity of labor is increasing and the productivity of capital is decreasing.

So, Friends, if the '80s corporate mantra is greed is good, then 2016 they've got a new dogma. You'll work harder for less and be happy about it. In the Transport sector that means drive faster for less, drive longer for less.

Friends, it sounds like the same values that those

underpinning the Republican presumptive presidential nominee, Donald Trump's, world view.

*(Chorus of boos)*

Absolutely. Boo from here, too.

The man's only plan for creating a Middle Class in America seems to be to pay people to come to his campaign events. And, Friends, when this dogma has its day, this is what happens around the world. While I think this is their day in Korea, Gun Soo Pak, a 49-year-old member of the KPTU Truck Sol, ITF affiliate, was driving the highway at night when he sensed a vehicle coming up behind him. He had a problem with his own 25-ton cargo truck. He stopped on the shoulder of the road to check the truck. Just as he was getting out, another five-ton truck crashed into the rear of his vehicle. Then an 11-ton truck driving behind the five-ton truck smashed into both of them. The cause of the crash, fatigue. Gun Soo Pak died on the spot. He left behind a wife and two sons.

An example of fatigue-causing death closer to home here is a Wal-Mart truck slamming into Tracy Morgan's van, severely injuring him, two friends of his, and, of course, killing James McNair. Morgan sustained brain trauma, a broken leg, and broken ribs in the accident. The National Transport Safety Bureau had found the cause, fatigue.

Back in Australia, Susan Posnakidis tells a harrowing story in the recent article she wrote as the sister of a truck driver in a major daily newspaper.

She spoke about John, her brother. "John's death was not random or an accident. He died because of serious problems in the trucking industry. The driver who killed him was chronically fatigued. The crash happened at 8:40 a.m. that morning, and he had just five hours sleep in between then and 6:00 a.m. the previous morning. A tiring, if not grueling work schedule, is how the coroner described his day. He said he had been screamed at over the phone to get going that morning by the client."

Susan went on to say, "The most heartbreaking thing is that the police mechanics found the trailer brakes on the truck were faulty because the company couldn't afford the upkeep."

Susan has vowed to fight every day until she gets safe rights of pay for truck drivers, where the trucking supply chain is held to account and clients are held to account as the economic employers controlling these terrible conditions.

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In my country over ten years we've had 2,548 Australians die in truck crashes. Again, due to those economic employers who pressure supply chains and pressure cutting corners.

Many die because wealthy companies at the top of the line, who use the services of Transport operators, are not being held to account when they dictate contracts so low that work cannot be delivered safely.

And, Friends, just after a 20-year fight, we achieved a tribunal in our country to deal with safe rights in our industry, to hold clients accountable; but an incoming conservative government has just taken the tribunal away, taking away the protection we fought for a generation.

I just ask for this Sydney Eyewitness News report to give you a quick snapshot of what that means. It will explain it a lot better than I'm going to.

*... Video presentation of a Sydney Eyewitness News report was shown to the delegation.*

*(Applause)*

Brothers and Sisters, this story is the same around the world. We're being sweated for profit, and to hell with the consequences.

In our country we have universal healthcare. We won it in the '70s through union activity and our political activity. We lost it when a conservative government got elected, and we won it back because we fought for it.

*(Applause)*

In the '80s we won universal pensions. We call it superannuation. The conservatives got elected. They took it away from us, and we won it back.

*(Applause)*

I can say this to my own government from all the way over here: Those truck drivers haven't seen anything yet on what we're going to do to the mongrels, because we're going to win it back.

*(Applause)*

In Thailand, bus conductors are stuck for hours each day in traffic and are forced to use adult nappies because there are so few toilet breaks. A survey in 2014 by the Thai women and men Progressive Movement Foundation found that 28 percent of female bus conductors in Bangkok had worn nappies on the job that requires them to work up to 16 hours a day straight.

Can you think of anything more dehumanizing? The foundation reported; we were shocked. We also

found that many of the workers suffer urinary tract infections and stones in their bladders. Many of the female bus conductors also have uterus cancer.

In West Africa, truck drivers face corruption, harassment at checkpoints, and threats against their cargo, their vehicle, and themselves.

India has the worst traffic accident rate worldwide with trucks involved in over 40 percent of deaths.

In the U.S. trucks are involved over four-and-a-half thousand road deaths a year, many because of the pressure, clients controlling margins and driving truck drivers to the breaking point.

