

PROCEEDINGS

29th Convention

**International Brotherhood
of Teamsters**



FOURTH DAY

Thursday, June 30, 2016

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





FOURTH DAY
THURSDAY MORNING SESSION
June 30, 2016

The Convention was called to order at 9:05 a.m.,
General President Hoffa presiding.

ANNOUNCER: Please welcome the General
President of the International Brotherhood of Team-
sters, James P. Hoffa.

GENERAL PRESIDENT HOFFA: Good morn-
ing.

Please rise for our National Anthem.

(Applause)

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

(Applause)

GENERAL PRESIDENT HOFFA: Please re-
main standing for the invocation. This morning the
invocation will be delivered by Eddie Williams,
who is President and Secretary-Treasurer of GCC
Local 527-S.

(Applause)

INVOCATION
EDDIE WILLIAMS
GCC Local 527-S

Good morning, Brothers and Sisters. Good
morning.

I'm going to read from Psalms, Chapter 133, and
verse 1. Isn't it 133? It reads, "Behold, how good and
how pleasant it is for brothers to dwell together in
unity!" This morning I want to say it's good when
Teamsters brothers and sisters can dwell in unity.

Let us pray.

Heavenly Father, once again, we come humbly to
approach Your throne of grace, truth, and mercy. And,
Father, on this morning, we just thank You for each
person that's represented here today, Father. We thank
You for our General President, Brother Hoffa, Secre-
tary-Treasurer Hall. We ask, Father, that You continue
to bless them and their families. And, Father, we ask
You to bless each delegate that's represented here to-
day. Father, bless each alternate delegate that's repre-
sented here today, Father, and bless each guest.

FOURTH DAY—MORNING SESSION

Father, just as we travel back home to our places of abode, give us safe travel, Father, that when we get home, everything will be decent and in order, Father.

And, Father, forgive us for the many sins that we commit each and every day. Be with us and stand by us, Father, and protect us as we go about Your business, Father. And we just pray for the Teamsters organization, Father, that you keep us as strong leaders. Keep us strong, Father, that we might do Your will.

And, Father, we just pray that You just bless our military, and bless those, Father, who are less fortunate.

And, Father, we ask all these things, Father, in Your holy and divine name.

It is in Jesus' name we pray, and we ask everything that You do, Father, and continue to bless us. Amen.

(Applause)

GENERAL PRESIDENT HOFFA: Please have a seat. Well, we're doing better. We're doing a little better. We had 13 didn't show up yesterday.

(Laughter)

No, that was yesterday.

Today—last night we had eight not show up. Eight of them didn't show up. Again, tell them to stand up. Eight of them. We're going to find them, going to hunt them down. Hopefully, they can all make it tonight. What do you think? We've got a shot. All right. This is 13 to 8, we're getting there. Maybe zero. All right.

Our next order of business is the nomination of candidates for General President and General Secretary-Treasurer. I ask that all delegates and guests honor the Democratic principles followed by the nomination process, which we have all agreed to.

Will the Election Supervisor Richard Mark please come forth to preside over the nominations. Thank you all.

NOMINATIONS (Resumed)

ELECTION SUPERVISOR MARK: Delegates, good morning. Today the business of the Convention under Rules 11 and 12 is the flooring nomination of candidates for General President of the IBT followed by floor nominations of candidates for General Secretary-Treasurer.

Once again, at the start of this process, people who are not elected delegates should leave the floor

so that only elected delegates are on the floor during the nomination process.

If anyone leaving expects to be a nominee, you may accept the nomination in person from the Convention floor, and we'll escort you to the floor from the door next to the JC-43 flag.

Elected delegates, before the Convention, two members advised the Election Supervisor's office of their intent to seek floor nomination as candidates for General President and two advised that they intended to seek nomination as candidate for General Secretary-Treasurer.

The order of nomination for the candidates was set by a lottery on Sunday night, and candidates were informed of the order. I will hold the mikes open for floor nominations when the announced candidates are finished.

Nomination speeches and seconding speeches are longer today. Five minutes are allowed for a nomination speech. A seconding speech is allowed two minutes.

And I ask the delegates, the guests and the observers in the rear of the hall, to respect the nominators and the seconders for each candidate. All in the hall should have the opportunity to hear the nominating and seconding speeches.

Nominators and seconders can refer to the candidate's expected slate affiliation, and the candidate may make an acceptance statement—name, union affiliation, slate affiliation. No policy or campaign speeches. We'll follow the same procedure, nominations at 1, seconds at 3, acceptance at 2.

General President

ELECTION SUPERVISOR MARK: Nominations for the office of General President are now in order, and I call upon microphone No. 1.

DELEGATE GREG NOWAK, Local 1038: Good morning, fellow delegates, alternates, and guests. I am the President of Local 1038 in Detroit, and proud to be the President of Joint Council 43, including my brothers from GCC in the back.

I rise to this occasion to nominate a man that is second to only his father, because he's still working on it. He is a great man. James P. Hoffa is placed into nominations for the office of General President.

(Standing ovation)

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

FOURTH DAY—MORNING SESSION

ELECTION SUPERVISOR MARK: Order, please. Let's have the nomination speech.

Proceed.

DELEGATE NOWAK: For those of us that remember when we started down this road, it was 20 years ago in Philadelphia in 1996. And the best feeling I had, other than this one here today, was to have that man lead us down that path to the Convention Center with that sea of red, these Hoffa vests. That was a proud moment for this International Union.

It was broke at the time. It was flat broke. We had absolutely no Strike Fund. It was very difficult for us to represent our members. I'm a proud 43-year Teamster. And by God, at that time it was a whole lot tougher than it is today.

And you know why it is? It's because of the man I just placed into nominations, along with his partner Ken Hall, and along with all of the good men and good women that he put into positions that help make this a great union, the best International Union in the free world.

(Cheers and applause)

That takes a very strong, dedicated individual to make a very strong, dedicated union leader. There are some that may claim to be. There may be some that think they are. But I'm going to tell you what, the man I placed into nominations for the General President knows how to get it done.

(Applause)

He doesn't sit behind the desk. I've probably been on more strike lines with James P. Hoffa than a lot of members in our own unions. He cares, and the important thing is he walks the walk. You heard all of the things—the great things that we have done as an international. And by God, it's only because of his leadership and the people that believe in him, the labor movement, and what we do for our members.

I'm just going to tell you one short little story. We had a tragedy; my house burnt down. And the man that called me was the General President, and asked me if there was anything he could do. I said, "You know what, Jim? Go back and do what you do the best."

My point is this: Whether it be a tragedy, whether it be somebody that needs help, whether it be a local union, a member, you see the things that he does. He took a local union, again, from bankruptcy to a Strike Fund that's got \$150 million. You heard our

financial report. That's what it takes to represent people. That's what it takes to allow us as union leaders, as Business Agents, and union officers to do what has to be done.

(Cheers and applause)

And I rise to place into nomination James P. Hoffa.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 3. Is there a second to the nomination of James Hoffa for General President?

DELEGATE NINA BUGBEE, Local 332: Yes. Sisters and Brothers, I'm President of Teamsters Local 332 in Flint, Michigan, and the first woman to be elected to the Executive Board of the Joint Council 43. It is the highlight of my 20-year—

(Applause)

It is the highlight of my 20-year Teamster career to stand at this Convention and second the nomination of James P. Hoffa for General President.

And I want to follow-up on what Brother—President Greg Nowak just said about Jim Hoffa.

Ten years ago the nurses at Ascension Genesys Hospital were in a battle for a decent contract, and Jim asked me what he could do to help. He said he would come to Flint, Michigan, to talk to the nurses. Honestly, I didn't think he would even remember us, and he did not forget. He came to the hospital.

The hospital management did not think that James P. Hoffa would come and support women or nurses. Several weeks later at a rally, he came, and thousands of Teamsters came. Every union in Michigan came and TV and radio and supporters across the nation. And he did it a second time with the brothers in St. Louis, Missouri, Joint Council 13.

ELECTION SUPERVISOR MARK: Thirty seconds.

DELEGATE BUGBEE: Two weeks later we had a contract, and this story is all over this nation.

So I proudly second the nomination of James P. Hoffa.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Microphone No. 2. You have a nomination and a second of James Hoffa for General President. Mr. Hoffa, do you accept the nomination?

(Applause)

GENERAL PRESIDENT HOFFA: My name is James P. Hoffa. I'm a proud member of Teamsters

FOURTH DAY—MORNING SESSION

Local 614 in the great state of Michigan. I proudly accept the nomination for the position of General President. Thank you all.

(Applause)

ELECTION SUPERVISOR MARK: Thank you.

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

ELECTION SUPERVISOR MARK: Let's have order as the nominations proceed.

(Chorus of boos)

Microphone No. 1. Is there a nomination for General President?

DELEGATE JEFF COOPER, Local 89: Mr. Chairman, I'm a proud third generation Teamster from Local 89 for 27 years, and I stand with Fred today.

(Chorus of boos)

I rise to nominate Fred Zuckerman for General President, the man I've known my whole life. Fred Zuckerman came up through the ranks working as a Teamster truck driver, first in the Freight Division and then moved on over to the cars in the Carhaul Division.

(Chorus of boos)

Fred was elected by Teamsters like my father to be a Shop Steward and later went on to work as the Local 89 Business Agent. Now Fred serves as Principal Officer of Local 89 in Louisville, Kentucky, which is the fourth largest local union within the International Brotherhood of Teamsters.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Let's have order as the nomination speech proceeds.

DELEGATE COOPER: He also serves as President of Teamsters Joint Council 94. Fred has built Local 89 into one of the strongest and most militant locals in the country. Fred defends our contracts, our benefits, and our union standards. Don't take my word for it. Just ask all the hard-working members of Local 89 back home.

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

When their employers have demanded concessions, tried to subcontract their work out, tried to cut their benefits or eliminate their jobs by giving them away to the nonunion competition, Fred Zuckerman unified the membership, took on the employers and we kicked their ass.

(Chorus of boos)

Now that's what I call "Teamster Strong." Fred is not a figurehead President. He's a strong leader, a soldier for the working class. When we take on the

employers, Fred is there standing shoulder to shoulder every day with the members.

(Chorus of boos)

Fred is a unifier, a coalition builder. He tried to work with Hoffa and he believes in bringing Teamsters together. If you are ready to stand up to the employers, Fred is ready to stand with you.

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

I am proud to nominate my brother and great leader, Fred Zuckerman, for General President on the Teamsters United slate. I love you guys.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you. There's been a nomination of Fred Zuckerman for General President.

Microphone 3, is there a second to the nomination of Mr. Zuckerman?

DELEGATE AVRAL THOMPSON, Local 89: Yes, sir, Mr. Chairman. I'm from Local 89 from the proud state of Kentucky.

ELECTION SUPERVISOR MARK: Two minutes.

(Chorus of boos)

DELEGATE THOMPSON: It's my honor to second the nomination of Fred Zuckerman for General President on the Teamsters United slate.

Fred stands up to employers. He stands up to anti-union politicians. Fred stands up to concessions and pension cuts.

Fred is a unifier and a coalition builder. If you are ready to stand up to the employers, Fred is ready to stand with you; but if you want to side with the employers and screw the membership, then Fred will take you on.

Fred Zuckerman was against give-backs in every contract that was negotiated by Hoffa and Hall. We don't stand for give-backs in Local 89. Fighting against concessions, fighting for our future, uplifting the members behind a plan to win, that's what a Teamster does, Mr. Chairman.

Go to the Teamsters United website and look at the members from Local 89 and the surrounding areas, and they'll tell you the truth about what goes on in Local 89.

If you want a Teamster President who is a field general, not a figurehead, then Fred Zuckerman is your man. I am proud to nominate our next General President Fred Zuckerman on the Teamsters United slate.

Thank you. God bless everybody, God bless the Teamsters.

(Chorus of boos)

(Applause)

ELECTION SUPERVISOR MARK: Let's have order during the nomination process.

There's been a nomination and a second of Fred Zuckerman for General President of the IBT.

At microphone 2. Mr. Zuckerman, do you accept the nomination?

DELEGATE FRED ZUCKERMAN, Local 89: This is Frank Zuckerman, President of Joint Council 94, Local Union 89.

(Chorus of boos)

And I am proud to accept the nomination on behalf of the 1.2 million Teamsters and retirees being sold out by this administration. Teamsters United.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

Are there any other nominations for the office of General President?

Any other nominations for the office of General President at mike 1?

Are there any other nominations for the office of General President at mike 1?

Hearing none, nominations for General President are closed.

(Applause)

General Secretary-Treasurer

ELECTION SUPERVISOR MARK: The next order of business are nominations for the office of General Secretary-Treasurer. I call upon mike 1 at this time.

Is there a nomination for General Secretary-Treasurer? Mike 1.

DELEGATE RALPH WINTER, Local 175: Yes. I am Secretary-Treasurer of Teamsters Local 175, and a proud Hoffa-Hall delegate.

ELECTION SUPERVISOR MARK: Five minutes.

DELEGATE WINTER: I have been given the distinct honor of nominating Ken Hall, the President of my local and a great friend and a great leader for the office of General Secretary-Treasurer of the International Brotherhood of Teamsters.

I have worked alongside Ken for 22 years. When Ken hired me, one of the most important things he told me was your integrity, if you lose your integrity,

you're done. Guess what? Ken Hall lives by that integrity. I don't know one person who has more integrity than Ken Hall.

There just ain't words that Ken says when he tells you something. He'll live by that. While his opponent risked the jobs of 250 of his own members, Ken worked to make sure those members got their job back. Ken would never put members' jobs at risk just to further his own career.

(Applause)

Ken has dedicated his whole life to making a better life for the Teamster members and the Middle Class. He works tirelessly for the betterment of the members, and I am talking day and night. I have witnessed it over these years.

Man, I will tell you one thing. I think sometimes if he'd get cut, he would bleed Teamster blue.

(Applause)

Even though he negotiates the largest contract in the private sector in America, which is UPS, he's not above coming back to our local union and negotiating a contract for small units or any size unit within our local.

I've sat through hundreds of negotiation sessions with Ken Hall, and I don't care if it is a lawyer, I don't care if it's a consultant, company representative, or whoever the company wants to sit across that table, there is not a better negotiator than Ken Hall that I have ever seen.

(Applause)

When our members need help, Ken is always there to help. I don't care whether it's contract negotiations, grievance hearings, discharge hearings. If I call him and say, "Ken, I need you," he'd be there. He is always there for our members, and he'll always tell you the reason he's in the position of where he is because of the members, and he is proud of his home local union.

It doesn't matter whether it's night or day, in Coke negotiations, Pepsi negotiations, whatever. When I'm in negotiations, and Ken knows I'm in negotiations, or whatever it is, I can call him at 3:00 a.m. in the morning, 6:00 a.m. in the morning, he'll be there.

And I'll tell you one thing. You think employers don't listen to him? If he tells me, "You go tell them I said this," I'll do that. And they know we're not moving any further. They better get prepared.

He will never back down from a fight. He led our

FOURTH DAY—MORNING SESSION

members honoring a picket line of another local union against Coca-Cola on a 21-week strike. Guess what? He also fought for unemployment rights for them members, and he won unemployment benefits in the millions of dollars for that 21-week strike for our members and the members of the other local union.

He led a corporate campaign against Cummins and a strike against Cummins, and they got the best contract that they ever had, and we even got Teamster Health and Welfare.

Just this year, he led contract negotiations against an oil field company.

ELECTION SUPERVISOR MARK: One minute.

DELEGATE WINTER: Fifty dollar oil prices. They wanted 30-percent concessions. He walked out of that room. No concessions and a 96-percent ratification vote.

(Applause)

Our local union, with Ken's leadership, has become very financially sound. We've got over approximately \$2.5 million in assets for a local of 3,000 members, just like he has done to improve the financial assets of this great International Union.

Ken—members of your local union know a candidate best.

ELECTION SUPERVISOR MARK: Thirty seconds.

DELEGATE WINTER: Ken has run unopposed seven straight elections, 21 years, no opposition. That shows great leadership and representation.

(Applause)

ELECTION SUPERVISOR MARK: Fifteen seconds. Please wrap up the nomination.

DELEGATE WINTER: His opponent lost his election. That tells me his representation ain't worth a shit.

(Cheers and applause)

Now I'm proud to say that Ken Hall is the best candidate for his position, and I'm glad to nominate him as the General Secretary-Treasurer of this great union.

(Standing ovation)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3. There has been a nomination of Ken Hall for General Secretary-Treasurer. Is there a second to the nomination?

DELEGATE MIKE MCGAHA, Local 391: Yes, Mr. Chairman. I am President and Principal Officer of Local 391 in Greensboro, North Carolina, home of R.V. Durham and Jack Cipriani.

I rise to this occasion to second Ken Hall's nomination as Secretary-Treasurer.

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE MCGAHA: Okay. Thank you.

(Laughter)

I had 15 planned.

I first met Ken at a UPS panel. We befriended each other then and known each other since, and I can't say a lot about Ken other than he's been a great guy to me, and I know he's been a great person to a lot of other people this room.

He's a good friend. He's the best guy I know to handle UPS. I've worked with him on the national UPS committees, the UPS Freight committees, and also supplementals, and I've watched him do other projects that this man works tirelessly at.

He is not a Teamster who goes home at 5:00 in the afternoon. This man works 10 to 18 hours day tirelessly working for the membership, whether it be at the IBT, his local, or anywhere else. He's one of the best men I know for this job. I think he has been an integrate part, along with General President Hoffa, to restore our union's finances and continue to build them, and our large Strike Fund that they have—

(Applause)

UNIDENTIFIED DELEGATE: That's right, Brother.

DELEGATE WINTER: Thank you. Lastly, I'd just like to say that he is, again, one of the finest people you would ever want to meet and work with in your life. I don't know Ken to ever have told a lie to anyone and gotten—he has a way about him to get you to know him very quickly, and he's always been that kind of person. I will take him at my side in any fight—

ELECTION SUPERVISOR MARK: Fifteen seconds.

DELEGATE MCGAHA:—across this country at any time.

Again, I rise to second the nomination of General Secretary-Treasurer Ken Hall for this great union.

(Standing ovation)

ELECTION SUPERVISOR MARK: There's been a nomination and a second of Ken Hall for the office of General Secretary-Treasurer.

At mike 2, Mr. Hall, do you accept the nomination?

(Cheers and applause)

DELEGATE KEN HALL, Local 175: My name is Ken Hall. I'm a proud delegate from Local 175 in the

great state of West Virginia. And in memory of my late father and brother who were Teamsters before me, it is an absolute honor to accept the nomination as General Secretary-Treasurer of the greatest union in the world, the International Brotherhood of Teamsters.

(Cheers and applause)

ELECTION SUPERVISOR MARK: Thank you.

Let's have order as the nominations for General Secretary-Treasurer proceed.

Microphone No. 1. Is there a nomination for General Secretary-Treasurer?

(Chorus of boos)

DELEGATE JIM REYNOLDS, Local 804: Yes. Good morning, Mr. Chairman. Local 804, New York.

It is my honor to nominate for General Secretary-Treasurer Brother Tim Sylvester, a Teamster who knows how to stand up to our union's biggest employers and win. Some candidates talk "Teamster Strong," this man is "Teamster Strong." He stands tall when others stand down.