In Canada, an estimated 40 percent of bus drivers are attacked while on duty during the course of their careers.

Friends, these are the statistics of attempts by the economic masters to create a globalized sweat shop. The war on workers is here. It's never so stark when you look at some of the industries that we tackle. And the tasks to right those wrongs have never been so important. We know the way to right those wrongs is organized labor.

In my own country you're 40 percent less likely to be injured if you're unionized. You're 70 percent more likely to be permanent if you're unionized. You're 68 percent less likely to be sacked if you're unionized.

To this end, I'm reminded of President Hoffa's recollection of the relationship between the Teamsters and Dr. Martin Luther King. Jim recalls this quote. Dr. King, "The civil rights and workers' rights are fundamentally bound together. We can't fight for the rights and dignity of workers without combating racism and all forms of discrimination."

Never a truer word, Jim. When our people are being sacrificed at the altar of the all-mighty dollar, then our job is clear. It's clear on what we have to do. We must fight for decency.

*(Applause)*

We must fight against the discrimination of workers.

*(Applause)*

We must fight simultaneously for civil and workers' rights.

*(Applause)*

Moreover, we are the only ones who will do it. We in this room, the people we lead, the people we

support, our activists and our unionists and our colleagues around the world.

There's no one in the government, nor certainly anyone in business, who are offering these rights except you, all of us.

We've been given nothing. Rather, we must fight, and we must take it back. I ask you this: Turn to your right. Turn to your left. Have a look behind you. Have a look back in front of you.

This is my question: These are the warriors with whom the duty lies to make that difference. Will we stand united together across the globe to fight for safe rights, hold clients accountable, governments accountable for putting pressure back on our members and our workers right across our industries?

Will we stand up and fight?

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

Will we stand up and fight?

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

Will we stand up for what's fair?

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

Will we stand up for what's decent?

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

Will we stand up to win against—in the Ports fight that have already been won so far and the battles ahead with XPO? With IBT and the rest of them? Will we?

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

Will we have a win again in the school bus campaign that puts pressure on our members and the victories we've had to date? Will we go against National Express in Durham? Will we hold them to account?

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

Friends, I carry your message of solidarity with me back to Australia, and to the ITF. There's millions of us with you.

The Teamsters and the Transport Workers around the world are one.

We're in a fight, and we're ready for it. It's a fight the indecent have started, but it's the righteous one that we will finish.

Thank you.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: Okay. Next we're going to have a resolution. Will Reader Dalton come forward and read the Port Organizing resolution.

... *Reader Dalton read the following:*

## RESOLUTION ON PORT ORGANIZING

**WHEREAS**, port drivers are a key component of the global supply chain and transportation industry, and the drivers were overwhelmingly Teamsters before de-regulation; and

**WHEREAS**, the two-pronged strategy of strikes and lawsuits is crumbling the foundation of the misclassified "independent contractor" model and has led to breakthroughs at the ports of Los Angeles and Long Beach, California; and

**WHEREAS**, this progress has led to organizing and negotiating collective bargaining agreements that cover more than 500 drivers at drayage firms including at Eco Flow Transportation, Toll Group and Shippers Transport Express into the Teamsters; and

**WHEREAS**, this union is committed to continuing this fight for the long term, ramping up pressure to attack wage theft and illegal misclassification.

**NOW, THEREFORE, BE IT RESOLVED** at this 29th International Convention that the Teamsters will fight to continue raising standards in the port trucking industry by committing to organize all the companies in a market, starting at the ports of Los Angeles and Long Beach; and

**BE IT FURTHER RESOLVED** that the Teamsters will continue supporting port drivers, to achieve justice through a two-pronged strategy of strikes and litigation to force every port trucking company to stop breaking the law by stealing drivers' rights and wages that gets companies to agree to be neutral regarding drivers' rights to organize and join the Teamsters; and

**BE IT FURTHER RESOLVED** that the union will continue to seek a declaration from the mayors of Los Angeles and Long Beach that there is a need for "labor peace" at the ports; and

**FINALLY, BE IT RESOLVED** that the Teamsters recognize that victory in this campaign could be completely game changing over the long haul, in effect establishing new regulations for the trucking industry and strengthening the Teamsters position in freight and drayage nationwide.

GENERAL SECRETARY-TREASURER HALL: Thank you. Is there a motion for approval?

Mike 2.