The facts speak for themselves. When Ken Hall was negotiating give-backs at UPS, Tim Sylvester won contract improvements for 7,000 members in New York Local 804. Hoffa-Hall cut Teamster pensions, Tim Sylvester won a \$4,000 pension. Ken Hall and Sean O'Brien told them to settle for \$3,700. Tim refused and he beat UPS.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Let's have ordering the nomination speakers.

DELEGATE REYNOLDS: UPS and Hoffa tried to take away 25-and-out in our Local 804, not once, but twice. Both times Tim Sylvester united the members and saved 25-and-out pensions, regardless of age. That's "Teamster Strong."

Hoffa-Hall and O'Brien have given up 25; that's Teamster wrong.

Tim won 150 new full-time jobs, won stronger lay-off protections. Hoffa-Hall sold out the part-timers. Tim brought our union into the fight for 15, and helped win \$15 starting pay for UPS part-timers in New York. Ken Hall froze starting pay at \$10 an hour.

(Chorus of boos)

Those are the facts.

In New York, leadership talks and bullshit walks. Eighty-seven percent of New York Local 804 members—

ELECTION SUPERVISOR MARK: Let's have order.

DELEGATE REYNOLDS:—voted against Hoffa-Hall in the last election. Local 804 members voted for Tim Sylvester and Teamsters United against Hoffa on their delegates to this Convention.

You can boo and disrespect the 7,000 members of Local 084 who sent us here, but you will never deter the man I nominate today.

I proudly nominate Tim Sylvester for General Secretary-Treasurer on the Teamster United slate.

Thank you, Mr. Chairman.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you. Let's have order as the nominations proceed.

Microphone No. 3, is there a second to the nomination of Tim Sylvester for General Secretary-Treasurer?

(Chorus of boos)

DELEGATE MATT TAIBI, Local 251: Yes, there is. I am Local 251 Principal Officer. I rise to second the nomination of my friend, Tim Sylvester, for the General Secretary-Treasurer on the Fred Zuckerman Teamsters United slate.

ELECTION SUPERVISOR MARK: Two minutes.

(Chorus of boos)

DELEGATE TAIBI: When Tim Sylvester was elected Local 804 President, he cut officer salaries, he reformed his Local Union Bylaws so members would have a voice in contract negotiations. He stood up to the employers and won contract improvements.

ELECTION SUPERVISOR MARK: Order, please.

(Chorus of boos)

DELEGATE TAIBI: When I was elected in Local 251, my team followed Tim's lead. We cut local officers' salaries, we took on the employers, we changed our Bylaws to involve members, and real Teamster democracy. We won contract improvements across our local.

"Teamster Strong" is a catchy slogan. It looks good on campaign signs. Tim Sylvester is Teamster strong. He took on UPS, enforced the contract, and won improvements in the 804 supplement. One time UPS told me, "We're the largest Teamster employer. We deserve a break. We deserve a special deal." Not when they're violating the members' rights. Not when they're breaking the contract of the law.

Tim takes them on for our members, for the future of our union.

FOURTH DAY—MORNING SESSION

You boo us today out of fear that members will vote you out. My local had enough. So will the International.

I second the nomination of Tim Sylvester on the Fred Zuckerman Teamsters United slate.

Thank you.

(Chorus of boos)

ELECTION SUPERVISOR MARK: Thank you.

Order, please. Order as the nominations proceed.

Microphone 2. There has been a nomination and a second of Tim Sylvester for General Secretary-Treasurer. Mr. Sylvester, do you accept the nomination?

(Chorus of boos)

DELEGATE TIM SYLVESTER, Local 804: I am Tim Sylvester, Teamsters Local 804, the home of the Ron Carey; and I proudly accept the nomination of General Secretary-Treasurer.

Thank you, Brothers and Sisters.

Thank you.

ELECTION SUPERVISOR MARK: Thank you.

Order, please, as the nominations proceed.

Mike 1, is there another nomination for General Secretary-Treasurer?

Is there a nomination for General Secretary-Treasurer?

Last call for nominations for General Secretary-Treasurer.

Hearing none, the nominations for General Secretary-Treasurer are closed.

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

Let's have order, please. Let's have order.

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

Let's have order, please.

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

Let's have order please, legislates have order. Please, shouts.

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

Let's have order at the Convention so we can proceed with the business of the Convention.

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

Order, please.

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

Order please.

There are no candidate demonstrations by agreement.

Okay, folks. We'll proceed as we did on the last two days. Thirty minutes after the end of the morn-

ing session there will be a drawing for the order of nominee names on the ballot in the ballroom next to Bally's, the Platinum Ballroom where the election office is. Candidates and reps can attend that. Logic and accuracy testing of the count machines at 4:00 p.m. It's an observable event.

Voting starts at 5:00 and it will end at 7:00 p.m. Delegates, bring your credentials. You will be scanned in for eligibility, once again, as you have done on the last two nights.

It's a secret ballot. No one, not the Election Supervisor, not the IBT—nobody will know how anyone—any individual voter votes, and there will be no breakdown of the votes.

The results will be announced around 8:15 outside the Election Office. Candidates receiving 5 percent of the delegate votes actually cast will be nominated to the ballot.

We ask, once again, that you follow the instructions of the Election Supervisor's office in the voting area regarding campaign paraphernalia, cell phones and the like.

That concludes the floor nomination proceedings for this Convention session. We will return tomorrow morning for acceptance speeches by nominated candidates.

And good day and good luck to all of you.

(Applause)

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

GENERAL PRESIDENT HOFFA: Thank you. Thank you, thank you. Thank you. Let's move on. Thank you so much.

(Applause)

CANADIAN POLITICS

GENERAL PRESIDENT HOFFA: We've heard a lot this week about threats to American jobs, but it's not just American jobs that are being threatened or under attack. We have more than 120,000 Teamsters brothers and sisters in Canada who are battling similar anti-worker political opponents all over the place. Big corporate money against workers.

Here to give us a briefing on the challenges in Canada is President of Teamsters Canada Francois Laporte.

(Applause)

INTERNATIONAL VICE PRESIDENT La-

FOURTH DAY—MORNING SESSION

PORTE, Teamsters Canada: Thank you, General President Hoffa. What a great Convention, isn't it?

I'm glad this morning to see my brothers and sisters from Canada. They are up, they're awake. They are there. Thank you very much, guys. We had a nice reception yesterday.

Brothers and Sisters, good morning, buenos dias, bonjour tout le monde. Since Monday we've been hearing about tough times facing the American Middle Class and how you're facing regressive legislation voted by right-ring politician controlled by corporations.

... The delegates chanted, "Roll it out! Roll it out!"

GENERAL PRESIDENT HOFFA: Everybody settle down. We've got a speaker at the podium, everybody settle down.

GENERAL PRESIDENT HOFFA: All right, let's get back to business.

(Delegates chanting)

INTERNATIONAL VICE PRESIDENT LAPORTE: Thank you, General President Hoffa. So—

GENERAL PRESIDENT HOFFA: Okay. Francois, just hold on. Everybody settle down, get back to your seats.

Okay. Francois, go ahead.

INTERNATIONAL VICE PRESIDENT LAPORTE: Thank you. Bonjour—

... International Vice President LaPorte addressed the delegates in French.

(Cheers and applause)

So, as I was mentioning, we've been hearing about the tough times that the Middle Class in the United States are going through. You're facing aggressive legislation voted by right-wing politicians controlled by corporations.

In Canada, over the last decade we face a very similar situation. Our previous Harper conservative government passed union-busting legislation, cut help to the middle class, and gave the corporate world generous subsidies and tax breaks.

But today—today I want to let you know that there is hope. When we're standing for what is right, when we are fighting what is right, and when we work together, we can achieve progress that we would have thought impossible just a few years ago.

(Applause)

As you know, last October Canadians elected a new federal government. The Canadian Teamsters

along, with the Canadian labour movement, worked very hard to bring about this new political reality. I am proud to report today that our influence in Ottawa, our national capital, has never been greater.

As Canadian, I'm also very proud to report to this Convention that the voice of labor has been heard by the Trudeau government.

... International Vice President Laporte addressed the delegates in French.

We now have a government that listens to us in Ottawa, a government that invests in future generations, a government that takes care of the middle class by adapting our social safety net to the needs of the Middle Class, to the needs of the Middle Class rather than the corporate greeds.

When I'm talking about corporate greed, I'm referring to the type of corporate greed displayed by company like XPO. On Tuesday, we all heard how XPO treats its workers. And that is why Teamsters Canada will fully cooperate with our sisters and brothers in the United States and across the world to organize XPO north of the border.

(Applause)

As a Canadian and a proud member of this International Union, I believe that cooperation and international solidarity has never been more important than it is today. As free trade agreements become increasingly damaging, the labor movement, especially Canadian and American, must show greater solidarity in the face of politicians who want to divide us.

Donald Trump, your Donald Trump—

(Chorus of boos)

Donald Trump wants to build walls. But, Brothers and Sisters, Donald Trump wants to build walls, but walls don't unite workers. Walls keep us divided. Walls keep us isolated, and this is exactly what the corporations want.

So just make sure—let's not give them what they want. Let's work together. Today is more important than ever before.

(Applause)

I'm sure that you're all aware of the terrible situation we face in Fort McMurray last May. The coal sulfur fires, the destruction on an unbelievable scale was broadcast around the world. These wildfires are the largest natural disaster in Canadian history. Flames destroyed part of northern Alberta and Saskatchewan, forced more than 80,000 people from

FOURTH DAY—MORNING SESSION

their homes, destroyed 2400 buildings, and burned down 29,000 acres. And the fire is still active.

Fort McMurray is the home of hundreds of Teamsters families. I've already had the opportunity to say that our hearts go to those families, and I share those thoughts with you today again. These people have displayed courage beyond words.

This disaster brought an unprecedented movement of support and solidarity for the victims from across Canada and from across United States. It was a shining example of how in difficult times borders fall, and there are always people willing to come together and help.

... International Vice President LaPorte addressed the delegates in French.

I'm proud to report that Canadian local unions raise \$146,000 in response to that crisis.

(Applause)

I am even prouder to announce today that Teamsters Canada will match that amount, bringing the total raised to more than \$292,000.

(Applause)

Along with the human tragedy, of course, we have seen an economic tragedy as well. Fort McMurray area is where the vast majority of Canadian crude oil is extracted, and that oil is a huge, huge part of our economy. The Bank of Canada predicted that it will have a major impact on our economy.

The oil sector accounts for an increasingly large share of Canada's economy, more than any other natural resources. The fires in Fort McMurray are a cruel reminder how important it is for us to diversify our economy. Change is a must.

We need to reinvest in our infrastructure. We need to maintain and develop well-paying jobs in the manufacturing sector, and to do that we must support our manufacturing sector, and we must also support the knowledge-based economy. And I will come back on that in a few seconds, but for now let's talk about TPP, the famous Trans-Pacific Partnership.

Brother Hoffa described TPP as a NAFTA on steroids, and this is exactly what it is. It's exactly what it is. The Canadians, like our American brothers and sisters, were only recently able to see the details of the TPP, a trade deal that will have a tremendous impact on our life, a deal negotiated in secrecy with zero consultation, designed to benefit large corporations, not workers.

It is obvious that the question of workers' rights was never discussed when negotiating TPP, nor did they discuss food safety, healthcare, and so many other important Middle Class issues.

On Monday you've heard Brother Froelich, the President of Local 987 in the province of Alberta, will lead the fight in Canada on behalf of the dairy workers he represents. We heard from him how badly the TPP will affect the whole sector of our respective economy, Canadian and American.

Don't get me wrong. Canadians are not against free trade. We're not against trade, but like you in the United States, what we want is fair trade; and it is the responsibility of our government to negotiate trades that take—trade agreements that take into consideration the interest of workers, not just corporations.

(Applause)

We elect them; we elect our government. And it is their job to protect us and to protect our job. I mentioned earlier the knowledge-based economy. We live in a global world where innovation is more important than ever before. The race to innovation is global, and it will never end. To sustain and develop our manufacturing sector, I believe we must innovate, and this is true for all of industry.

On Monday we've heard from Sister Becky Strzechowski how important education is, how important public education is.

(Applause)

The governments have a fundamental role to play because knowledge-based economies are the one that innovate. And if we don't fight TPP and continue to allow our manufacturing jobs to leave our countries, the workers will lose their job, and this will upset the balance of our economy. We will simply not be able to sustain our social program and our public education system.

The TPP is a race to the bottom. There is no proof that it will create jobs, and it will affect our ability to fund our public and accessible education system.

The majority of us attending this Convention have children, and we all want to give them a future. It's our collective responsibility, Brothers and Sisters, to give them hope and to provide them with an opportunity for the future.

Our government duty is to ensure the balance between the corporate profit and the living standards of the Middle Class, and as citizens we have the re-

sponsibility to remind them, and it starts by saying no to TPP. And count on us in Canada to make our voice heard.

As I said in my introduction, we have a redefined relationship with the new Canadian government, and I'm proud to say that our influence in Canada is stronger than ever. In fact, Teamsters Canada—with Teamsters Canada celebrating its 40th anniversary, it's safe to say that the 2015 federal election was a true gift to the Canadian working family.

(Applause)

Take the issue of public pension plans, for example. This is something the Canadian union have been fighting for since 2009. You heard yesterday about that fight from Brother Hassan Yusseff, who is the President of the Canadian Labour Congress.

It was a significant issue for us. Many, many workers in Canada face tough financial time, tough time and financial difficulties going into their retirement. Years after years of refusal from the previous government, which constantly opposed any improvement to our pension plan, Canada's union movement launched a major campaign for pension reform—and you saw a video on that yesterday—and the new Trudeau government, which is very sensitive to the need of the Middle Class, has just changed the game on the issue.

A few days ago on June 20th, as was mentioned yesterday by Hassan, the federal government and most of the provincial government signed an historic deal to expand our universal Canadian pension plan. It is an insurance against poverty and a major victory for the workers.

(Applause)

We're still struggling with other issues, less well-known issues, issues that are stigmatized, like mental health in the workplace. Mental health issues are much more prevalent than we may think and are increasingly well-documented by institutions like the Mental Health Commission of Canada and Statistics Canada.

Over five Canadian and Americans will experience mental health issue in their lifetime. Each week half million Canadians are unable to work because of mental health issue. This year, this year only, mental health issues will cost our economy \$51 billion.

Last fall we embark on a nationwide awareness campaign on social media, and our goal was to eliminate the taboo surrounding mental illness and

end the stigma and make mental health support mandatory in the workplace across the country.

(Applause)

Brother and Sisters, Teamsters are at the heart of the North American economy. In all it's working. We are the first one affected by the slightest ups and downs in the economy. We are the backbone of our society. We transport, we build, we lodge, we care, we feed, and we produce. We are the essential link in every sector of our economy.

You can count on us to continue to work advocating for legislation and government measure that promotes fairness and equity. We will never stop working to make our country a just and a fair place, where everyone has an equal chance to prosper. Canada is a land of opportunity, and we will work to keep it that way.

Thank you very much.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you, Francois.

Now we'll have a video of all the things we're doing in solid waste and how we're helping workers there.

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

(Applause)

GENERAL PRESIDENT HOFFA: I'd like to now introduce our Director of Solid Waste and Recycling, our International Vice President Ron Herrera.

(Applause)

Solid Waste and Recycling

INTERNATIONAL VICE PRESIDENT HERRERA: Thank you. Thank you. General President Hoffa, General Secretary-Treasurer Hall, to all the delegates, alternates, and all the guests, good morning. It's an honor to speak in front of you today, especially with some very, very special guests that we have here to speak to you today.

I'm the Principal Officer of Local 396 in Los Angeles, and as our General President said, I'm the Director for the Solid Waste and Recycling Division. The Teamsters Waste and Recycling Division represents 30,000 hardworking men and women in the private sector sanitation industry. These are drivers, helpers, laborers and sorters that work for some of the big private corporations like Waste Manage-

FOURTH DAY—MORNING SESSION

ment, like Republic Services, Advanced Disposal, and a dozen more.

In many industries workers come to the Teamsters because they want higher wages and they want pensions and affordable healthcare, but in sanitation MRFs, or sorting facilities, they come to us because they don't have shade. They don't have water. They don't have clean restrooms or break rooms, and sometimes the companies don't even give them gloves. They come to us because they want to be treated like men, like human beings who deserve dignity and respect.

In 1968, sanitation workers in Memphis, Tennessee, rose up in the most historic strike for union recognition. After years of abuse, disrespect, and deadly working conditions, they demanded that the city of Memphis recognize their union, AFSCME Local 1733; but what started as a recognition strike became a movement for freedom, decency and equality.

In one of the most hostile environments for unions imaginable, workers organized and won by building an unstoppable coalition of labor, religious groups, and community organizations.

Martin Luther King, Jr., lost his life fighting for sanitation workers. In his last speech he gave before his death, he called upon people of faith to support the Memphis strikers regardless of cost, saying we either go up together, or we go down together.

Thanks to the bravery of those strikers and the bravery of those who stood by them, they won their recognition. They improved the working—their working conditions. They showed the world that they were men.

Public sector workers and their unions transformed sanitation work into strong Middle Class jobs, but, unfortunately, many gains won by our elders are being erased through privatization.

Once again, workers are faced with deadly conditions and disrespect. Workplace atrocities are still happening 50 years after workers in Memphis went on strike, and after the death of one of their brothers.

In fact, the city of Memphis outsourced a quarter of its garbage collection to Waste Management, which until recently was nonunion, and is currently in contract negotiations with the Teamsters.

The Waste and Recycling Division was created to support, organize, and empower workers in private sector sanitation yards. Already we can point to in-

credible victories, such as Local 350 in San Francisco, previously led by the Division's founder, Brother Bob Morales, and now led by—

(Applause)

Thank you. And now led by Brother Larry Dougherty, has organized their entire market and raised standards to incredible heights.

Local 174, Brother Rick Hicks, challenges Local 350—

(Applause)

—for some of the best contracts in the country and uses his political power and the power of Joint Council 28 to maintain standards and keep sanitation in Seattle union.

Local 731, led by Brother Terry Hancock, is a powerhouse in Chicago.

(Applause)

Brother Marty Frates, Principal Officer of Local 70, champions hundreds of sanitation workers throughout the city of Oakland.

(Applause)

Our local unions, often with the assistance of our Division, including Brother Chuck Stiles and Brother John Mahoney have organized dozens of haulers and sorting facilities and continue to work with local unions to expand and grow our Division.

Victories like these didn't come easy. Traditional organizing through the Board often doesn't work. Corporations like Waste Management and Republic Services have millions of dollars to spend to deprive their employees of their rights to form unions. But that hasn't stopped us. We look to the past to worker movements like Memphis for inspiration and guidance.

In Los Angeles, many commercial waste and recycling workers face deplorable working conditions. We form coalitions and form partnerships with groups like the NRDC, the Sierra Club, the Coalition For Clean Air, the Los Angeles County Federation of Labor, SoCalCOSH and, most importantly, LAANE, the Los Angeles Alliance For a New Economy, and their leaders Roxana Tynan and Patty Castellanos, to provide workers what they need.

We did the impossible. We passed landmark legislation that is transforming the commercial hauling in Los Angeles. If you want to pick up trash in Los Angeles, you need to have or sign a labor peace agreement with Local 396.

(Cheers and applause)

FOURTH DAY—MORNING SESSION

We've already organized hundreds of workers and the policy hasn't even gone into effect yet. Just a few weeks ago, after an incredible rally led by waste workers with our allies at one of our nonunion haulers, the company UPW called us and asked to cancel a planned election at the Board and recognized 50 workers into the Teamsters.

(Applause)

The Waste Division, in cooperation with Local 813 and Secretary-Treasurer Brother Sean Campbell, and JC 16, led by Vice President George Miranda, and the IBT Organizing Department, led by Brother Jeff Farmer, has taken this kind of campaign to New York. We formed a diverse coalition there as well. And in partnership with LAANE's sister organization in New York, ALIGN, we're walking the halls of city hall right now and we expect to win there, also.

(Applause)

Workers across America are coming to us to organize. We can and we do win through the Board elections, but it's not always enough. We need to organize entire markets, not just yards. We need to coordinate smart, strategic campaigns, not just win organizing drives. We need to act as one union, not just stand-alone locals.

The brave men of—

(Applause)

Thank you.

The brave men of Memphis who stared down dogs and bayonets led the way for a new generation and a new generation has answered the call.

I would like to quote Reverend James Lawson who said, "When public officials treat them as though they are not a man, that's racism."

I'd like to call up Brother Chuck Stiles, the Assistant Director to the division, to introduce two very, very—well, three very, very special men.

Thank you very much.

(Applause)

BROTHER CHUCK STILES, IBT Waste Division: Good morning, Brothers and Sisters. How y'all doing this morning?

Good.

Before I get started here, I do want to have a shout out to Local 350. We lost one of the greatest labor leaders this International Union has ever known, and that was Bob Morales.

(Applause)

Anybody that ever worked with Bob, he was the most dynamic little guy I've ever known in my life. I loved him and we sorely miss him.

But I want to get started into where we're headed here. Ron talked briefly there about the organizing victories. We've had organizing victories—it's been a great year, great last year for the Waste Division. We've got things up and running. We're from Pennsylvania—I think, Ron, we've been everywhere, right? Pennsylvania, Ohio, Michigan, into—I know Chris is here—into Oregon. We've done a little bit of everything across the country this year, so it's been great for us.

But I really want to hit on—you know, you sit here—I'm a student of history. I love history. You hear about heroes of the past. It seems like "hero" is thrown around way too easy now, right? You hit a home run, you're a hero. You win the Academy Award, you're a hero. But I'm going to tell you something, Brothers and Sisters, these two men here—and I'm going to get shook up. These two men I'm going to introduce in a minute are my heroes. They are unbelievable.

(Cheers and applause)

I'm a product of the South. I've lived my whole life in the South. I know what these men had to go through.

What Ron said—you know, like I say, there's a bunch of folks over here. Go on Facebook, they'll show you all how to be union leaders, right? But they ain't got the guts to do what these men done.

I just want to hit on something here real quick. These guys here, 1968 strikers. I want everybody in here, if you get a chance, speak to these men. They are a wealth of knowledge. And they have hearts bigger than their big frames, and they're two big-framed men. It's unbelievable.

(Standing ovation)

They deserve it. They deserve it. They deserve it.

'68 was just a starting point for these men. I've got to tell something on my good friend Alvin Turner.

We were organizing Advanced Disposal in Mississippi. Anybody from Mississippi—and W.C., ain't jumping on your state, but you've got some rough old boys down there, you know. But we were organizing Advanced Disposal there. We had a meeting over at Local 667 in Memphis. Mr. Turner told me,

FOURTH DAY—MORNING SESSION

"I'll be there for those guys." It was the last meeting leading up to the vote. "I'll be there for those guys."

My good friend was hurting so bad with the shingles that day, I don't see how the man walked into the union hall. But he made a commitment to those guys that he would be there. He made a commitment to me and he was there. He was there.

(Applause)

Two weeks on a strike at Republic Services. These guys didn't have a dog in that fight but they were there for two weeks every day for those workers on the picket line with them, encouraged them, telling them to hang strong, do what had to be done.

(Applause)

We just won, and Ron Collins will be speaking in a minute from Waste Management in Memphis. Don't let the gray hair on Baxter Leach fool you, because he was the first one to make the march on the boss with a bunch of community allies. He took them—you ain't stopping either one of these men.

(Cheers and applause)

They've been involved in a fight for 15. Don't matter, wherever they're called, they go.

Atlanta, y'all saw them on the video when they were speaking in Atlanta. We came in and Randy Brown, President of 728, will tell you we were taking on—we don't have the right to organize municipal employees, so we were looking for a way around it, right?

These guys came, did the march. They were co-chairmen that day for our annual Dr. King celebration. They were there. They spoke to these waste workers. You saw them on the video up there lined up, 450 waste workers. The county was so embarrassed after these guys got through with them, they recognized the union over there.

(Applause)

So, again, these guys never, ever stop.

I asked Mr. Turner one time—when I'm in Memphis, I make sure I call these guys up. And I asked Mr. Turner one time, you know, brilliant. I said, "Mr. Turner, what were you doing during the '68 strike? What was your roll?" And it goes back to what Jim Kabell said up here on the first day, I think.

He goes, "Chuck, I was registering voters because I knew what we won on the picket line they could take away at the ballot box."

Unbelievable, unbelievable.

I'll finish up here real quick, but I do want to take—the reason these guys fight so hard, I'll be quite honest with you, is because they see what a union has done for them, all right? You've got to meet their families if it's ever possible. They have CEOs in their families, professors in their families, teachers in their families, business owners in their families.

(Applause)

They know what the power of the union did, how it lifted them, okay? How it lifted their life, how it lifted their lifestyle up, how they were able to do this for their children. And they'll speak on it in a bit.

But with that, you know, we look—we all know history repeats itself, right? We all know that, right? If we get lazy, we don't—we just take everything for granted. It repeats it. Ron Herrera kind of spoke on it about how more privatization is going on, more privatization. It has started a race to the bottom in this industry.

So we're seeing ourselves back in Memphis almost fighting for what we did, nowhere near as bad as in '68. There was another young hero of mine, he stepped up to the plate at Waste Management in Memphis, and that's Ron Collins. He went through the battle. He's one of our negotiators on the Negotiating Committee.

But I just want to tell everybody here I deeply, deeply love these two men up here. And I mean that from the bottom of my heart, and they know it. I deeply love them.

With that said, I want to introduce you to two of my heroes and even a third hero, Ron, okay? Brothers and sisters, please give it up for my good friend Baxter Leach.

(Standing ovation)

BAXTER LEACH Memphis 1968 Sanitation Worker

I say good morning. He said we've got about five minutes to speak.

(Laughter)

I want to let y'all know I'm not an educated man. I'm from Mississippi. Anybody know from Mississippi, around Greenwood? I came to Memphis here, tried to do something for my family.

I worked picking cotton, tried to help my family. Then I went to the city and I worked there for 43 years. It wasn't easy.

We got for the union. We went there for working conditions, somewhere where we going to go wash our hands, take a shower, and everything, because we went through hard stuff, sun or rain—when it was raining we had to keep on pushing.

In 1968, decided we go on a strike. T.O. Jones told me—I was working at night—told me to tell my men we're going out. And something in me said, "We ain't got no contract." I said, "That's what we want to do, try and get a contract."

Hurt me so bad, I cried. Tried to fight some for my family, other families too.

I told them we would march. We marched. Then we went on to the City.

We had to go behind the houses, pulled trash, toted two of them out here in the rain, water coming down on us. Hard. Cold. That's why you all see me walking—because my knees is bad in that cold weather.

I thank the Lord for allowing me to come here and to tell you all, it was hard. We used to do it as a man, not a child. We had to take two, go behind the house, get the garbage, leave before the end of the night. We had trucks, like load cotton, pick it up, throw it in the truck.

You all don't know. We worked that out. Then we've got the push cart with two wheels on it, keep from toting it on our back.

Then the strike went on. Then we had the strike over with. We've got trucks with lifts on it. I'd tote it on out, tote it on my own. I had to bring it over there to the street. That was a blessing from the strike.

Thank God for Chuck bringing those in, because we travel—everywhere he would go, we'd come with him. And we was in New York somewhere, and the President sent for us to come there to eat with him. We got a chance to go to the White House to meet him. He told us, "I am proud of y'all." If it wasn't for us, he wouldn't be the President today.

(Applause)

I can talk a little longer. Every time I get to talk, I get fooled. It brings back memory. When you all see that film there, police run us like dogs, tear gas, eyes bloody. Still it didn't stop us. We stood up to be a man. We just kept on running until we got to victory.

And I thank you, and I thank you all for bringing us here.

(Standing ovation)

ALVIN TURNER

1968 Sanitation Worker Striker

"I am a Man"

You know, you all make me feel good.

(Applause)

You know, Mr. Gillespie, a few years ago, he came and found us, and he invited us to one of his conventions. Ever since then, you all have shown me nothing but love.

(Standing ovation)

And I thank you. If ever you need me, I'm available.

(Laughter and applause)

Now, let me get back to where—I just want to tell you all that. Let me get back to what I'm supposed to be doing.

(Laughter)

You all heard the 1968 strike, but it didn't start there. It started in 1960 when we—when they first went on strike, being led by a garbageman by the name of T.O. Jones. It was 1300 people working for the city at that time. And out of the 1300, only 33 went on strike.

After these people was off about a week or two, the city figured that they had been punished enough, told them that they'd get their job back, but they had to sign an affidavit stating that they would not participate in another strike.

T.O. Jones was the leader, and he told them, says, "I'm not going to sign that." He says, "That as long as you all treat men as if they was animals," says, "I'm going to be out here trying to help them."

(Applause)

This was in 1960. It took T.O. eight years to organize those people, to get them worked up to where they would go out on strike. T.O. worked with them and he worked. And you know, he didn't give up.

It took him two years to get me. I had a wife. I had a wife and three little girls who I love dearly, and I said I was not going to jeopardize—wasn't making that much, but at least I had something coming in. And I was not going to jeopardize that, taking a chance on it. Of course, the main thing was for me to make sure my kids was educated, and I was not going to fool around with T.O. and take a chance on my kids not getting their education.

So he told me one day, he says, "I need you." Says, "Mr. Turner,"—he say, "Look, with your help, I can organize these people."

FOURTH DAY—MORNING SESSION

I says, "Okay. What do you plan?"

He said, "What I'm going to do, when we go out this time, ain't no 33 going out no more. The whole thing going to shut down."

(Applause)

And it took another four years for us to get with these people and talk to them.

And finally, one day, two men climbed up in the back of a packer, getting out of the rain, and the thing short-circuited and crushed them. Then the city gave these people, I guess, maybe seven or eight hundred, and they were through with them.

So when we got through showing the people that this can be you, you don't have to climb up in a packer. You can use hands and everything. You putting it on your head and you carried it. Says, "No telling what this can be."

About two weeks after then, everybody figured that they had enough. They figured that they want to stand up and be a man.

(Applause)

We went on strike. 1300 sanitation workers walked off.

(Applause)

And after they went and walked off, after about two weeks, the masters, "Every one of you fired." Well, I know he wasn't going to have me back. I knowed my job was gone. Yeah. I got to sure enough win this thing, because if I don't, I got to look for something else.

Anyway, I was sitting in the office and I talked—was talking to T.O., and he said—I said, "Man, I don't think we can win."

He said, "Listen," he says, "don't give up." He said, "What if I had given up? You wouldn't be where you is today. Now you got 1300 brothers behind you."

(Applause)

"Don't give up."

And this is what I wanted to tell you all today. Days might seem dark as night, but hold on. Don't give up.

(Applause)

It's a brighter day coming. It's a brighter day coming.

And after a while—I'll try to cut this short.

(Laughter)

After a while, after Dr. King had came, and he

said that he was—"I'm going to be with you until you win it." And I felt good. A few days after that, then they killed him. And that was a hard—it hurted me again. It really did something to me.

So he said, "Don't worry. We're going to win it." And sure enough. We had all the black ministers in Memphis and the white ministers joined hands together.

(Standing ovation)

They went to the mayor and the mayor, he was going to do what the white ministers told him. And he said, "All right. We'll start back negotiating." And he did.

Few days after that, the strike was over.

(Applause)

One thing that was in the strike, you couldn't discriminate against nobody no more.

(Applause)

You had jobs. The jobs that was—had been closed to me, I got one of them.

(Applause)

And I educated my kids.

You don't have to walk behind the house carrying a garbage can. You don't have to do that. You can make this decision. My oldest daughter—she's here somewhere—she's got good education. She works at the VA Hospital with a good, high position.

(Applause)

My middle daughter, she is in Atlanta. She got a high position. My baby daughter, she's in Knoxville. She's at Tennessee State. She's got a high position.

(Applause)

So I believe by T.O. not giving up, by him not giving up, by encouraging me not to give up, I accomplished something.

Thank you all. I love you.

(Standing ovation)

ASSISTANT DIVISION DIRECTOR STILES:
Do you all understand now why I said these men are my heroes? Unbelievable. Unbelievable.

I got another up-and-coming hero, as a matter of fact. He went through brutal—anybody—how many of you all have Waste Management and your locals have run a campaign? Yeah.

You know how brutal those bastards can be. They don't care, and this kid took it all. My good friend Ron Collins. Ron, come on up, Brother.

(Applause)

RON COLLINS

Local 667

Thank you. Thank you. Thank you.

Good morning. My name is Ron Collins. I'm employed at Waste Management in Memphis, Tennessee. I'm going to make this real quick. First of all, I'd just like to say I've been around a lot of crowds. None like this.

(Cheers and applause)

But the workers, the workers in Memphis, Tennessee, was unionized almost a decade ago, and Waste Management came in with their typical lies and promises, and as a result a large percentage of the guys decided to side with the company. Worst mistake they could ever have made. It wasn't me, trust me. So Waste Management ended up decertifying as a result.

The company promised a lot of things. One of the things that they promised was higher wages, of course, better benefits. If you get the union out of the way, they said, then we will be able to, you know, make a lot more money, and so on and so on and so on.

So they rolled out this incentive plan. Looked like something they got out of a Cracker Jacks box. Let me explain it to you right quick. The way that incentive plan works is you calculate the number of hours worked and divide that by the miles that you worked that day. Then you add 54.986. Then you multiply that times 1.262. You know, are we applying for a job at NASA? Man, what is this? So—or do we have to go back to school and take up trigonometry? What do we have to do? So it was ridiculous. But needless to say, once we decertified, what happened was this gave the managers the power to pretty much do what they wanted to do.

So when Waste Management trucks broke down, guess what? They said, "Well, it's a part of your route, and since you can't get your route up in an efficient amount of time, you lose 15 percent of your hourly pay for that particular day."

So—and most of the times you don't get to make that up. So I'm happy to say that myself and a co-worker, we reached out to Teamsters to try to re-unionize, and as of November of last year we voted a union back in.

(Standing ovation)

And since the union has been voted in, of course,

the company is still coming with their tricks and their tactics. One of the things, we had a safety meeting one morning, and the District Manager said that he has an open-door policy.

(Laughter)

Yeah, yeah, that's what it amounts to pretty much. "You can come in and talk to me about anything you want to talk to me about. "And he also said that since we had drivers who had just come on board, they hadn't been there 90 days—so he couldn't touch their pay because the union was voted in. This came out of his mouth.

So for some unexplained reason, other than greed, a few weeks ago they put those guys on that same plan that I just described to you so they could rip them off and take money from them.

So we're going through the negotiation process now, and, you know, we're glad to be a part of Teamsters once again. 667. We appreciate all their hard work and—

(Applause)

But I'm confident that we're going to get a good contract in place because we need it. The biggest problem that we have today with these waste companies is greed. What these gentlemen went through was unspeakable. Of course, conditions are not that bad, thanks to them, but we still have our own battles to deal with.

(Applause)

So just like to say thank you to Local 667, thank all of you. You've all been a great crowd. But we want to win this, and we think that with your all's support we'll get the dignity and respect and a good contract that we deserve. Thank you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Will the Co-Chairs of the Diversity Committee come forth?

All right, we're going to do the Solid Waste. Will Donna Lynn Dalton come forth and present the solid waste recycling resolution?

... *Reading Clerk Dalton read the following:*

**RESOLUTION ON
SOLID WASTE, RECYCLING AND
RELATED INDUSTRIES DIVISION**

WHEREAS, the sanitation industry is one of the most difficult and dangerous jobs in this Union; and **WHEREAS**, widespread consolidation has re-

FOURTH DAY—MORNING SESSION

sulted in the formation of increasingly larger multi-national corporations with billions of dollars in annual sales; and

WHEREAS, Local Unions are increasingly bargaining with multi-national and regional employers in the sanitation industry; and

WHEREAS, these multi-national and regional employers in the sanitation industry are progressively utilizing single, coordinated labor relations strategies when bargaining with Teamster Local Unions and when combating organizing drives; and

WHEREAS, the International Brotherhood of Teamsters created a stand-alone Division recognizing the potential growth and representational opportunities for the rank and file members who work in the sanitation industry; and

WHEREAS, the International Brotherhood of Teamsters created a stand-alone Division to counter the growing power and coordinated strategies of large multi-national corporations in the sanitation industry; and

WHEREAS, that Division is currently known as the Solid Waste and Recycling Division, under the direct leadership of International Western Region Vice President Ron Herrera from Local 396; and

WHEREAS, the Solid Waste and Recycling Division has the undeniable ability to expand the numbers of members represented in this Division through grass-roots organizing; and

WHEREAS, the Solid Waste Division is wholly committed to a program to organize the unorganized in record numbers; and

WHEREAS, the key to success in achieving this goal is to mount coordinated and strategic campaigns that are designed to win first contracts against some of the most anti-union multi-national employers in the country.

NOW, THEREFORE, BE IT RESOLVED at this 29th International Convention that the International Brotherhood of Teamsters, through the coordination of the Solid Waste and Recycling Division, shall be contacted and included from start to finish on any organizing campaign that involves a multi-national or regional employer with the potential to undermine the International Union or any affiliated local union; and

BE IT FURTHER RESOLVED that the Solid Waste Division shall, at the direction of the General

President and in concurrence with the General Executive Board, have the authority to direct the campaign, including determining the viability, the potential risks to affiliate locals and up to and including determining final jurisdiction if necessary; and

BE IT FURTHER RESOLVED that prior to submitting any final renewal agreement or first contract to the membership for a ratification vote, it must be submitted and approved by the Director of the Solid Waste, Recycling and Related Industries Division in order to protect area standards; and

FINALLY, BE IT RESOLVED that this resolution is limited to campaigns deemed to be with multi-national or regional employers who present great challenges and potential harm pending the outcome.

GENERAL PRESIDENT HOFFA: Do I have a motion? 6, mike 6.

DELEGATE SEAN CAMPBELL, Local 813: Good morning, General President Hoffa. I'm the President and Principal Officer of Teamsters Local 813 in New York.

I move to adopt the resolution and would like to reserve the right to speak on it after we have a second.

GENERAL PRESIDENT HOFFA: We'll be back to you.

Can I have a second? Mike 2.

DELEGATE DAN LARA, Local 396: Good morning, Brothers and Sisters. My name is Dan Lara, and I move to second the resolution, and I'd like to reserve the right to speak on it.

GENERAL PRESIDENT HOFFA: You will have that right. We will be back to you.

Let's go back to mike 6, the Brother reserved. Go ahead, Brother.