DELEGATE PATRICK KELLY, Local 952:

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Yeah, Teamsters Local 952 and Joint Council 42, Orange, California. I rise to make the motion to adopt this resolution and stop the modern sharecropping that's going on in the logistics sector, and reserve the right to further speak.

GENERAL SECRETARY-TREASURER HALL:  
Thank you.

Is there a second? Mike 2.

DELEGATE ERIC TATE, Local 848: I'm Secretary-Treasurer, Teamsters Local 848, Los Angeles.

*(Applause)*

I second the motion to pass this resolution; and until such time as we can stop this wage theft, I hope this message will stay in effect. Thank you.

GENERAL SECRETARY-TREASURER HALL:  
Thank you.

There's been a motion and a second.

Before we go to further debate, Pat Kelly reserved a right to speak on this motion.

DELEGATE PATRICK KELLY, Local 952: Okay. Brothers and Sisters, I'm like most of you. A lot of us started in these sectors when we were older teenagers.

This is a defining moment for the Labor Movement, the fight on misclassification. We're combining, particularly in Southern California, direct economic action under the leadership of Joint Council 42, the IBT, and Randy Cammack with Joint Council 42. We're combining political action and direct action, and we're making a difference; and we challenge everybody that's got Intermodal locations or ports to step up and join this struggle with us, Brothers and Sisters.

This is going to lead to the organization of tens of thousands of workers across the United States.

I'm proud to be a Teamster, and I'm proud to be part of the Hoffa-Hall slate. Thank you.

GENERAL SECRETARY-TREASURER HALL:  
Thank you, Patrick.

Is there further discussion?

Is there further discussion? Mike 2.

INTERNATIONAL VICE PRESIDENT RON HERRERA: Mr. Chairman, I'm Ron Herrera, Secretary-Treasurer and sitting Western Region Vice President.

I stand before this delegation in support of this Resolution. I have personally seen the success that

this campaign has overcome in Los Angeles. It has uplifted families.

You can just ask my brother, Eddie Rodriguez. It has built solidarity in Local 848, pride and respect. It has built coalitions in Los Angeles with political, community, clergy, and other unions.

Misclassification and independent contracting is nothing more than union busting and an anti-union attack.

I urge you all to vote yes. Stop wage theft, stop discrimination, and stop misclassification. Thank you very much.

GENERAL SECRETARY-TREASURER HALL:  
Thank you, Ron.

Is there further discussion? Mike 2.

DELEGATE RANDY CAMMACK, Local 42:  
Mr. Chairman—

*(Cheers and applause)*

I didn't get nominated, guys, so—Mr. Chairman, I am Randy Cammack, the President of 160,000-member Joint Council 42.

*(Applause)*

We're extremely proud of the work that Eric Tate and Local 848, Fred Potter, and the Port Division has done. There are 12,000 workers there that need to be organized.

That is why I urge everyone to vote for this resolution, and I call for the question. Thank you.

*(Applause)*

GENERAL SECRETARY-TREASURER HALL:  
Okay. It's called for the question. We've had a lot of debate.

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

Any opposed?

The motion has passed.

*(Applause)*

... Actor Dylan McDermott addressed the Convention via video as follows:

### DYLAN MCDERMOTT

#### Actor

Hey, guys. I'm Dylan McDermott. I'd like to congratulate the Teamsters Union on their 29th International Convention. Go 817! Have fun in Vegas.

GENERAL PRESIDENT HOFFA: Thank you.  
Mike 2.

DELEGATE DENNIS PIERCE, Rail Conference:

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General President Hoffa, General Secretary-Treasurer Hall and delegates, I'm President of the Brotherhood of Locomotive Engineers and Trainmen and President of the Teamsters Rail Conference.

I come to you tonight as we end or head towards the end of another day in session and ask this body to observe a moment of silence for some BLET Teamsters.

This morning at approximately 8:30 a.m. near Amarillo, Texas, two BNSF container trains were involved in a head-on collision. There were two crew members on each train. Three of those crew members were BLET Teamsters. One jumped right before the collision. He is in noncritical condition in a local hospital. The rescue efforts are under way trying to find the other three. So far they are unaccounted for and feared lost.

Like many Teamsters, all members of the Rail Conference have dangerous jobs, and it's times like these that we have to rely on each other as the brotherhood that we are, and I would ask that this body recognize the families and these crew members at this time.