DELEGATE SEAN CAMPBELL, Local 813: This resolution has my full support. In the 1990's the government cleaned house on organized crime in New York's private sanitation industry, and rightfully so. But the process of our Master Agreement with the haulers was destroyed by nonunion companies entering the market and our standards eroded. An independent union snuck into my industry, leaving workers exploited, working in dangerous conditions and without the promise of a good solid career like I had.

Teamsters Local 813 is the last bastion of hope for over 4,000 drivers, helpers, and transportation workers in New York City. Despite our membership decline, we are the standard bearer for the industry.

FOURTH DAY—MORNING SESSION

And with your leadership, we are making changes to turn the tide to ensure the private carting is 100-percent Teamsters again. Teamster Local 813 is working with International Waste Division Organizing and Strategic Campaigns Department to build a strong coalition of community groups called "Transform, Don't Trash." Transform, Don't Trash is helping us organize in a community while we organize in the shops. We have tremendous support from environmental justice organizations, immigration rights groups, and even street safety advocates to change the way private carting operates.

With the support of the City Council we are poised to move sweeping reforms that will make the standards that we fight for every day that is a standard for all workers in the industry. And we are setting the stage to take the industry back.

We are fighting for cleaner neighborhoods our members live in, safer streets, increased recycling, a Middle Class wage, good health insurance, a robust safety, and good health, pension, and most of all, we intend on making all of these workers Teamsters again so that will they will benefit from a good union contract that only Local 813 can provide.

I want to thank you, General President Hoffa, Vice President George Miranda, and Vice President Ron Herrera for providing us vast resources to get this done. What we are doing in New York will leave a legacy for workers in the years to come thanks to your commitment to the workers in my industry. Thank you very much.

GENERAL PRESIDENT HOFFA: Thank you, Brother.

(Applause)

Thank you so much. Let's go back to mike 2 where the brother reserved.

DELEGATE DAN LARA, Local 396: We have an important resolution regarding many waste companies, including Waste Management, Republic Services, and how they have constantly attempting to divide us. By us coordinating and organizing our bargaining process, we can become stronger and more focused when it comes to us taking on our rights when it comes to waste industries.

I am a 14-year employee of Republic Services and also a Shop Steward, and I have seen firsthand how difficult it is to deal with Republic Services. This resolution will give Teamsters from Solid

Waste Recycling and Related Industries Division the ability to help all our current and future members of the Brotherhood of Teamsters. I thank you for your time and attention.

GENERAL PRESIDENT HOFFA: Thank you.

Any other brothers want to be heard? Mike 2.

DELEGATE FELIX MARTINEZ, Local 70: Yes. I'm from Teamsters Local 70, Oakland, California, proud Hoffa-Hall delegate.

I stand in support of this resolution. In Oakland, California, we actually have the entire city, the entire county on one contract. In our area everything is the same. If one company takes over, our guys change uniforms. Wonderful standard to have, but what I know is that we do not have the support outside of our city. If we don't have everybody working on the same page, it can all come tumbling down. So when I read this resolution, with the leadership of Ron Herrera, with his team that he put together within the Division, I know this resolution will have us standing shoulder to shoulder. I know this resolution, this will have us on the same page moving forward because these multi-corporations, they're trying to pucker us off one by one. They're bargaining—they're currently bargaining everywhere. Every time you challenge them on it they'll say, "Hey, look, this is a stand-alone contract." But their bargaining is strategic. Their bargaining—they're trying to do exactly what they want to do nationwide, so this resolution helps us move in the one direction, up. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Brother.

Mike 2.

DELEGATE TERRY HANCOCK, Local 731: Mr. Chairman, I'm from Local 731, Burr Ridge, Illinois. Chicago, Illinois.

(Applause)

First of all, I want to commend the work of the Division under Ron Herrera, Director Herrera, and the entire staff of the Division. The Division is fairly new, but it is strong. They work their asses off, and always in the best interest of solid waste recycling workers.

In the city of Chicago, my local union we represent upwards of 3,000 hardworking Teamsters that put it on the line every single day. This resolution

FOURTH DAY—MORNING SESSION

will allow other Teamster locals to share the success that we have in Chicago by having one contract, industry-wide agreement that supports the workers, provides high benefits, great benefits, good wages, and more importantly, security in the job.

So I speak in favor of the resolution, and I ask all the delegates to pass the resolution. Thank you, sir.

(Applause)

GENERAL PRESIDENT HOFFA: All right. Thank you.

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I've had the privilege of working with Ron Herrera and the other brothers and sisters from Joint Council 42 to assist in the political action so that we could have a sort of program going on that we've got going on in LA, and it's going to lead to thousands and thousands of more people organized into the Teamsters. And under the leadership and the programs that this International Union has put forth, I'm proud to report that we're even making gains under the leadership of Local 63 in the Carhaul Sector with Pasha and Sellen. And I'm so proud, Brother, that you invited these iconic union people that were around in 1968. It just tears us all up.

So, thank you, and I call the question.

(Applause)

GENERAL PRESIDENT HOFFA: Very good. The question has been called.

All those in favor of the Solid Waste Resolution, signify by saying aye.

Anybody opposed?

It is passed.

Thank you.

(Applause)

Will the Co-Chairs of the Diversity Committee, Anthony Christian and Betty Rose Fisher, please come forward to submit your committee report.

REPORT OF THE DIVERSITY COMMITTEE

COMMITTEE CO-CHAIRPERSON FISHER: General President Hoffa, General Secretary-Treasurer Hall, General Executive Board, delegates, Sisters, Brothers, Guests, good morning.

I'm Betty Rose Fisher. I'm the Secretary-Treasurer, Principal Officer of Teamsters Local 538. I'm

also very proud to serve as a Deputy Director for the Human Rights Commission for the International.

I was one of the proud—I was proud to be part of the Teamster delegation that marched on March the 7th, 2015, for the anniversary of the Bloody Sunday March. Bloody Sunday occurred in 1965 during the Civil Rights Movement in Selma, Alabama. President Obama headed up the march.

Even though we marched freely across the Pettus Bridge, we were reminded of the words of John Lewis. There's still work to be done.

The delegation also took the time to honor the legacy of Viola Liuzzo, who was gunned down in Alabama by four Ku Klux Klan members in 1965.

The wife of Anthony Liuzzo, a Business Agent at Teamsters Local 247 in Detroit, Viola Liuzzo, was returning from shuttling voting rights marchers to Montgomery Airport after finishing the famous Civil Rights March from Selma.

Our delegation also took the time to visit the memorial in honor of Viola Liuzzo, which is located on Highway 80, the location where Viola Liuzzo was gunned down. The memorial was in need of TLC, so our delegation went to action and gave it some much-needed care. After the completed TLC, we placed flowers on the memorial on behalf of the Teamsters. We met with some of the Viola's children, we heard stories of how the then General President James R. Hoffa came to that family's need and aid in their time of need.

And how much the Teamsters mean to the Liuzzo family to this day.

The trip to Selma was a very moving tribute to the Civil Rights Movement and equal rights. It was also very clear as to the Teamster role in the front line of the Civil Rights Movement.

At this Convention I served as the Co-Chair for the Diversity Committee. The Diversity Committee is a standing committee from convention to convention. All of our members are concerned with making sure that all Teamsters have equal rights on the job.

We have an energetic and committed Diversity Committee, and I look forward to working with them. I want to thank all of the Diversity Committee members for their time and hard work in putting together the report for this Convention.

Our Human Rights Director, Antonio Christian, will now give you the report. Thank you.

FOURTH DAY—MORNING SESSION

(Applause)

COMMITTEE CO-CHAIRPERSON CHRISTIAN: Good morning. To General President, the Secretary-Treasurer, and you my brothers and sisters. We also had some help putting our program together. We want to thank some staff members: Lamont Byrd, James Curbeam, Kenithia Cypress, Raven Hall, Elissa Laitin, Stevie Neal, Myron Sharp, Jessica Eby, and Timika Long. Without them we would not have been able to complete this.

On your desk there are brown—this is what it looks like, the report. I'm going to ask really each delegate, please take this home with you. Take it back to your local unions and read it. Talk about it in your Executive Board meetings. This is important, what we're doing and the work that we're doing. We want this to be something that we all do.

We had great presentations this morning about civil rights. Civil rights was not just for one race of people, it was for all of us; and we need to understand that.

(Cheers and applause)

And diversity is not just for one race of people, it's for all of us.

(Applause)

I'm not going to read the whole report because it's pretty lengthy; you can do that. I'm going to start out with the recommendations that we're recommending going forward to you, the delegation.

The Diversity Committee acknowledged that there have been minimum actions to move forward with an aggressive diversity and inclusion plan to prepare the Teamsters for a rapidly-changing unionized workforce. Delegates of both the 27th and the 28th International Conventions understood the urgency of this issue when they amended the International Constitution, Article I, Section 3, to state the Union's commitment to the development of a union that values and encourages the participation of its diverse members and in the policymaking and leadership roles of all the levels of the International and its affiliates, and later adopted the recommendations for the development of a strategic inclusion and diversity plan.

We have diversity all over, but equity is the thing we're looking to push in this thing. If we're all there together, everybody in that room should have the same opportunity to excel, and that's what we're trying to push—diversity, equity and inclusion.

1. The first item we're looking for would be the International Union would again, no later than June 30th, 2017, shall have an independent professional firm conduct a survey of the members and the affiliate bodies to determine the race, gender, age, and particularly those members 35 and under, and the Latino demographics for the Union's affiliates by industry.

2. The Diversity Committee, by no later than June 30th, 2017, shall create the following task forces: First task force is the Grassroots and Engagement Task Force. Second would be the Expectation and Accountability Task Force. And last would be the Coalition Building and Outreach Task Force.

3. We would solicit general feedback on task force recommendations at the International, region and local levels for a multi-year DEI plan.

4. Use that feedback to design a multi-year plan with benchmarks and resources that outline a path forward and submit to the General Executive Board for adoption at the December 2017 General Executive Board meeting.

5. The Director of the International Human Rights Commission shall be appointed as the individual with the responsibility of overseeing the development of the Teamster Diversity, Equity and Inclusion Plan. The Director shall submit a written report on the plan's progress, that is presented orally to the General Executive Board at the quarterly meeting. The Director's quarterly written report shall be distributed to all affiliates.

6. Upon receipt of the results of the demographics that the professional survey firm conducts on behalf of the International, by June 30th, the Director of the Human Rights Commission shall annually establish and publicize short-term, midterm and long-term goals for ensuring the implementation of the Teamsters Diversity, Equity and Inclusion Plan.

7. And last, the Diversity Committee will remain a standing committee of the Convention.

Brother Chairman, I would move acceptance of this recommendation, this report.

GENERAL PRESIDENT HOFFA: There is a motion. Is there a second?

Mike 2.

DELEGATE DEBRA SIMMONS PETERSON, Local 743: Hi. I'm President of Teamster Local 743 out of Chicago, proud Hoffa-Hall supporter. I make

FOURTH DAY—MORNING SESSION

a motion to suspend the reading of the Diversity Resolution.

(Applause)

GENERAL PRESIDENT HOFFA: Okay. Well, first of all, there was a motion on the report. Let's just accept the report. Is that okay with everybody?

... The delegates shouted, "Yes."

We'll accept the report.

And there's also a resolution that has been submitted. What you're asking for is to suspend the reading of the resolution; is that right?

DELEGATE SIMMONS PETERSON: Yes.

GENERAL PRESIDENT HOFFA: Okay. That's a motion. Is there a second to that?

2.

DELEGATE MARCUS KING, Local 331: I'm President, Principal Officer, of Teamsters Local 331, Atlantic City, New Jersey, from the great state of New Jersey, Joint Council 53, where Billy Hamilton is our Eastern Region President. Proud Hoffa-Hall supporter. And I second with a right to speak on it later.

GENERAL PRESIDENT HOFFA: Okay. Why don't you take it right now, Marcus?

DELEGATE KING: Thank you, President Hoffa.

GENERAL PRESIDENT HOFFA: But this is a motion to suspend the reading. Is that the motion?

DELEGATE KING: That's correct.

GENERAL PRESIDENT HOFFA: Okay. Let's vote on that right now. We've had a motion and a second to suspend the reading.

All those in favor of suspending the reading, say aye.

Therefore, it is read—now let's do this. Let's have a motion on the resolution.

Marcus, do that.

DELEGATE KING: I make a motion to accept.

GENERAL PRESIDENT HOFFA: Okay. Let's have a second to that.

DELEGATE DEBRA SIMMONS PETERSON, Local 743: I second the motion.

GENERAL PRESIDENT HOFFA: All right. We've got a motion and a second on the diversity resolution.

All those in favor, signify by saying aye.

Anybody opposed?

It does pass. And thank you so much.

(Applause)

Taylor Farms

GENERAL PRESIDENT HOFFA: Next is a video on a battle that we've been fighting a long time at Taylor Farms. Let's watch the video.

... A video was presented to the delegates.

(Applause)

GENERAL PRESIDENT HOFFA: The fight at Taylor Farms has been a long fight, but it's a fight that we continue. And it's being led by International Vice President Rome Aloise.

Tell us about the battle for justice.

(Applause)

INTERNATIONAL VICE PRESIDENT ALOISE: Thank you, General President Hoffa.

Good morning. So, I'm not really going to tell you about the struggle; I'm going to introduce somebody that's going to tell you about the struggle today. But just very quickly, the conditions that go on at Taylor Farms are something that we can't even believe is going on in 2016. And the way they treat a thousand, mostly immigrant, mostly women workers, is the worst thing I've seen in 41 years of being a Teamsters official, and this union's going to have to win this fight.

But one of the people that's going to talk to you today is Maria Ashley Alvarado. I want to tell a little bit about her story. Born of parents that were braceros. Braceros in California, they were in the early days where you would bring in immigrant workers, they would get a card to work, and they would follow the crops up and down the state into the Central Valley, into that area, and back down into Yuma and Arizona, and do that, sometimes living in immigrant camps without running water, without electricity, her and her family. And she traveled. I think she told me once that she didn't go to the same school until she go into high school. Every year it was a different school.

So, finally, her parents got jobs in the Teamsters as cannery workers. And one time the Teamsters represented a hundred thousand cannery workers up and down the West Coast. And her parents became Teamsters, were able to buy a house. Ashley was able to go to school, was able to continue her education while working in the cannery as a cannery worker, finished college, and now has a Master's Degree in Public Administration.

(Applause)

She took on leaders of the cannery locals that weren't doing the job they should be doing for those cannery workers, and she won the election. And I've been in those canneries with her, and I have to tell you, it's one of the most inspirational things you've ever seen because, as I said, it's mostly women, and some of them in their eighties still working in the cannery. They come back every season. And they run to her because she's an inspiration for them. And maybe not for them, because they're working in the cannery and they've been doing that all their life, and they're elderly—but they look at her because she's what their daughters and their granddaughters can be. And it's an inspiration to watch it.

She's an inspiration to watch work. She's one of the most progressive and promising leaders that we have in this union, and I'm proud to introduce Maria Ashley Alvarado.

(Applause)

DELEGATE MARIA ASHLEY ALVARADO, Local 601: Thank you, Rome, so much for such an amazing introduction. Thank you, General President Hoffa, General Secretary Hall, and the Executive Board. Thank you, Brothers and Sisters, for having me.

I'm a little tall, so I'm going to adjust the microphone.

Si, se puede!

So, my name is Maria Ashley Alvarado, Principal Officer of Teamsters Local 601.

... Delegate Alvarado addressed the delegates in Spanish.

DELEGATE ALVARADO: I'm very thrilled to be here with you, Brothers and Sisters, at the 29th Convention of this amazing union that has touched so many lives like it touched mine. And it changed my life and changed the life of my family. So I'm very, very thrilled to be here.

(Applause)

As Teamsters we always talk about the courage of workers, the courage of workers in standing up and fighting back for their rights. Nowhere have I seen such courage displayed more powerfully than in Taylor Farms, where more than 900 workers have been fighting for many years for justice and for a voice in the workplace.

For those of you who don't know, Taylor Farms is the largest salad producer in the country, and this

company supplies retails and restaurants—large retails and restaurants such as Chipotle, McDonald's, Safeway, and Starbucks. The company has more than 2500 workers in nearby Salinas, and these workers have been Teamsters for over 20 years. Of course, because they're Teamsters, they have better working conditions, better wages, and, of course, they have a better life for their families.

The Taylor Farms workers in Tracy, California, got tired of working long hours and being exploited by the company and decided that they were ready to change their working conditions. As someone who comes from a family of farmworkers, I have seen third-world working conditions in this country. But I can tell you that the stories for some of these workers at Taylor Farms would shock even the most seasoned organizer.

In 2013, these courageous workers decided that they wanted to be union, but not just any union. They wanted to be Teamsters. The company's response was merciless. They harassed them, they threatened them with deportation, there were illegal firings. They tried to scare them, and they were relentless in this fear campaign.

Dozens of unfair labor practice charges were filed against the company, but, of course, the legal process dragged on and on and on. In the meantime, Taylor Farms workers and the Teamsters expanded the struggle, and we won breakthrough legislation in California protecting immigrants and temporary agency workers.

(Applause)

Cracking down on a contracting model that is intended to oppress workers and to take away their dignity and their freedom.

The Taylor Farms workers have told their story to many lawmakers, to many activists, and to many consumers nationwide. Last year the NLRB found that Taylor Farms had committed 58 violations—58 labor law violations—against these workers. And last month they settled the charges by paying over \$267,000 to these workers for illegal firings—

(Applause)

—for damages and for wrongful terminations.

Now that workers are moving their campaign forward—and while they don't have formal recognition, they are acting like a union today, like Teamsters.

FOURTH DAY—MORNING SESSION

As they have been steadily working hard and winning workplace improvement at the plants, we are taking this Taylor Farms fight forward, and we're taking it to the consumers of Taylor Farms, holding companies like Chipotle, Starbucks accountable for the dangerous working conditions, food safety violations, and anti-LGBT harassment in their supply chain.

(Applause)

There have been five chemical spills in recent months in Taylor Farms in Tracy sending workers to the hospital. OSHA recently issued citations and \$95,000 in fines against the company. So the fight continues, Brothers and Sisters, around safety as the workers deal with ongoing exposure to dangerous and harmful chemicals.

I want to stress something very important. Without these workers, America does not eat. A third of the country produce comes from the Central Valley where profitable companies like Taylor Farms make their money, and where brave workers, like Jose Vega here, have sacrificed so much for justice.

The campaign is part of a larger vision to organize exploited workers—I should say exploited food workers—in the Central and Salinas Valley of California, and we are developing strategies to make the vision a reality.

We hope you can show your support, as you have, signing Taylor Farms petitions at the booth. This struggle, Brothers and Sisters, it's bigger than Taylor Farms. It's about confronting the mentality that businesses can treat people and workers differently because of the place they work, because of the way they look, and because of where they come from. It's about fighting for an economy that values the labor of people who feed the nation and feed our families. And it's about winning the dignity that is so long overdue for many working families.

Today I would like to acknowledge and thank many of you who have been so helpful, and I have a long list of people to thank. I'd like to begin by thanking those locals who have been so helpful. We've been hitting Taylor Farms very hard. Just recently we hand-billed in 72 different locations. We hand-billed 72 different Chipotle locations. And more recently, we hit Safeway hard. Albertsons and Vons as well have been hit lately. And I really want to thank Joint Council 42 for all their help, Joint Council 7, our President, Rome Aloise—

(Applause)

—and all of you sister locals who have been so willing to be out there picketing with us. We are planning on escalating this campaign, and we are going to be seeking your help because, as you heard earlier, we can't do it alone. We can only be powerful together.

(Applause)

I'd like to begin thanking so very much the organizers who have put their hearts out there for these works. I'd like to thank Kim Keller, who is a warrior, a woman who has taken this fight in her heart personally.

(Applause)

I want to thank the lead organizer who is present here, Raul Alfaro, who is, by the way, from Chicago.

(Applause)

And I'd like to thank very specially our Joint Council President, Rome Aloise, for finding time from his busy schedule to come to the Tuesday meetings that we have. We call them our "OC meetings," right? Organizing Committee meetings. You guys are familiar with that.

He has made time to come to those meetings and speak to the workers, to encourage them, to motivate them, to let them know that he's standing by them. He is on phone calls, on conference calls, every day. And he works day and night to strategize and to find a way to help these workers find justice.

Thank you, President of our Joint Council, Rome Aloise, for your hard work and your support to these workers.

(Applause)

I'd also like to thank very specially our General President Hoffa, because—

(Applause)

—as you guys could see on the video, he went personally to Tracy to see these workers, to hear their stories, to walk with them. That meant so much for the Taylor Farms workers; they're still talking about it today. But he didn't stop there. Him and the President of the Joint Council and Ron Herrera—who is somewhere here—thank you, Ron, for your support—

(Applause)

—went to Sacramento. Just think about the message that they sent to the lawmakers and to Taylor Farms and, most importantly, to the workers. What

FOURTH DAY—MORNING SESSION

kind of message is that? The workers felt so powerful to have our General President there behind them.

Thank you, General President, for taking the fight on and for being there personally.

Thank you, all of you. I love you guys. There's a lot of you that I know. Thank you. God bless you.

(Applause)

I'm going to ask for a big, warm Teamster welcome to one of the most courageous workers who recently got fired from Taylor Farms. He's been on the fight. He tattooed the Teamsters logo on his leg. It's actually on his leg. And he has stood strong. No matter what they put him through, he stands strong. And he's not giving up until he sees that contract.

With that, I'd like to introduce one of the most courageous workers, Jose Vega.

(Standing ovation)

... Brother Vega addressed the delegates in Spanish and was interpreted as follows:

Good morning, everyone. My name is Jose Vega. I worked at Taylor Farms for seven years as a crew leading the Sanitation Department. In 2013 my coworkers and myself decided to form our union because none of us have ever worked for a company that's abusive like Taylor Farms. And like Ashley says about the chemical spills that have taken place at Taylor Farms, today the company has done nothing to correct the issue because they don't care about the workers, nor do they care about their health and safety.

I was fired for my union activity, but they will not intimidate me. They have not intimidated me. To this day, I continue to speak to my workers, and we will keep fighting until we form our union.

(Standing ovation)

Thank you.

For myself, having a union contract means respect and better working conditions. I feel very honored to be among you all today to inform you of my story and also of what—everything we've gone through.

I would like to thank Rome Aloise from Joint Council 7, Ashley Alvarado of Local 601, Raul Alfaro and all the organizers, and the entire IBT Department for all the support they have given us and that continues to this day.

(Applause)

And I want to say one thing, one more thing I'd like to say to you all. Myself and all the workers at

Taylor Farms, we're not going to give up this fight, we're never going to stop fighting until we get justice at Taylor Farms. Thank you.

(Standing ovation)

... The delegates chanted, "Si, se puede!"

DELEGATE MARIE ASHLEY ALVARADO, Local 601: Thank you. Thank you, Brothers and Sisters. God bless you, God America, God bless the Teamsters.

Si, se puede!

GENERAL PRESIDENT HOFFA: Thank you, Rome, Ashley, Jose, and Raul. What a fight at Taylor Farms.

Let's have a resolution in support of what we're doing there. Can Lynn Dalton please come forward and read the resolution.

Mike 2.

DELEGATE ADAM OCHOA, Local 948: Mr. Chairman, I make a motion that we suspend the reading of the minutes, and then after that I make the motion to adopt the resolution.

GENERAL PRESIDENT HOFFA: All right. Well, there's a motion to do that. Let's have a second.

DELEGATE BOB STRELO, Local 853: Mr. Chairman, I'm Teamsters Local 853 President, and home local of Vice President Rome Aloise. I second the motion to suspend the reading. And I also second the motion to approve the resolution, and I want to reserve time to speak on the issue.

GENERAL PRESIDENT HOFFA: All right. Well, let's have a motion to suspend the reading first. All those in favor of suspending the motion—reading of the resolution, signify by saying aye.

Okay. Okay. Well, we've done that. It's passed. But do you want to talk about it? Please do. We all want to hear it.

DELEGATE ADAM OCHOA, Local 948: Thank you, Mr. Chairman. Once again, I'm the Principal Officer of Local 948 and proud Hoffa-Hall delegate.

(Applause)

Thank you.

Brothers and Sisters, Teamsters, we have a responsibility and an obligation to support the workers at Taylor Farms. This is an employer who takes advantage of migrant workers because they think that they won't fight back. Well, they're fighting back, and the Teamsters are standing with them in that fight.

FOURTH DAY—MORNING SESSION

(Applause)

GENERAL PRESIDENT HOFFA: Absolutely.

DELEGATE OCHOA: It took the leadership of Principal Officer, Local 601, Ashley Alvarado and her team to bring the injustices at Taylor Farms to light. And when we say injustices, they're horrendous at this employer. Let me tell you a story about a worker who fell and was left laying on the wet ground for almost an hour while no one in management would help her or allow anyone else to help her.

There's been several chemical spills, as you heard, at the plant. Workers are told to go back to work, coughing, vomiting, bleeding from the knows. Several pregnant workers were even sent to the hospital.

It's really ironic, or almost shameful, that just 70 miles away in Salinas, California, where the Teamsters have represented Taylor Farms workers for years, yet this employer, Taylor Farms, seems dead set on not giving the workers in Tracy the same rights for the same work.

There have been some victories at this campaign. As you've heard, the legislation, AB-1897, the Dual Employer Act, will now protect workers statewide going into the future from future abuse.

(Applause)

The International's Organizing Department has worked tirelessly on this campaign, led by Kim Keller and Brother Raul Alfaro. Brother, you're all heart.

(Applause)

As you can imagine, a campaign of this size and this magnitude doesn't happen without great leadership from above.

International Vice President, Joint Council President, Rome Aloise, has made it very clear to Taylor Farms that the Teamsters are not going away.

(Applause)

A win at Taylor Farms is a win for working people in California's Central Valley. It's a fight for food processing workers. It's a fight we must win, and I support this resolution.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

UNIDENTIFIED DELEGATE: Mr. Chairman, delegates, this is a terrific story about workplace solidarity, and here's why. These workers at Taylor Farms have the Teamster spirit. They won't give up, and they won't back down. They've stuck together

through a long, hard process, even though they've been treated horribly by their employer.

Now, as with all these resolutions—and I think this is important to keep in mind here, and particularly with this one—this is a much larger issue and larger in scope than just Taylor Farms. In the Central Valley of California, an area rich in natural resources, men and women of mostly immigrant status toil in obscurity and oftentimes under intolerable conditions and for low pay just so that we, the public, can reap the benefits of their hard work.

And this is an area where most unions—low union density—most unions don't even have a presence with the exception of this great Teamsters Union.

(Applause)

The Teamsters Union is the only union strong enough, the only union willing enough, to take on such a challenge as this.

(Applause)

This is a fight for all food workers and to help organize the food supply chain in California in the Central Valley. And, more importantly, to send a message to all of those employers who exploit the rights of immigrant workers and to bring dignity and respect to the workplace with a Teamsters Union contract. Thank you.

And I call for the question.

GENERAL PRESIDENT HOFFA: All right. We are suspending the reading of the resolution, and now we're voting on the resolution.

All of those in favor, signify by saying aye.

Anybody opposed?

The resolution's passed. Thank you so much.

(Applause)

I'm very pleased to introduce our next speaker. Dorian Warren is a fellow at the Roosevelt Institute, a think tank dedicated to the legacy and values of Franklin and Eleanor Roosevelt. Dorian is a friend of labor. He's a scholar of the inequality of American politics whose main area of research has been teaching organizing in labor.

He has a book coming out soon called "The Three Faces of Unions: Inclusion and Democracy in the U.S. Labor Movement," and he has previously written a book about the politics of labor at Walmart.

He's an MSNBC contributor, a Co-Chair of the AFL-CIO's Commission on Racial Justice Advisory Council.

Let's have a warm Teamster welcome for Dorian Warren, a true friend and, basically, a pioneer. Let's hear it for him.

(Applause)

DORIAN WARREN
Roosevelt Institute Fellow

Thank you and good morning, Teamsters. It's a pleasure to be here with you at your 29th International Convention in the city that this union built.

(Applause)

I want to first thank General President Hoffa for this invitation to join you. And as he mentioned, one of my jobs is working at a place called the Roosevelt Institute. The Roosevelt Institute seeks to advance the values and the legacy of Franklin and Eleanor Roosevelt into the 21st century. We're very, very grateful for the amazing support of the International Brotherhood of Teamsters. So thank you from all of us at the Roosevelt Institute.

(Applause)

A little about me. So some of you maybe have seen me as a pundit talking politics on MSNBC. That's right, I'm one of those political hacks who talks a lot of mess on cable news. But you should know I'm your political hack because I represent the rights of workers and the fight for the labor movement and the soul of this democracy.

(Cheers and applause)

I was born on the south side of Chicago, as were my parents and my grandparents.

(Cheers and applause)

I think Chicago is in the house.

I went to public schools from first grade through college. I was only the second person in my family to go to college, university. I spent ten years teaching as a college professor. I taught labor history. I taught labor organizing and politics. I taught about racial justice.

When I was in Chicago, I once worked for a State Senator when he ran for the U.S. Senate, another skinny kid from the south side of Chicago with a funny name. He stole that line from me, by the way.

(Laughter)

He's indicative, the great President Obama—he's indicative of the great many people I've had the opportunity to meet in life, to work with, to have access to, to interview, and even criticize on TV from

time to time. But I have to say, they don't impress me. It's workers who stand up, who act courageously against all odds, and who truly transform this country. Those are the people who impress me. And looking out at this Convention Hall impresses me.

(Applause)

You see, once upon a time I also used to be a union organizer working with UNITE HERE in Chicago. And I want to give a shout out to Local 226 here in Vegas as well as all the Teamster workers in this hotel, in this city, in this industry.

(Applause)

Thank you for transforming Las Vegas into a place where the American Dream is alive and well.

So I've had an incredible life of opportunity, but I want to put it in a little bit of context for you. I want to tell you where I'm coming from.

My mother and father both spent their entire lives as public sector employees. And I have to shout out to my Brother Greg Floyd, International Trustee and President of the 24,000 strong New York City public employees, Teamsters Local 237.

(Cheers and applause)

President Floyd has graciously allowed me to come yack it up on his TV show many, many times.

Well, my mother was a public schoolteacher for 40 years in Chicago. My father served in the military. He dropped out of high school and enlisted in the Air Force at 15 and served in every conflict from Korea to Afghanistan. Because of her union—

(Applause)

Because of her union, my mother as a single parent was able to provide a decent middle-class life for my brother and me through the Chicago Teachers Union. I have to add my brother was also a Teamster for five years when he worked for UPS in Chicago. So it runs in my blood. It runs in my family.

(Applause)

So those are my parents. My grandparents were all first-generation migrants from the Jim Crow South to the urban northern city of Chicago. All four of my grandparents were janitors their entire lives. All four of them joined the Janitors Union, SEIU Local 1, which provided a pathway from poverty to the working class for their generation.

(Applause)

And let me say that a job for them—when they first started working, their jobs didn't have the asso-

FOURTH DAY—MORNING SESSION

ciated benefits that they had when they retired. They didn't have a pension when they started working. They didn't have healthcare when they started working. But because of the struggle to unionize that industry and a strong labor movement that won the rights and dignity for workers in the mid-20th century, they got to retire with dignity.

Like the Teamsters did very early on, my grandparents' union did not let race divide workers. Their union, like this great union, said, "Black and white unite and fight. Blacks and women should get paid equal pay for the same work."

(Cheers and applause)

Long before it was the law of the land, it was in the union contract.

So those are my grandparents, janitors, first generation born in the north.

Their parents, my great grandparents, were all sharecroppers and domestic workers in the Jim Crow South. They tried to escape the oppressive Jim Crow regime where they weren't citizens, where they existed in a constant state of terror.

Their parents, my great-great grandparents, they were the first generation born into freedom after the Civil War. They still, unfortunately, had the same jobs they had under slavery, agriculture and domestic work.

Last but not least, my great great-great grandparents were slaves. They had no rights, not at the workplace, not as citizens, not in the democracy.

Now, I say all of this family history from slavery to the present because it's important for you to know about me, that it was my parents who were the first generation to have access to the American Dream through their parents' union and through the public sector, and especially my mother's union.

Every generation before lived under oppressive workplace conditions with no rights. An employment—over my long family history from slavery to the present, we've seen major transformations in our economy from that time. For most of my family's history we worked in agriculture and domestic work. In 1900, 40 percent of our economy was agricultural work. Now it's only 2 percent. And as we just heard, that struggle still continues at Taylor Farms.

So my family narrative could be interpreted as the realization of the American dream broadly speaking, and especially for black Americans. And

the right to organize and bargain collectively in the public sector was a big part of this.

Now why do I mention this? It's because it's not lost on me that you heard from two of my heroes—and I'm sure your heroes—Baxter Leach and Alvin Turner of the 1968 Memphis Sanitation Strike.

(Applause)

As you know, those brave men doing some of the most dangerous work in America went on strike long before they had the rights to do so. As you know, it was where Dr. King was struck down by that assassin's bullet supporting those workers' rights to dignity and respect on the job. And you already know that the waste industry is still today some of the most dangerous and low-paid work in this country and it's unacceptable.

Refuse and recyclable material collectors, that occupation is No. 5 out of all occupations in the country with the highest level of fatalities on the job. If you go to work in the morning, there should be no doubt you will come home alive to your loved ones. This is unacceptable in America in the 21st century.

(Applause)

Now, this union already represents about 30,000 workers in the solid waste industry, and I am pleased to hear that you've committed to organize the entire industry, especially where I live now in New York City. So I want to give it up to Ron Collins for continuing the fight in Memphis and for the many organizers and courageous workers who are organizing around the country to transform the solid waste industry.

(Applause)

You are continuing the legacy and the fight of the '68 Sanitation Strike in Memphis. And so many millions of Americans are counting on you to do what you did once before, to rebuild the American Dream that this union created in the mid-20th century.

We are at a turning point in American history. We're at a pivotal juncture. We're more unequal as a country now than we've ever been. We know that the one percent is doing just fine. They always have been. And we've been here before.

Every time our economy changes dramatically, we have crises of inequality. And workers always bear the brunt of the pain and the suffering. A little over a hundred years ago we transitioned from agriculture to an industrial economy. The response was workers rising up and organizing to transform the low-wage and

FOURTH DAY—MORNING SESSION

dangerous industrial economy into a Middle-Class economy that secured the American Dream.

This Union made the commitment to organize transportation and warehouse and port workers from coast to coast. This Union helped to birth the New Deal in partnership with Franklin Roosevelt. This Union helped to birth the Wagner Act which gave the right to workers to bargain collectively for the first time ever in American history in 1935; this Union.

(Applause)

But we're at another turning point in history, and your country needs you again. Over the last 40 years we have lived through massive changes in our economy and our democracy.

The New Deal Wagner Act labor relations regime has been broken down, and it's been employers who have assaulted what this union won for so many millions of Americans. They're subcontracting, there's outsourcing, there's misclassification. The question today that confronts all of us is who is the real boss. Employers have sought to say, "No, no, no, we're not the boss. It's those people, it's the staffing agencies at Taylor Farms."

You are fighting back and saying, "No, Taylor Farms, you're the joint employer, you're the real bosses who hold power over working conditions, and you're going to come to the table and negotiate, and we will force you." And keep up that fight.

(Applause)

I'm proud of the work you're doing, not only at Taylor Farms, but especially with Silicon Valley Rising, to organize the workers who do the vital jobs in the tech industry, but are left invisible.

A shout out to Rome Aloise coordinating the Teamster's work with Silicon Valley Rising to organize the thousands of drivers and the other invisible workers, mostly workers of color and immigrants, who truly make the tech economy work. The tech economy would not work without those workers. They're going to become Teamsters, and this is your work ahead for the next hundred years.

Employers and bosses have always tried to divide us. They've always tried to divide workers. Now they claim they aren't the real boss. You know first-hand that's what FedEx says. UPS workers who do the exact same work get to be workers, but FedEx employees are independent contractors. It's bullshit. Let's not fall for the okeydokey, right? It's time to

call bullshit on the 21 century ways in which employers try to divide us and prevent workers from exercising power.

(Applause)

There's one more way employers continue to divide workers, and that's by race and immigration. And it's not just employers, it's politicians too.

I'm not going to say any names. You know who I'm talking about.

The Teamsters Union, this Union, was one of the very first unions to refuse to be divided by discrimination. This Union early on said blacks and immigrants are full members, women should get paid for the same work that men do. This is your history, and so you have to keep up the fight against discrimination, whether from the boss or from our politicians.

When we're divided, we lose. When we're divided, we lose. And they will always seek to divide us. Your own history teaches us this. The Teamsters helped fund and were present at the 1963 march on Washington. In 1965, the International Brotherhood of Teamsters gave \$25,000 to Dr. King's Southern Christian Leadership Conference, which was the largest contribution to any social justice movement at that time.

(Applause)

In his letter dated April 12, 1965, to President James R. Hoffa, thanking him for the tremendous gift, Dr. King wrote, "Labor's problems are our problems, and our problems are labor's problems. You may be sure that we will be at your side in the great struggle to eliminate unemployment, poverty, and meeting the challenges of automation. I am sure," he wrote, "America will be a greater nation because of your sacrifices to the nonviolent movement."

April 12, 1965.

(Applause)

And the struggle continues, Brothers and Sisters. As Dr. King and the Memphis strikers knew, the fight for worker justice and the fight for racial justice are inevitably linked in this country. All of our fates are linked. We either all rise together, or we will definitely fall together, and in a rapidly-changing country we are already and we will be the most diverse democratic nation in the world. We must no longer be divided.

As the old union principle goes, an injury to one

is an injury to all. That's what solidarity is, Brothers and Sisters.

(Applause)

Let me close with this. I'm a student of history, and here is what I know for sure. I believe and I know that both American history and world history teaches us a simple, yet profound, observation. Without a strong labor movement democracy cannot survive. Without a strong labor movement democracy cannot survive. The countries and places without a strong labor movement in modern history are either oligarchies ruled by the rich few, or they're authoritarian states. There's no other way.

Without a strong labor movement, a large and vibrant Middle Class is not possible. Without a strong labor movement economic opportunity and mobility disappear. A child's fate is determined by her accident of birth, which in our country is increasingly becoming almost like a cast system based on where and to whom you're born to. That's wrong, Brothers and Sisters.