GENERAL PRESIDENT HOFFA: Let's all rise and observe a moment of silence and hope.

*... The Delegation observed a moment of silence.*

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

Our next speaker is a real friend of the Teamsters and all of labor, and she gets the message out because she's got a nationally-syndicated talk show, which basically goes all over the country and encounters so much of the right-wing crap that's out there; and she's doing a great job.

I've had the opportunity to be on her show. She's a great friend, and she basically cares about us and carries her message with her everywhere she goes.

Brothers and Sisters, let's welcome our dear friend, Leslie Marshall.

### LESLIE MARSHALL

#### Nationally-Syndicated Talk Show Host

Howdy. It's a pleasure to be here, back here. I was here last year. My husband is very angry with me that I'm here, for two reasons. One, I'm with a really large number of very good-looking men. Sorry, ladies.

And two, his favorite musician, Tom Morello,

was here last night, former guitarist for Rage Against the Machine.

Rage Against the Machine. You know, right now in this country we have rage. We are raging against that machine, the machine of corporations and of billionaires who want to demonize unions and who want the public to jump on board. They want to blame unions, they want to politicize unions, and they want people to think that everything that's wrong with this country or this economy is the fault of unions. So you should rage. I encourage you to rage against that machine. To try and turn people, to try and turn the public against unions, the fabric, the foundation of this nation, that's a machine we need to rage against.

So what this machine has done, unfortunately, is it has broken us down into us against them. They have made this decision. They have made this division. They have started this fight, and I got to tell you something, I say, "Bring it on."

*(Applause)*

One of the reasons I say bring it on is because none of you is here for political gain. I was so encouraged how many of you—we had one great speaker, big guy, beard. I was getting tears in my eyes because he was talking about not just doing it for him and his family, but for the people who were there first, the union brothers and sisters there first, and those coming up behind him. That's not what people out there in the political landscape want that want to demonize unions for their own political gain.

You know, I think most of us have been brought up to see movies or read stories or been told stories at bedtime by our parents when we were kids, and you always have the good guy and the bad guy, right?

And I know sometimes good guys may finish last, but good guys always finish, and they always win; and in this fight we who rage are the good guys, and that machine who are demonizing unions, they are the bad guys. And we are going to win this one, the good against the bad.

*(Applause)*

I've heard some really odd things, I'm sure you have, over the past year or so. It's been almost a decade people have been talking like this. From rich folks, from corporations, let's see if any of these sound familiar.

Wages are too high. You've got to work more.

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You've got to work harder. A guy named Jeb Bush said, "You've just got to work longer."

There are people out there who say, "Pensions? You don't need pensions. We need to dismantle those. We need to defund those."

"Healthcare? That's a benefit. That's a privilege. That's not a right." But that's not what the unions say.

There are people out there that think whether you are a driver—any drivers in the house?

*(Cheers)*

Oh, you are just not loud enough for me. Are there any drivers in the house?

*(Cheers and applause)*

That's better. My skirt is flipping. I like that.

*(Laughter)*

Okay. Are there any mechanics in the house?

*(Cheers)*

Any dock workers, any kind of ports like in LA out there?

*(Cheers)*

Okay. Whatever your job is, out there what I'm hearing is a message that they want the public to have this idea and believe and some people think that all of you are just making so much money that you have private jets, elevators for your cars, and you don't have to drive for a living because you have somebody driving you all around. Is this true? Is this the state of reality?

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

For the average worker, the middle class, the working class, breaking their butts, putting in their long hours to put food on the table for their family? I don't think so.

You know, another thing is this is actually something they use focus groups and they study. And if you look at history, they've done it before and they're trying to do it now with unions. What they do is they want everybody out there to think that you have it so good that instead of them saying, "You have it so good, I'm going to come join you," they say, "You have it so good, I want to take away everything you have. I want to take away your right to collective bargaining, to unionize, to have those pensions, those healthcare benefits, to have security. Oh, and by the way, to be able to walk away as you deserve after working your butt off after all these years when you're 65 years of age, to retire."

They want to divide and conquer. It is an old

trick. We still use it in military. But I've got to tell you something. Nobody is going to divide this brother and sisterhood. And nobody is going to conquer a union as strong as the Teamsters.