We need a strong labor movement, and we need this union to lead this labor movement if we have any hope for transforming our democracy and advancing social justice in this country and in this world.

People say the Teamsters were once the strongest union in America. I believe you are still the strongest union in America.

(Standing ovation)

You created the Middle Class, you gave birth to the New Deal, and we need you to do it again. And Brothers and Sisters, I look forward to standing with you for every fight that comes your way as you transform this country. You now bear the burden of transforming our country, of rebuilding this labor movement. I stand with you. Solidarity forever, Brothers and Sisters. Thank you for having me.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you very much, Dorian, for all that important work.

Our next guest is Congressman Ruben Gallego, and he represents Arizona's Seventh Congressional District in the United States House of Representatives.

Representative Gallego has also been a steadfast ally of labor. He believes like we do, fight income inequality and bad trade agreements. He worked with us and stood tall when we went after and fought Fast Track. He was on our side in all votes against

the TPP and Fast Track, and he's going to be our ally in the end when we beat TPP.

(Applause)

He's here with us today. He's got a great message. He is a true friend. He's been there through the battles, and he's a young man, and he's just getting started. Thank you very much. Let's hear it for the Congressman.

(Applause)

HON. RUBEN GALLEGO
U.S. House of Representatives
(D) Arizona

Well, hello. Thank you all for having me, and as my good friend here said, my name is Ruben Gallego. I'm a Democratic member of Congress—we do exist—from the Arizona Seventh District.

(Applause)

I want to quickly thank Teamster President James Hoffa and General Secretary-Treasurer Ken Hall for your leadership and support. Our politics needs leaders with their focus on working Americans and ability to achieve results. Thank you, President Hoffa and Secretary-Treasurer Hall.

The Teamsters are an extraordinary, important, and diverse union representing the interests of more than 1.4 million working people across the United States, Canada, and Puerto Rico.

This organization represents everything from zookeepers to brewers, which I prefer the brewers, and does a heck of a job fighting for the interests of its members and our working class families.

If one thing has been made clear to me in my first term in Congress, it's that the Teamsters are among the most strongest and most effective voices in Washington. For those of you who know Nicole Brenner-Schmitz, you know she's one of the most effective and respected operators in Washington, D.C., right now. That woman is a bad ass. Thank you, Nicole, for all the work you do in Washington, D.C.

(Applause)

So thank you, again, to the Teamsters for having me, and thank you all for your contribution to our country. A lot of you may not know me, so rather than tell you some really long, clichéd political biography, I'm just going to hit the bullet points because I know you guys got to get to the casino tables. Does that work for you?

So, one, I'm the child of Columbian immigrants and Mexican immigrants. I grew up on the south side of Chicago. I heard there's some Chicagoans here.

(Applause)

And I worked at a meat packing factory for many years growing up to help with my family costs, where I got an extra \$1 because I spoke English. I was the first in my family to go to college, and after college I like to say I got my graduate degree in the United States Marine Corps. And as some of you guys know out there, once a marine, always a marine. Ooh-rah, Brothers and Sisters.

I served in Iraq kicking in doors and searching for insurgents. It was tough, dangerous work in a war that I grew eventually to oppose, but I have no regrets about my decision to serve my country, and I could not be any more prouder than the men and women I served with.

(Applause)

After Iraq I moved to Arizona to follow my girlfriend, now wife, so that went well. I started as a political organizer, first for marriage equality, immigrant rights, and eventually the right to collectively bargain for our unions.

In 2010, I was elected to the State Legislature where I passed a bill that would give tuition, in-state tuition to all veterans no matter where you moved from in the country if you moved to Arizona.

(Applause)

And in 2014, I was elected to Congress with the help of the Teamsters and the support of my local Treasury-Secretary Andy Marshall.

Andy, where are you at?

(Applause)

Our local is amazing in Arizona and has had some great victories this year. So now I'm in Congress, and I have to talk to, you know, a lot of my friends, some of them that are used car salesmen. Just to give me a picker-upper because our popularity level is so low right now that even used car salesmen look better compared to us.

But one of the first things I did when I got to Congress, in my first week in Congress I led a freshman letter in opposition to the Fast Track Authority, TPA, to our president, President Barrack Obama. It was not that much fun when I had to get on a plane with him on Air Force One and he started questioning me about this letter. Luckily it was a very short flight.

But it really has never made sense to me ever why we keep stacking the deck against American workers, and it never will. That's why I was happy to lead the effort among the freshmen that we all get involved and start pushing back on this rhetoric and against this idea that President Obama is pushing, that TPA is somehow good for the worker; but rather than backing trade deals that allow companies that will never follow our standards of quality and safety to profit, we should be looking at labor for examples of how to build a true Middle Class.

Some of the best job creators are unions. They're taking folks who want to work hard and do things the right way and training them for great jobs that allow them to live comfortably and support a family.

Look, I don't think anyone in this country is owed anything. We work for everything we have. But I do think that if you work hard, and you're honest, and you contribute to your community, you should be able to live a comfortable, rewarding life and provide for your kids and their future.

(Applause)

That's part of the reason why I'm such a big supporter of labor in this country. I believe protecting pensions and have supported legislation to just do that. A pension is a promise to the American worker, and a promise that we must stand by and keep and guard. I believe—

(Applause)

—in fighting unfair trade deals, and I promise you that I will continue fighting tooth and nail against the Trans-Pacific Partnership, no matter who the president is.

(Applause)

And I believe we need to make it much easier to collectively organize, and that's why I will support and continue to support the Workplace Democracy Act. So you can see, I am a big believer in organized labor, and, frankly, it's about time that more of my colleagues actually voiced their support and join me.

(Applause)

America is the leader in higher education and innovation, and that's true. We all know that, but America is also the leader in hard work, refusing to fail, and doing whatever it takes to win at any competition. We lavish praise on high tech companies and their CEOs, but the real drivers of this economy

FOURTH DAY—MORNING SESSION

are the workers, the small businesses, and our union brothers and sisters.

Some of my colleagues in Congress may not see what I do, but maybe it's because I have a little special relationship. My sister is a member of the NEA. My brother-in-law is a member of LIUNA. My father and uncles were all carpenters union members. The only problem I have is I can't convince any of them to move to Arizona because they know that in Arizona our working class families are suffering under the attack, constant attack from the right.

It's no coincidence that states with a strong Middle Class are the states that support unions, and it's no coincidence that states that also tend to support K through 12 education, public higher education, are the ones that have high union representation.

When we look out for all working Americans, all Americans prosper. That's not ideology or political affiliation. Those are just the facts. I know you aren't used to hearing a member of Congress who believes in the facts, but let me tell you a few more. Americans have a more favorable view of labor unions than they have in more than a decade, and our elected officials and your elected officials are taking notice.

(Applause)

The labor movement has had great opportunity over the next few years to reshape the American workforce into something that's lasting and beneficial for Americans for decades to come.

So my message to you tonight is simple. Think bold and act bolder. Together we'll be fighting for American working families and doing what the labor movement has always done, making this country a better place to live for those who truly, truly want to make this country great.

Thank you. Thank you so much for having me and having a great time.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Well, there it is. Getting ready for the break. We do have an announcement. If you are on the Constitution Committee, we're going to have a meeting. There's a lot of us. We'll try and meet over there in the corner. Want the Constitution Committee members to meet over in that corner. We're going to have a brief meeting on an issue that's come up.

Have a great lunch, and we'll see you back at 2:00 o'clock. Thank you so much.

(The Convention recessed at 12:17 p.m., to reconvene at 2:00 o'clock.)



FOURTH DAY
THURSDAY AFTERNOON SESSION
June 30, 2016

The Convention was called to order at 2:03 p.m., General Secretary-Treasurer Hall presiding.

GENERAL SECRETARY-TREASURER HALL: Good afternoon. Let's all get a seat. The Convention is back in session.

I now call on the Co-Chairs of the Appeals & Grievance Committee, Michael Stapleton of Local 385 in Orlando, Florida, and Claudia Pettit from Local 90 in Des Moines, Iowa, to come forward to give us their report.

**REPORT OF THE
APPEALS & GRIEVANCE COMMITTEE**

COMMITTEE CO-CHAIRPERSON STAPLETON: Thank you, General Secretary-Treasurer Hall, Brother and Sister delegates and alternates, first I'd like to thank our entire Committee for the work they did. Our Appeals and Grievances Committee worked very, very hard. You should be proud of those that served on that Committee. We studied—we heard testimony, reviewed evidence, and deliberated.

I also want to thank my Co-Chair, Claudia Pettit, from Local 90. Local 90, you should be very proud.

You have one hard-working Teamster here. She did an awesome job. Fantastic.

(Applause)

And it can't go without saying, I want to thank the brilliant legal minds that the Legal Department did lend us—Deirdre Hamilton, Matt Harris, and D'Andrea Carter. Thank you very much for your additions and your help in this matter.

To the first appeal.

**Appeal of Glenn Graman,
Michael Jansey and Larry Granat**

COMMITTEE CO-CHAIRPERSON STAPLETON: The first appeal is an appeal from Brothers Glenn Graman, Michael Jansey, and Larry Granat, and is submitted as follows:

**APPEAL OF GLENN GRAMAN,
MICHAEL JANSEY AND LARRY GRANAT**

Brothers Graman, Jansey, and Granat, are members of Local 673 who appeal a September 2014 decision from the General Executive Board which

FOURTH DAY—AFTERNOON SESSION

affirmed the findings of Joint Council 25 which found that the charged parties crossed a Laborers' picket line.

The charged parties were each charged with having violated his oath of membership and knowingly harm a fellow member and were levied fines and had their membership suspended for three months.

The General Executive Board emphasized that the charged parties themselves noted that they each were long-term members of this Union and, as such, it was hardly credible for them to contend that they were unaware of the procedures to follow when they encountered a picket line during the course of their work.

Mr. Chairman, upon consideration of the record in this matter and the comments of Brothers Graman, Granat, and Jansey, the Committee unanimously recommends the appeal be denied.

GENERAL SECRETARY-TREASURER HALL: Okay. Is there a motion to adopt the recommendation of the Committee? Mike 2.

DELEGATE ERNIE SOEHL, Local 701: Mr. Chairman, I'm Principal Officer, Local 701 Secretary-Treasurer Joint Council 73. First I'd like to thank the two Co-Chairmen of that Committee. We did a lot of research and reading, and I'd like to make a motion to accept the report from the two Co-Chairs of the Appeals and Grievance Committee.

GENERAL SECRETARY-TREASURER HALL: Thank you.

Is there a second? Mike 2?

DELEGATE RICK EICHEL, Local 362: Mr. Chairman, Joint Council 90, Local 362 Secretary-Treasurer. I second the motion to accept the recommendation of the Appeals Committee, with thanks to the hard-working members of the Committee. Thank you.

GENERAL SECRETARY-TREASURER HALL: Okay. It's been moved and seconded to accept the Appeals and Grievance Committee report. Is there any debate or discussion?

Hearing none, all those in favor, signify by saying aye.

Any opposed, no.

The ayes have it. The motion is adopted. Thank you.

Appeal of Sam Martinez and Luis Diaz

COMMITTEE CO-CHAIRPERSON PETITT: The second report from the Appeals & Grievance Committee is on the appeal of Sam Martinez and Luis Diaz. This is the second appeal by Brothers Sam Martinez and Luis Diaz, and it is submitted as follows:

Brothers Martinez and Diaz were both Local Union 948 officers and are appealing a June 2011 General Executive Board decision, which found that both had violated the local union's bylaws. Brother Diaz was suspended from office and membership for one year and Brother Martinez was suspended from membership for two years.

The original charge filed by Local Union 948's Secretary-Treasurer, Lupe Juarez, alleged that the charged parties failed to adopt proper Local Executive Board approval regarding the salary and benefits paid to a Business Agent.

Quoting a prior General Executive Board decision, the GEB reaffirmed that, "Matters that require Executive Board approval must be presented to the Board and explicitly approved. The failure to challenge an action, even if that action has been fully disclosed and explained, does not equate to approval."

Upon careful consideration of the entire record in this matter, Mr. Chairman, the committee unanimously recommends that this appeal be denied.

GENERAL SECRETARY-TREASURER HALL: Okay. You've heard the recommendation of the committee. Is there a motion to approve?

Mike 2.

DELEGATE ERNIE SOEHL, Local 701: Mr. Chairman, I'm President of Local 701. I'd like to make a motion to accept the report from the committee.

GENERAL SECRETARY-TREASURER HALL: Thank you, Ernie.

Is there a second?

Mike 2.

DELEGATE RICK EICHEL, Local 362: I'm Local 362 Secretary-Treasurer, Joint Council 90 President. Second the motion to accept the appeal recommendation from the Committee with its—thank you to the committee.

GENERAL SECRETARY-TREASURER HALL: Thank you, Rick.

Okay. It's been moved and seconded to accept the Appeals & Grievance Committee recommendation. Is there further discussion or debate?

FOURTH DAY—AFTERNOON SESSION

Hearing none. All those in favor of adoption of the recommendation of the Committee, signify by saying aye.

Any opposed?

The ayes have it, the motion is adopted. Thank you.

Appeal of Sam Bucalo

COMMITTEE CO-CHAIRPERSON STAPLETON: The next appeal is an appeal by Brother Sam Bucalo and is submitted as follows:

Brother Bucalo, a member of Local 100 and Local 100 Secretary-Treasurer at the time of the events in question, appeals from a September 2014 decision of the General Executive Board, which upheld the decision of Joint Council 26 upholding charges against Brother Bucalo filed by Local 100 Trustee Michael Lane, Local 100 President and Principal Officer Butch Lewis, and Local 100 Vice President Jimmy Meyer. The charges allege that Brother Bucalo had violated the provisions of the International Constitution and Local Union Bylaws when he traveled to Washington, D.C. in October 2013 without permission to observe a UPS ballot count and charged his expenses on the local union's credit card after being instructed that he could not do so.

Joint Council 26 upheld the charges against Brother Bucalo. The General Executive Board affirmed Joint Council's decision finding Bucalo guilty of the charges against him, and directed Brother Bucalo to repay the local union the sum of \$476.35 and suspended him from office for two weeks.

Mr. Chairman, the Committee unanimously recommends that Brother Bucalo's appeal be denied.

GENERAL SECRETARY-TREASURER HALL: You heard the recommendation of the Committee. Is there a motion to adopt?

Mike 2.

DELEGATE ERNIE SOEHL, Local 701: Mr. Chairman, I'm President of Local 701. I'd like to make a motion to accept the Committee's report.

GENERAL SECRETARY-TREASURER HALL: Thank you, Ernie.

Is there a second?

Mike 2.

DELEGATE RICK EICHEL, Local 362: I'm Secretary-Treasurer of Local 362, Joint Council 90

President. I second the motion to accept the recommendation of the Appeals Committee.

GENERAL SECRETARY-TREASURER HALL: Thank you, Rick.

Is there any discussion or debate?

Hearing none. All those in favor, signify by saying aye.

Any opposed, no.

The motion has been adopted.

Appeal of Albert Mixon

COMMITTEE CO-CHAIRPERSON PETTIT: The fourth appeal is by Brother Albert Mixon, and is submitted as follows: Brother Mixon, an International Vice President and Local Union 507 Secretary-Treasurer, appeals a November 2015 decision of the General Executive Board, which adopted the Report and Recommendation of a hearing panel appointed to report on its findings regarding charges filed against Brother Mixon. The Report and Recommendation found Brother Mixon guilty of violating the International Constitution, Local Union 507's Bylaws, the International Union's Code of Conduct for International Officers and the Local Union's Employment Handbook.

This appeal arises from charges filed against Brother Mixon by five members of the Local Executive Board of Local Union 507 alleging that he "engaged in a course of conduct constituting sexual harassment of a Local Union employee over a period exceeding six months, from on or about December 5, 2014, to June 19, 2015, inclusive." The charges were filed with the General Executive Board pursuant to Article XIX, Section 4(d), of the International Constitution. In accordance with that provision, the General President appointed a panel to hear the charges and to make findings and recommendations for the consideration of the entire Board.

As a result of the findings against Brother Mixon, his membership was suspended for six months; he was removed from office and employment by the Local Union for the remainder of his term; and he was removed as International Union Vice President and from employment by the International Union for the remainders of his term. Additionally, Brother Mixon has been removed from any positions to which he had been appointed by

FOURTH DAY—AFTERNOON SESSION

the International Union. Finally, pursuant to the Bylaws of the Ohio Conference and Joint Council 41, Brother Mixon was removed from any offices in those affiliates.

Brother Mixon admitted that it was his desire to initiate a sexual relationship with a subordinate employed by the Local Union, and it was found that his actions plainly constituted sexual harassment within the meanings of the International Constitution, the Code of Conduct, and Local 507's Handbook.

This Committee carefully reviewed the entire record in this matter, and concludes that the charges and corresponding disciplinary actions sanctioned by the General Executive Board are appropriate and well founded in fact and reason.

Mr. Chairman, the Committee unanimously recommends that this appeal be denied.

GENERAL SECRETARY-TREASURER HALL: You've heard the recommendation of the Committee. Is there a motion to adopt? Mike 2.

DELEGATE ERNIE SOEHL, Local 701: Mr. Chairman, I'm President of Local 701 in New Jersey. As a member of this Committee and with all the other Committee members who served on the Appeals and Grievances, this case was very carefully studied, and all the exhibits were examined and read through numerous times.

I'd like to make a motion to accept the Committee's report of this case.

GENERAL SECRETARY-TREASURER HALL: Thank you, Ernie.

Is there a second?

DELEGATE RICK EICHEL, Local 362: Mr. Chairman, I'm Secretary-Treasurer, Local 362, and Joint Council 90 President. I second the motion to accept the Committee's recommendation on this appeal.

GENERAL SECRETARY-TREASURER HALL: It has been moved and seconded to accept the Appeals and Grievance Committee recommendation.

Is there a debate or discussion?

Hearing none, all those in favor of the motion, say aye.

Any opposed, no.

The ayes have it.

The motion is adopted.

(Applause)

Appeal of Stephen Hitchens

COMMITTEE CO-CHAIRPERSON STAPLETON: Thank you. The next appeal is an appeal by Brother Stephen Hitchens, and is submitted as follows:

Brother Hitchens, a member of and Shop Steward for Local 429, appeals a November 16, 2011, decision from the General Executive Board, which upheld a decision from Joint Council 53, finding Hitchens guilty of the charges against Brother Hitchens, filed by Business Agent Paul Concordia. The charges allege that Brother Hitchens disrupted an arbitration preparation meeting with local union counsel or provoked an assault on a fellow member or officer in violation of Article XIX, Section 7(b)(6), of the International Constitution.

The Joint Council found that the arbitration preparatory meeting was a "union meeting" within the meaning of the Constitution, that the preponderance of credible evidence established that Hitchens disrupted the arbitration preparation session and that the meeting had to be rescheduled as a result of Brother Hitchens's actions. On the other hand, the Joint Council did not conclude that the incident rose to the type of level of assault. The General Executive Board affirmed the Joint Council's decision.

Mr. Chairman, the Committee unanimously recommends that Brother Hitchens's appeal be denied.

GENERAL SECRETARY-TREASURER HALL: You've heard the recommendation of the Committee. Is there a motion to adopt? Mike 2.

DELEGATE ERNIE SOEHL, Local 701: Mr. Chairman, I'm President of Local 71 in New Jersey. I'd like to make a motion to accept the Committee's report.

GENERAL SECRETARY-TREASURER HALL: Thank you, Ernie.

Is there a second? Microphone 2.

DELEGATE RICK EICHEL, Local 362: Mr. Chairman, I'm Secretary-Treasurer Local 362, Joint Council 90 President. I second the motion to adopt the Committee's recommendation.

GENERAL SECRETARY-TREASURER HALL: It's been moved and seconded to accept the Appeal and Grievance Committee recommendation.

Is there discussion or debate on the motion?

Hearing none, all in favor of the motion, say aye.

Any opposed, no.

The motion is passed.

Appeal of Thomas Coffey

COMMITTEE CO-CHAIRPERSON PETTIT: Our final appeal is an appeal brought by Brother Thomas R. Coffey, and it is submitted as follows:

Brother Coffey was an elected Business Agent for Local 710 who was discharged as part of personnel decisions made by Local Trustee John Coli. Brother Coffey requested a determination from the General President as to whether an elected Business Agent could be removed by a Trustee without a trial under Article XIX.

The General President issued an interpretation based upon Article VI, Section 5(b) finding that a Trustee has the authority to remove an elected Business Agent without filing charges under Article XIX. The General Executive Board upheld this interpretation of the International Constitution by General President Hoffa.

Mr. Chairman, this Committee concludes that the General Executive Board's decision is well founded in fact and reason, and unanimously recommends that this appeal be denied.

GENERAL SECRETARY-TREASURER HALL: You have heard the recommendation of the Committee.

Is there a motion to adopt that recommendation? Mike 2.

DELEGATE ERNIE SOEHL, Local 701: Mr. Chairman, I'm President of Local 701. I would like to thank again the two Chairs, Claudia and Mike. I'd also like to thank Mike because he had informed us that he's going to be retiring, and I think we should all give him a real hand before I ask for the motion.

(Applause)

With that, Mr. Chair, I'd like to make a motion to accept the Committee's report. Thank you.

GENERAL SECRETARY-TREASURER HALL: Thank you.

Is there a second? Mike 2.

DELEGATE RICK EICHEL, Local 362: Mr. Chairman, I'm Secretary-Treasurer, Local 362, Joint Council 90 President. I second the motion for the Committee's recommendation on this charge.

GENERAL SECRETARY-TREASURER HALL: It's been moved and seconded to accept the Appeals and Grievance Committee recommendation.

Is there any debate or discussion? Any debate or discussion?

Hearing none, all those in favor of the motion say aye.

Any opposed, no.

The ayes have it, the motion is adopted, and thank you.

And thank you, Co-Chairs.

GENERAL PRESIDENT HOFFA: Okay. Our next speaker is a truly inspiring man who's thrilled us with his exploits. Jose Hernandez has been an impressive man, and has a great resume.

As an astronaut he spent two weeks in a space shuttle over 2 million miles away, and this all happened in 2009. Jose earned everything he's gotten through the tough, tough way up.

He started out as a child picking cucumbers with his family in the fields of California in the San Joaquin Valley. His parents were Teamsters, and they were the first ones to make sure that he was out there and became a member of Teamsters Local 601.

He's done a great job. We all welcome him. Here he comes—and then he went on to college. Let's hear it for our man, Jose Hernandez.

(Standing ovation)

JOSE HERNANDEZ
Astronautical Engineer

Good evening, my Brothers and Sisters. It's a privilege and an honor to address you today at the 29th Annual International Convention. I would specifically like to thank President Jimmy, Secretary Hall, our Principal Officer of Local 601, Ashley Alvarado, her Assistant Pablo Barrera, President of Joint Council 7, Rome Aloise, and Principal Officer, 396, Ron Herrera, for inviting me and giving me the privilege of being here with you this afternoon.

I'm here to tell you that the unions, specifically the Teamsters, specifically Local 601 in Stockton, California, mean a lot to me. And I'm here in support of organized labor of the unions because, make no mistake, we are under attack. We are under attack by corporations, we are under attack by billionaire candidates, and we've got to do something about it. We've got to fight back; and so when you think that there's no way out and that they're attacking us, I want you to remember one thing. I want you to remember a recipe that my father gave me when I first wanted to be an astronaut. And I'm going to take you way, way, way back, when I was ten years old.

FOURTH DAY—AFTERNOON SESSION

1972. You ladies out there, I'm 53, so you don't have to do the math, okay?

(Laughter)

Happily married, though.

Ten years old. If you can imagine a ten-year-old kid holding the rabbit ear antenna of a black-and-white TV, vacuum tube technology, you know, those that take five minutes before you see the picture once you turn it on. There I was watching the very last Apollo mission, Apollo 17. If you remember it was when we were sending humans to the moon, and this very last mission, 1972, December, it was Gene Cernan walking on the surface of the moon. And there I was as a ten year old mesmerized, holding that rabbit ear antenna to improve reception as I saw Gene Cernan walk on the moon, hear him talk to Mission Control Houston, hear and see Walter Cronkite narrate that moon walk. And then I would go outside, and I would see the moon out in full glory. Come back inside, see Gene Cernan walk; and I said, "Wow. This is what I want to be. I want to be an astronaut."

And at that time we had just finished transitioning from a migrant farm-working family to a better-paid union job that my father was working as a cannery worker in Tracy, California, Heinz 57.

(Applause)

And that gave him hope. That gave him hope because he moved to a better paying job. Best thing I could have done that evening as we went to bed was to share that newfound dream with my father. As we were walking getting ready for bed, I told my father, "Dad, I know what I want to be when I grow up."

He looked at me, and he said, "What, son?"

I said, "I want to be an astronaut."

Man, he almost tipped over as he was walking, tripped over himself. He said, "You want to be what?"

I said, "I want to be an astronaut."

He said, "Boy, let's go to the cocina," the kitchen.

Only three things happen in our kitchen. One, after school every day my mom makes us do our homework. That was done. Two, we eat dinner as a family. That was done. Three, that's where they throw out punishment. So my eyes got this big.

As I went to the kitchen table, he sat me down right where I do my homework, and he made me justify why I wanted to be an astronaut. And fresh from hearing Walter Cronkite with all the facts and

figures, I said, "Well, Dad, I can't believe that we as humans can send humans to the surface of the moon a quarter million miles away and bring them back home safely. I want to be part of that."

He looked at me, and he says, "I think you can do it." He said, "But if you want to do it, you've got to follow this simple recipe." "

"Fourth, no substitute for education and preparation."

"Fifth and final, he said, "same work ethic you put out in fieldwork, you put it in your books," as he pointed to my books, "and when you graduate, you put it in your job." He said, "You mix that up, that's the recipe to succeed."

And I would add a sixth ingredient. That sixth ingredient is perseverance. You never, never, ever give up on yourselves.

(Applause)

Because I'm here to tell you that NASA rejected me not once, not twice, not three times, but 11 times. It wasn't until my 12th try that I finally formed part of the 19th class of astronauts in 2004. 2009 I had the privilege of being part of a seven-person crew to fly to the International Space Shuttle on a 14-day mission.

(Applause)

I want to show you a short video that summarizes that mission, and they tell me they do have it cued up, so if we can put it on, it will show you just exactly what kind of ride this is.

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

First, the three engines light up, solid rocket boosters light, and you're off to the races. You go from zero to 17,500 miles an hour in eight-and-a-half minutes. The solid rocket boosters are on only for two-and-a-half minutes. They pop off and fall to the ocean with parachutes and are recovered because they're reusable.

The center tank keeps feeding the three engines another six minutes, at which time you reach MECO, main engine cutoff, and eight-and-a-half minutes later you're in zero G, 400 miles above ground, and there you see me give the thumbs up because now I consider myself a bona fide astronaut.

(Applause)

Much like the Teamsters, our crew was an international crew. We had Christer Fuglesang, a Swiss

FOURTH DAY—AFTERNOON SESSION

astronaut, open up the payload bay doors. There you see yours truly putting together the computers that need to be put so we could rendezvous with the International Space Station. Other astronauts are putting together equipment. And for ladies that aspire to be astronauts, this is my colleague, Nicole Stott, looking through binoculars of what's going to be her home for the next three months. We had a crew exchange, left her behind, brought someone home who had been up there for three months.

Once we get about 600 yards from the station, this is the view of the astronauts on the station of us in the shuttle. We then rendezvous, which means physically connect ourselves to the International Space Station. That cylinder you see there in the payload bay door is a cylinder that contains seven tons of equipment that we need to deliver to the International Space Station. That's scientific equipment, experiments, food, water, clothing.

Once we dock to the International Space Station, this allows us to open up the access door where we have this neat little tunnel now that allows us to float from the shuttle to the International Space Station. On our side there's seven astronauts. On the station side there's six astronauts, representing a total of five countries, truly an international effort. So there's 13 astronauts in space during our mission.

The commander, Gennady Padalka, is ringing the bell welcoming us. I assure you they're happy to see us, not because we're good buddies, but because they've been up there for months, and they know we have fresh fruit and vegetables.

(Laughter)

As part of the flight, I was the flight engineer on the mission. So one of my duties was to be one of the two principal robotic arm operators. There you see me remove the cylinder that contains the seven tons of equipment we have to unload to the International Space Station. That was our second objective, aside from the crew exchange. And our third objective was to conduct three space walks.

My colleagues as they went out and conducted the three space walks to continue building the outside of the International Space Station, I basically taxied them on the end of the robotic arm from one place to the other, because the International Space Station, if you see it, it's as big as a football field. This is the view of it from 600 yards. You can see

how big that is. Earth in the background. And you realize we're going 17,500 miles an hour all the time. We circulate the Earth once every 90 minutes.

Once it's time to come home, we let the atmosphere capture us, and here we are coming home as an airplane, a glider, if you will; And, remember, it took off as a rocket, became a space ship, and now we have an airplane, and we're coming home.

The weather was bad in Florida, so we went to our second preferred site, which is my home state of California, Edwards Air Force Base, and we had a landing that was truly terrific. Our Commander, a Marine pilot, great guy. Our other pilot was an Air Force pilot. And you could just see the landing.

I tell you, this was a better landing than my landing a couple days ago here on Southwest. You look at it. It's true. They land just perfect.

(Applause)

So that's just an idea to give you what a space mission to the International Space Station is like. The one thing I just want to tell you is that, you know, I have always, always considered myself a Teamster.

I know in 2012 President Obama reached out to me personally and asked me to run for Congress. I did not run in my home city where I should have ran because we already had a candidate there. They sent me to a predominantly—a district that was dominated by the other party, by 12 points. We only lost by one-and-a-half points, and if you think—if you think that I'm giving up in terms of running for Congress, you got to remember NASA told me no 11 times. It wasn't until the 12th time. So we're going to be back. We're going to seek your support. And God bless all of you.

So thank you very much.

(Standing ovation)

GENERAL PRESIDENT HOFFA: There's a Teamster that's been to space and never forgot his Teamster roots. Isn't that great? Let's hear it for him again. I'll tell you, what else? How impressive. Eleven times.

(Applause)

You know, Teamsters are everywhere. We've got over 70,000 members in our Rail Conference with basically our locomotive engineers, trainmen and maintenance of way workers. And here to tell us about the issues important to these members are In-

FOURTH DAY—AFTERNOON SESSION

ternational Vice President Fred Simpson and President of the Rail Conference, Dennis Pierce.

(Applause)

RAIL CONFERENCE

RAIL CONFERENCE PRESIDENT PIERCE: Thank you, General President Hoffa. Thank you. Good afternoon, Teamsters. On behalf of the more than that 70,000 members of the Teamsters Rail Conference, who belong to our two constituent divisions, the Brotherhood of Locomotive Engineers and Trainmen and the Brotherhood of Maintenance of Way Employees, I want to thank you for the chance to talk to you today about railroad safety.

Members of the Maintenance of Way Division build, repair, and maintain over 250,000 miles of mainline track, a hundred thousand miles of branch line track, and over 80,000 railroad bridges across the United States.

Members of the Locomotive Engineers and Trainmen Division operate freight and passenger trains over those tracks, crisscrossing our nation through cities, towns, mountains and valleys where we all live and work.

INTERNATIONAL VICE PRESIDENT AT-LARGE SIMPSON: Good afternoon, Brothers and Sisters. I have to clarify one point. I was introduced earlier in the week as being from Southfield, Michigan. Well, I love Michigan dearly—I've spent the last 14 years there—but I am from Kentucky, a wonderful state. And I wanted to let you know that.

(Applause)

Having said that, I want to give a shout out to my good friends in Local 651 in Lexington, all the hard-working men and women there. Their Principal Officer Mike Philbeck, Mike Watson, Ron Merrifield, and Mo Minix. They're all here.

Brothers and Sisters, railroading is one of the oldest occupations in North America and continues to be one of the most dangerous. In the five years since our last Convention, we've lost 75 railroad workers. We've had over 21,000 injured on the job. The toll on our members and their families and the safety of the public at large is incredibly high.

That is why the Teamsters Rail Conference—Dennis and I, work closely together in the legislative and regulatory arena. We work hard for our members. Our members are skilled professionals, but our

work is dangerous and difficult. Trains run 24 hours a day, seven days a week, hot, cold, all times of the day and night. Tracks and bridges need inspection and maintenance at all times of the day and night. Fatigue is, unfortunately, our common companion. Train crews have virtually no predictability of schedules. Many maintenance of way crews travel across vast railroad systems spanning thousands of miles. The work is grueling, and the lack of predictability in train crew scheduling and existing travel of maintenance of way crews contribute to the inherent dangers faced by our members every single day on the railroad.

RAIL CONFERENCE PRESIDENT PIERCE: Today you will see a Rail Conference resolution on railroad safety, and BMWED President Simpson and I are going to highlight some of the most important parts of that resolution.

Two of the most significant safety issues for all Rail Conference members are track worker protection and something called "positive train control," or as it's been called, "PTC." PTC is a redundant technology that the National Transportation Safety Board first recommended 40 years ago. And to put it simply, it would keep two trains from being on the same track at the same time.

PTC is a proven technology that can save the lives of locomotive engineers and trainmen that the BLET represents and the lives of the maintenance of way track and bridge workers represented by BMWED. We were reminded of that this week. As I shared with the body on Tuesday, in Amarillo, Texas, this week, we had a head-on collision of two BNSF freight trains.

In the first comments released by the railroad after the accident, their spokesman admitted that the accident that occurred in Amarillo, taking three lives, was the very type of accident that this technology would have prevented. But then he also admitted that they had decided not to implement it on that stretch of track until November. You have to ask yourself how this is allowed to happen.

In the six years that I've been National President of the Brotherhood of Locomotive Engineers and Trainmen, seven BLET Teamsters have died on the job in accidents that would have been prevented by this technology.

At the same time that the railroad released its press

FOURTH DAY—AFTERNOON SESSION

release, they also named the three crew members who perished this week, and I'd like to share with you the names of the two BLET Teamsters. Laura Taylor was 45 years old. She had 12 years with the railroad, and she's survived by her son Jacob.

Cody Owens was 52 years old, 22 years with the railroad. He is survived by his wife, Cynthia, two sons and a daughter.

In the public side, there have been 18 fatalities and over 300 injuries that have been PTC-avoidable in the last short six years. As it does with most safety recommendations from the NTSB, the railroad ignored the recommendations until the accident at Chatsworth that many of you are familiar with. Twenty-five lives were lost when a Metrolink train collided with the Union Pacific train. Congress then took action and they mandated that PTC be installed on the nation's major rail lines by the end of last year, and that was followed by seven years of foot dragging.

When the railroads then threatened to shut down the country, shut down the nation's transport by rail if they were forced to install it by the end of last year, Congress caved in. They extended the deadline for three to five years, and as we found out this week, Teamsters continue to parish in the workplace.

INTERNATIONAL VICE PRESIDENT AT-LARGE SIMPSON: Railroads are multi-billion-dollar industries, yet they continue every effort to cut labor force in search of higher profits. They continue to push for one-person train crews for mile-long freight trains, and they've cut maintenance of way forces to the bone nationwide.

Railroads continue to fight a congressional mandate to provide emergency escape breathing apparatus to train crews carrying poison and toxic chemicals, and they fight every effort we put forward to improve track safety standards. They continue their efforts to loosen on-traffic safety protection for worker, and they continue to fight the congressionally-mandated implementation of Positive Train Control technologies that would prevent over-speed derailments, train-to-train collisions, and protect maintenance-of-way crews along the right-of-way.

RAIL CONFERENCE PRESIDENT PIERCE: But we have to be clear on something. The railroads would have you believe that PTC, if they do have to put it in, should replace crew members; and it does not. There is no replacement for two sets of eyes and

ears in every locomotive cab on the nation's freight railroads.

(Applause)

But the industry would like to pay for PTC on the backs of its employees by eliminating jobs. Your passage of our resolution today will fortify our fight to save Teamster jobs and, more importantly, to save the members' lives of the Teamsters Rail Conference.

In addition, the Rail Safety Improvement Act of 2008 requires railroads to develop, in conjunction with the unions, fatigue mitigation programs. And your support for our resolution will help us compel the railroads to comply with this legislative mandate.

Our resolution also calls upon the FRA and the industry to afford protection to train crews involved in the shipment of high-level radioactive waste and spent nuclear fuel.

INTERNATIONAL VICE PRESIDENT AT-LARGE SIMPSON: Besides the inherent dangers of transportation, rail workers face many other occupational hazards. Rail workers continue their fight to limit the jurisdiction of Occupational Safety and Health Administration. OSHA standards do not apply to the work environment on the locomotive cab, railroad rolling stock or within the confines of the track maintenance equipment.

OSHA inspection and enforcement within the industry is nearly nonexistent due to an existing statement written nearly 40 years ago laying out tentative jurisdiction between OSHA and the Federal Railroad Administration when both agencies were in their infancy. This resolution supports updating the 1978 policy statement between FRA and OSHA in order to bring the broadest safety and health protections to Rail Conference members nationwide.

RAIL CONFERENCE PRESIDENT PIERCE: We ask for your support of this resolution to send a clear message to the railroads and the regulators, and here's what that message is: We will never give up. We will never give in. And we have the strength and the power of 1.4 million members of the International Brotherhood of Teamsters standing with us to bring railroad safety front and center for the benefit of our members and the American public. Thank you.

INTERNATIONAL VICE PRESIDENT AT-LARGE SIMPSON: Thank you.

(Standing ovation)

FOURTH DAY—AFTERNOON SESSION

GENERAL PRESIDENT HOFFA: Thank you, Fred and Dennis.

Mike 2.

DELEGATE DENNIS ALBERS, Local 1162 BMWED: I'm a proud Hoffa-Hall delegate and a member of the BMWED Lodge 1162 and Chairman of the BMWED Allied Federation. And I move a motion to suspend the reading of the resolution and a motion to pass this rail safety resolution, and time to speak.

GENERAL PRESIDENT HOFFA: Is there a second?

DELEGATE STEVE BRUNO, Local 715 BLET: General President Hoffa, I'm National Secretary-Treasurer of the Brotherhood of Locomotive Engineers & Trainmen. I second the motion to suspend the reading of the resolution. And I second the motion to adopt the resolution and I would like to reserve some time to speak on the matter.

GENERAL PRESIDENT HOFFA: Okay. So we're basically not going to read the resolution.