*(Cheers and applause)*

"Teamster Strong," do you see that? And this is strength, my friends. I have talked on my show to people from the ports, people that have worked at Taylor Farms. I have talked to people that are heroes you don't see on the news, people who stand up and say, "I am going to speak out against unfair labor practices. I am going to speak out over misclassification. I am going to speak out over working conditions that aren't appropriate."

Let me tell you something. It is a fact that if they try to threaten you or intimidate you and you stand up and you stand strong against them as the Teamsters have and always do, Teamster Strong, they eventually—I've even seen it with you guys taking three, four, five, six years, President Hoffa, to your credit—they will cave. You stand strong and they will cave. They will give in to the demands of the Teamsters. I've seen it every single time without exception.

So you need to be like those workers that I've interviewed. You need to rise up. You need to fight for your rights because those people behind you are counting on you to do that. And those people ahead of you did it before and you need to continue to do so even though sometimes it might be a bit tougher this year in 2016.

*(Applause)*

Now, I'm not a schoolteacher, but I'm going to give you some pure factual history. Are you ready? There's no test after, I promise.

If you looked historically in this nation, when unions are stronger everyone benefits, not just unions and union workers, nonunion workers, the entire middle working class of this country since the inception of this country and the economy. So anybody out there that says that unions are bringing us down, unions are to blame for a bad economy, quite the contrary. A strong union and strong union workers in this country are the reason historically we've had a strong economy, we've had a strong middle class. But without unions, I fear we will have no middle class, and we don't want that to further erode. So that's another reason you need to fight, you need



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to continue, you need to stand up for that working class that you are a part of.

*(Applause)*

Let me tell you another fact. You know what happens when unions are weak? The rich get richer. I'm sure you've heard a phrase "income inequality." Everybody heard that phrase? That's about the rich getting richer and the poor getting poorer. Right?

Got some questions for you. I lied. There is a test.

Who thinks—let me ask you. Yes or no, do corporations need to make more money?

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

Do corporations need to make more money on our backs?

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

Does the top one percent need to be the top .5 percent?

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

Does the working class need more in the way of wages and benefits?

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

Oh, I did not hear you.

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

When we have anyone—and it is an election year—when we have anybody who threatens to take away your freedoms, freedom to unionize, freedom to negotiate with your employer, we are stacking the deck in favor of not you, my friend, but of that one percent rich person, that corporation, not the working class, not the majority of this country.

Does income inequality work? Well, I've got two people we could ask if they were here but I'm afraid they're not. Their names are Louis and Marie. Louis was a king with a really bad wig; Marie Antoinette, his wife, also with a bad wig. They lived very high on the hog off the backs of their people. Their people cried out and revolted and she wanted them to eat cake. And do we all remember what happened to Louis and to Marie? They lost their heads.

Well, we don't need to be cutting heads off. But in November there are some heads that should roll. There are people out there that say, "Oh, you know, unions are bad for the economy. You can get better jobs or a better paying job if you get rid of the union, get rid of collective bargaining." In November there's a four-letter word that can help turn this around. You ready?

Vote. Say it again.

*... The delegates shouted "Vote!"*

Say it again.

*... The delegates shouted "Vote!"*

Now, I know you all think it's between a girl and a guy named Clinton and Trump, and I won't get into the politics. It's not. There is a presidential election. There are House seats. There are Senate seats. There are local seats. And in this election there are people out there who are going to tell you that wages are too high. They're going to tell you that, "Oh, a right-to-work state is better." Right to work does not create jobs. Top economists will show that to be true. History shows that to be true. And it certainly doesn't not only create jobs, it doesn't create good jobs.

We have a responsibility as a nation to change the conversation. If we want attention, well, yeah, I could stand up here and take my clothes off, which I will not, President Hoffa. However, that's not the way we get attention. We get attention by voting and telling people you who have our backs, we've got yours. Because that's what you do in a union. And by the way, this is a big old union called the United States of America. And the people that have gone before that aren't her today fought for that and we need to continue to do so.

Today is my 20th wedding anniversary.

*(Applause)*

My mother taught me and told me years ago before I got married that I needed to marry somebody strong, smart, who would fight for me, who would have my back, who would always defend me, and who would look out for my best interest. I should have married President Hoffa.

*(Laughter and applause)*

Or a Teamster. Sorry I didn't neither there. But he has your back. The Teamsters have your back.

When you hear that a company like a Taylor Farms has a chemical spill and tells its employees to go back and work. Huh-uh. No, no, no, that is not humane. That is not the way a Teamster or any human being should be treated. You should not have to go back to work.

You know, my friends, the days of the Triangle shirt factory fire are long ago. This is 2016, and in November we have an opportunity to change things even better. Things have been improving for some unions like the Teamsters because you have this guy

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at the helm, but it can get better and it has to be better in this country.

“Make America Great Again” is the slogan of one candidate. Like I said, I’m not going to get into good or bad, who I like or dislike. Anybody who knows me knows that already. However, I think America is great, but I do think we can make America greater. And one way we can make America greater is by getting this country, the voters, the politicians, our future president, to listen to labor. Listen to labor.

I’ve told you the facts from history, we need to learn from history. And another thing we learned about history is when we invest in our infrastructure, we create jobs and we don’t fear driving over a bridge that it will collapse. We have a better, stronger nation—Teamster Strong. We create better jobs—Teamster Strong. And people notice, take up, stand up and notice how essential all of you are.

You should not be the headline when it’s negative news for political gain. You should be the headline every day fighting and working physically with your labor for a better United States of America as you do every day, and I personally thank you for that.

*(Applause)*

You have to vote because there are people out there that think things like TPP are a good deal. A trade deal that does nothing for the American worker is bad. Trade deals, most trade deals—can you name a good trade deal? TPP is bad. Trade deals are just hurtful to the American worker, and we need to be conscious of that as voters. We need to be conscious of that as voters and, like I said, not just with the presidential election, and by getting our butts out there and voting in November.

We right now have a deficit with import/export, and we all know what that means. Not as many people out there are buying our stuff as we are buying their stuff. Let me tell you some more facts. And no, this is not in history, this is Leslie Marshall’s ways of teaching. If it says, “Three T-shirts for 10 bucks, made in China,” that is code speak for “Made like crap. Falls apart after one washing.”

*(Applause)*

Because it wasn’t made in America. It wasn’t made by American standards. It wasn’t made by American workers like you who have been trained to make something better. You know what you’re

doing and you have people who have your back who know what they’re doing to make sure the environment that you’re doing that great stuff in is the best for the worker as it should be.

I may not have married a Teamster, but I found out recently—and I don’t know if you got my e-mail on this, President Hoffa—I have Teamster blood in my veins, and I’m not just saying that because I’m standing here. Last year when I was here I think I told you about my grandfathers, William Fletcher and John Duffy who were Sheet Metal Workers. John Duffy is my mother’s father. Strong Irish guy, married a little Sicilian broad. I have a bad temper.

My mother, who is 76 years old just retired as a nurse. It was her choice, but you should have a choice to retire when you want to, nobody forcing you to retire later and later. And at 76 retired, she didn’t really have a plan for what she’d do, so she’s been cleaning out the closets. You guys all know what I mean? Ladies especially, you know what I mean when you’ve got too much time on your hands, start cleaning out those closets.

She found her birth certificate. She called me up and she said, “Oh, my God, Leslie, I just found my birth certificate. And do you know what it says?” I said, “What?” She said, “John and Agnes Duffy. Baby girl, Dorothy, born June 10th, 1939. Agness, occupation, seamstress. John Duffy, occupation, Teamster.”

*(Cheers and applause)*

He worked at the Brooklyn Shipyard and he had not been a Sheet Metal Worker his whole life. He had been a Teamster.

My grandfather taught me a lot of things, how to be a good, tough Irish broad, but he also taught me how to fight. You have a chance in November to fight with your vote. And although John Duffy may be a part of that big union in the sky, we are part of that union in the United States of America right now, right here in 2016.

This is the greatest country and it can be greater when the hard-working men and women are appreciated. You can get that appreciation. You can get labor to be that front page, top line item. All you have to do is go out and vote for the people that know what’s right for the working class, the majority of this country, who built this country and who keep this country as great as it is.

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I thank you so much for allowing me to be a part of your afternoon.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: Well, we're getting near recess. You know, it's time to vote and we're voting for Trustees and Vice Presidents At-Large, and we're going to be keeping a count. I'm sure there's lots of room there at

the voting booth. So everybody go and vote now. They'll be open for a couple hours. Let's go do it, okay?

All right. We stand in recess. I will see you at 9:00 tomorrow morning. Thank you very much.

*(At 5:08 p.m., Tuesday, June 28, 2016, the Convention was recessed, to reconvene at 9:00 a.m., Wednesday, June 29, 2016.)*