Brother, go ahead and speak on the resolution.

DELEGATE DENNIS ALBERS, Local 1162 BMWED: Thank you, sir. Our members are risking their lives every day when they go to work. Since our last Teamster Convention in 2011, 75 railroad workers were killed on the job, including 34 members of BMWED. Several were struck by trains, others sustained falls from bridges and others died of heat strokes and in vehicle accidents. All of these fatalities were preventable had the railroad provided adequate track-worker protection, bridge-worker fall protection and fatigue mitigation or other protective measures. But the railroad failed these members and their families.

I urge the body to pass this resolution so that the rail safety can be improved and lives can be saved. Thank you.

GENERAL PRESIDENT HOFFA: The other brother wanted to reserve. Go ahead, Brother.

DELEGATE STEVE BRUNO, Local 715 BLET: General President Hoffa, I wanted to reserve the time to speak on this resolution because it's very important to the rank-and-file members of our organization.

A very important part of the rail safety is the implementation of the 40-year-old technology known as positive train control or PTC. The National Transportation Safety Board made that recommendation over four decades ago back in the 1960s.

After the accident in Chatsworth, California, the U.S. Congress passed legislation under the Rail Safety Improvement Act to implement this rail safety and lifesaving technology. And they gave the railroad industry eight years to accomplish that.

In the amount of time it took for the United States to put a man on the moon, the U.S. railroad industry could not implement this basic technology that has existed for over four decades. It's unconscionable that the railroad industry has placed their margin of profits ahead of the lives of the members and dismissed the suffering of the families of our members that they have needlessly endured by refusing to acknowledge the value of this long overdue technology. It's disgusting how the Republican-controlled Congress cowed to the industry lobbyists and postponed the deadline for installation in their own legislation that already gave the industry those eight years to install that technology.

Recent accidents in Goodwell, Oklahoma, the Bronx, New York, and Philadelphia, Pennsylvania, exposed the cruel corporate mentality that places profit ahead of human life. Even as late as yesterday the world witnessed the obvious consequences of this corporate greed.

Now the Republican legislators have turned their back on us once again only to protect the flow of their campaign money from the descendants of the robber barons of the railroad industry. Our members and their families continue to suffer needlessly as smug industry lobbyists watch their Republican servants do their bidding and discount the value of our lives and the lives of the riding public.

I strongly urge support for the resolution. I restate my second to pass the motion. And I call for the question.

GENERAL PRESIDENT HOFFA: Okay. The question has been called. I think we all understand the motion.

All those in favor of the motion on rail safety signify by saying aye.

Those opposed?

It does pass. Thank you very, very much.

(Applause)

New York City's original Teamsters were horse carriage drivers. And thanks to the efforts of Teamsters Local 553, those jobs still exist today, supporting Teamster families in a thriving tourist industry.

The next video tells the story.

... *A video presentation regarding horse carriage drivers was shown to the delegation.*

(Applause)

GENERAL PRESIDENT HOFFA: Let's welcome Teamsters Local 553 President Demos Demopoulos. Tell us more about this.

(Applause)

HORSE CARRIAGE CAMPAIGN

DELEGATE DEMOS DEMOPOULOS, Local 553: Thank you. Thank you very much, General President Hoffa.

Good afternoon, Brothers and Sisters, and greetings from New York Joint Council 16—

(Cheers and applause)

—and Local 553.

We all know that the Teamsters started out with horse and wagon. There are still charters around this country, including one that I have, that says milk wagon drivers, coal delivery men. They were all by wagon. We delivered milk to mortar, stone to steel, and bread to beer by horse wagon.

In New York the Teamsters have come back to those roots. And I'm proud to say that the men and women who drive the famous horse carriages in Central Park are members of Local 553. Over the past few years they've seen the importance of a union and the strength of the Teamsters.

New York City's mayor came into office promising to ban the horse-drawn carriage industry on his first day in office. Well, that was over a year-and-a-half ago. He called them outdated and inhumane. Everyone thought that the industry was toast. The only thing that was standing between these workers and the unemployment line was the Teamsters Union; and we won.

(Applause)

Because there is strength in numbers, we built a coalition that could beat city hall. Every labor union in New York City was behind us. We got the support of every single editorial board, each newspaper, from the *New York Post*, conservative *New York Post* to the liberal *New York Times*, even the *Wall Street Journal*.

You all supported us because the strength of the Teamsters followed the mayor wherever he traveled in this country, from Washington, D.C., to San Fran-

cisco, Iowa, and even Italy and England. Teamsters and labor organizations overseas were handing out leaflets in support of the horse carriage industry in New York.

(Applause)

And we rallied with celebrities like Liam Neeson and Danny Glover, just to name a few. Our members appeared in everything from Spanish newspapers to the Russian talk radio. This story went worldwide. We even got a NASCAR driver to have a "Save the Horses" logo on the hood of his car at Daytona.

(Applause)

At the same time, we did the work behind the scenes lobbying the New York City Council. Two years later the ban is dead. The Horse Carriage Teamsters is strong as ever. And this kind of campaign, the New York Teamsters and our Joint Council 16 President George Miranda —

(Applause)

—that was running in New York to defend our members, organizing and grow our union, and inspired the public to believe in the labor movement again.

These horses are not just New York tradition, they're a Teamster tradition. Teamsters never forget where we come from and we never give up without a fight.

I'd like to introduce to you Steve Malone. Steve Malone is one of the former heads of the Horse Carriage Association. Through our work together I saw so much in him, especially when we were lobbying city hall, I decided to make him a Business Agent some six months ago. So I'm going to bring him up now.

(Applause)

BROTHER STEVE MALONE Horse Carriage Driver

Greetings, Teamster family. And thank you for providing me this platform to tell my story which has become our story.

For those of you that have been following our campaign and were expecting the other six-foot-five, good-looking Irish guy, Liam Neeson, I'm sorry, you're stuck with me today.

My name is Stephen Malone. I'm a proud Business Agent for the strongest Teamster Labor Union, not in America, but in the world. I've also operated my father's business driving a Hansom Cab through Central Park for 29 years.

You see, General President Hoffa, you and I have

FOURTH DAY—AFTERNOON SESSION

never met before, but we share a lot in common. We both share the common goal of preserving what our fathers built.

General President Hoffa, while you stand in front of the most iconic, powerful Teamster logo in the land, with thunder and lightning as the point of that logo, I sit behind my thunder and lightning and operate my iconic business my entire adult life.

Brothers and Sisters, in the 1906 Teamster Convention the horse was declared the heart of the union. It was at that time when the Malone family, located in County Louth, Ireland, started working with horses and were responsible for paving the roads not only through their own town but in towns across Ireland.

My father, Patrick Malone, emigrated here from Ireland in 1964 with all the hopes of finding the American Dream. And I think he did. He became the blacksmith for the carriage industry and he worked seven days a week, seven nights a week, to put food on our table, clothes on our back. In 1967, he was able to purchase his first carriage and drove that carriage seven days a week until 1990, when I negotiated my first contract to take over his business.

(Applause)

Now let's fast forward to December 30th, 2013, when our mayor-elect vowed on the first hour of the first day in office that he would ban my beloved industry. Needless to say, I took that very personally.

So what do we do? We're going to be eviscerated on January 1st, 2014. How do we pay our bills? How do we pay our mortgages? How do we pay our kids' school tuition? How do we support our families? But what will happen to our horses?

You see, Brothers and Sisters, this bill was not only designed to take away my heart, my life, my legacy, it was also designed to take away my horses. That wasn't happening.

Not only did they try to do that, but what does that mean to you? That means when you brought your beautiful families to New York for a nice horse-and-carriage ride through Central Park, you would never have that opportunity.

So what do we do? To quote the Eastern Region Vice President Sean O'Brien who spoke so eloquently yesterday, we rolled up our sleeves, we put our big-boy boots on, we strapped on our top hats, and we went to work. Why did we go to work? Because

we knew the Teamsters had our backs. We knew the Teamsters would never back down from a fight. They rallied our members and emphasized their jobs as priority No. 1.

Your industries and my industries are very similar. We have people from all over the globe that are hardworking, Middle Class, blue-collar families that all they want to do is go to work. Thanks to the Teamsters, the horse and carriages will be operating for many years to come.

So what does a Teamster mean to me? Brothers and Sisters, I'm not supposed to be on this stage today according to the adversaries. I was told I was toast, as Demos said. I was told that what I did was immoral. I was told I was worthless. But the Teamsters, led by General President Hoffa, Vice President Hall, Joint Council 16 President George Miranda, and Principal Officer of 553, Demos Demopoulos, they would not allow that to happen. They refused to quit.

Next to our Teamster logos on our carriages, we have a logo that says, "Never surrender." The leadership of the Teamsters has not only saved my life but preserved my father's legacy, and for that I am eternally grateful.

(Applause)

I wish I could thank everybody in the room. I have a list of a couple of people here that is necessary that I speak to. Joint Council 16 right over here.

(Cheers and applause)

Give them a round of applause, ladies and gentlemen. They didn't know me. They didn't know my story. They didn't know my family. They didn't know my industry. But they stood up shoulder to shoulder, back to back, and they put their time on the line.

(Applause)

Their efforts is what was able to make this possible come true.

(Cheers and applause)

Local 553, my new family, headed by the great Demos Demopoulos, Danny Gatto, Mike Spinelli, Victor Castellano, and Michael Gatto. You have taken me under your wing. You have made my job transition absolutely seamless. We will be forever connected and always know that I've got your back.

Bernadette Kelly, also known as "Machine Gun Kelly," because when the shit hits the fan, Bernadette Kelly comes in and makes everything all right.

(Applause)

FOURTH DAY—AFTERNOON SESSION

She is a tireless worker, as passionate Teamster as there is and fearless and epitomizes what it means to be a Teamster.

President of Joint Council 16, George Miranda.

(Applause)

George Miranda is a giant among men. Your job with us was not easy. Your dedication and protection of our industry, I and my colleagues will never, ever, ever forget and ever will we ever be able to repay you what you did on our behalf.

(Applause)

Principal Officer Demos Demopoulos, the tower of power of Local 553. Demos, you came into our hearts in 2008. You organized our industry. And you were the first person and the only person to deliver on what you promised. You stood up and you held everybody accountable. I am not only proud to call you my friend, my new boss, but my mentor. I love you, Brother.

(Applause)

General President Hoffa, thank you for providing us with your leadership. Thank you for providing us with the necessary resources to be able to defeat this bill that provides a good home, a Teamster-led home, for 300 families in New York City.

And the last person I have to thank is not here, unfortunately. He's in his recliner. I made him the CEO of my company, and that would be my father. My dad, I want to thank him for instilling in me the great morals and values of good, hard work. And for giving me the support and knowledge at a young age that has brought me where I am today.

He always had a saying. He said, "If you do what you love, you never work a day in your life." And I want to thank all of you for allowing me to be able to continue my job so that I never have to work another day in my life.

Thank you very much.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you, Steve, and thank you, Demos.

REPORT OF THE CONSTITUTION COMMITTEE

GENERAL PRESIDENT HOFFA: You should have the Report of the Constitution Committee. The committee met to consider amendments proposed by members and local unions and have recommend-

ed 35 amendments for the consideration of the Convention. As I will explain as we go through them, they are clarifications and they answer questions that have come up over the last five years since our last Convention.

We're going to read the amendments as they appear in order in the Constitution. The first proposal is amendment to Section 2—I'm sorry, Article II, Section 2(a).

Will the reader please read that? It's on page 5 of your book. 5 of your book.

... Reading Clerk Dougherty presented the following:

Section 2(a). Any person shall be eligible to membership in this organization upon compliance with the requirements of this Constitution and the rulings of the General Executive Board. Each person upon becoming a member thereby pledges his honor; to faithfully observe the Constitution and laws of the International Brotherhood of Teamsters, and the Bylaws and laws of his Local Union; to comply with all rules and regulations for the government of the International Union and his Local Union; to faithfully perform all duties assigned to him to the best of his ability and skill; to conduct himself or herself at all times in such a manner as not to bring reproach upon the Union; to take an affirmative part in the business and activities of the Union and accept and discharge his responsibilities during any authorized strike or lockout; that he will not divulge to nonmembers the private business of the Union unless authorized to reveal the same; to never knowingly harm a fellow member; to never discriminate against a fellow worker on account of race, color, religion, sex, age, physical or mental disability, sexual orientation, gender identity, or national origin or any other legally protected group or class; to refrain from any conduct that would interfere with the Union's performance of its legal or contractual obligations; and at all times to bear true and faithful allegiance to the International Brotherhood of Teamsters and his Local Union.

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

Mike 2.

DELEGATE PATRICK KELLY, Local 952: Yeah, Local 952, Orange, California, Joint Council 42. I make a motion that we accept the housekeeping amendments.

FOURTH DAY—AFTERNOON SESSION

GENERAL PRESIDENT HOFFA: Thank you.

Do we have a second?

DELEGATE TIM CUSTER, Local 673: I second the motion.

GENERAL PRESIDENT HOFFA: Any discussion?

All those in favor, signify by saying aye.

Anybody opposed?

It is passed.

The next proposed amendment is Article II, Section 2(f). It's on page 7 of your book.

The amendment provides the General Executive Board with flexibility to deal with ever changing nature of work and the workplace relationship.

Lindsay, please read the amendment.

... Reading Clerk Dougherty presented the following:

(f). Recognizing the ever changing nature of work and the economic trends that are redefining the employer-employee relationship, and with the objective of organizing and protecting all workers under one banner as set forth in Section 2 of this Article, the General Executive Board is authorized to adopt and issue guidelines and standards regarding the acquisition and retention of membership by workers who may benefit through association with the workers represented by this Union. In exercising this discretion, the General Executive Board is empowered when necessity arises, to change, alter, and amend any provision of paragraphs (b) through (d) inclusive of this section.

GENERAL PRESIDENT HOFFA: Do we have a motion?

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I make a motion to accept the amendment.

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

DELEGATE TIM CUSTER, Local 673: I second the amendment.

GENERAL PRESIDENT HOFFA: Any discussion?

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

Those opposed?

None being heard, it does pass. We are amended.

The next one is Article II, Section 2(h), and that's also at page 7.

... Reading Clerk Dougherty presented the following:

(h). Neither the International Union, nor any Local Union or other subordinate body, shall exclude or expel from membership or otherwise discriminate against any individual, or cause or attempt to cause any employer to discriminate against any individual, because of his race, color, religion, sex, age, physical or mental disability, national origin, or sexual orientation, gender identity or any other legally protected group or class. Nor shall the International Union, or any Local Union or other subordinate body, limit, segregate, or classify its membership, or classify or fail or refuse to refer for employment any individual in any way which would deprive or tend to deprive any individual of employment opportunities or would limit such employment opportunities or otherwise adversely affect his status as an employee or as an applicant for employment because of such individual's race, color, religion, sex, age, physical or mental disability, national origin, or sexual orientation, gender identity or any other legally protected group or class.

GENERAL PRESIDENT HOFFA: We have an amendment. We have a motion. Do we have a second?

DELEGATE PATRICK KELLY, 952: I make a motion that we accept the amendment.

GENERAL PRESIDENT HOFFA: Thank you.

Do we have a second?

DELEGATE TIM CUSTER, Local 673: I second the amendment.

GENERAL PRESIDENT HOFFA: Is there discussion?

All those in favor, signify by saying aye.

Those opposed?

None being heard, passed.

The next amendment is Article II, Section 4(b). It's at page 10 of your book. It allows the new members from independent unions to become eligible to run for office.

Please read the amendment, Lindsay.

... Reading Clerk Dougherty presented the following:

(b). In newly chartered Local Unions which have been in existence for less than twenty-four (24) months, a candidate for Local Union office must be a member and in continuous good standing in such

FOURTH DAY—AFTERNOON SESSION

Local Union and must have worked under its jurisdiction as a member for at least half of the period of time since the Local Union was separately chartered by the International Union. The same rule shall apply to members of an independent union, or a union formerly affiliated with an international union other than the International Brotherhood of Teamsters, that merges with an existing Local Union less than twenty-four (24) months prior to the next election of officers, provided the dues rates of the new members have been established in compliance with Article X, Section 3(d).

GENERAL PRESIDENT HOFFA: Motion?

Mike 2.

DELEGATE PATRICK KELLY, Local 592: I make a motion that we accept the amendment.

GENERAL PRESIDENT HOFFA: Do we have a second?

DELEGATE TIM CUSTER, Local 673: I second the amendment, motion.

GENERAL PRESIDENT HOFFA: Okay. Any discussion?

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

Those opposed?

None being heard, the amendment is passed.

The next amendment is Article II, Section 4(h). It's on page 11 in your book. The amendment permits the General President to waive eligibility requirements in an election of a trustee local.

Will you read the amendment, please, Lindsay.

... *Reading Clerk Dougherty presented the following:*

(h). ~~The General Executive Board General President~~, upon good cause shown, may waive any or all of the eligibility requirements in this Section 4 in connection with an election being conducted in a Trusteed Local Union as a preliminary step to the release of the Local Union from Trusteeship, pursuant to the provisions of Article VI, Section 5(i).

GENERAL PRESIDENT HOFFA: Do we have a motion, please?

Mike 2.

DELEGATE PATRICK KELLY, 952: I make a motion we accept the amendment.

GENERAL PRESIDENT HOFFA: Do we have a second?

DELEGATE TIM CUSTER, Local 673: I second it.

GENERAL PRESIDENT HOFFA: Okay. Any discussion?

None being seen. All those in favor, signify by saying aye.

Anybody opposed?

It is amended.

The next proposed amendment is Article III, Section 5(a) 2 and Section 5(b), and they are at pages 13 and 14 of your book. The amendment reflects language resulting from the end of the Consent Decree.

Lindsay, would you read the amendment?

... *Reading Clerk Dougherty presented the following:*

~~Section 5(a)(2). Subject to the provisions of Article IV, Section 4 of this Constitution, if then in effect, the General Executive Board shall have the authority to establish rules and procedures to govern the election of Local Union delegates to any International Union Convention at which candidates for International Union office are nominated, and for the election of International Union officers occurring after 2001. Subject to Paragraphs 19 and 20 of the Final Order and Agreement entered in United States v. International Brotherhood of Teamsters, 88 Civ. 4486 (S.D.N.Y.)(LAP), the General Executive Board shall adopt Election Rules to govern the election of Local Union delegates to any International Convention at which candidates for International Union office are nominated, and for the election of International Union officers. The Rules for any election conducted prior to 2021 shall not differ in any material way from the Rules that governed the 2011 International Officer and Delegate Election, provided, however, that non-material changes to those Rules may be made as necessary to accommodate the new election cycle. The rules shall provide for the appointment of an independent election supervisor, who shall conduct and supervise such elections of delegates to the International Convention, the nomination of candidates for International office at the Convention and the election of International officers. The General Executive Board shall establish and maintain standards sufficient to ensure that the independent election supervisor shall be experienced, effective, and completely independent of the Union, and free from any actual or apparent conflict~~

FOURTH DAY—AFTERNOON SESSION

~~of interest, as provided in Paragraph 13 of the Final Order and Agreement. The authority of the election supervisor shall include the authority to supervise all phases of the International Union delegate and officer elections and to hear and determine any protest arising pursuant to such rules. No individual serving as the election supervisor may be a candidate for any delegate position or International office. Nor may the election supervisor be affiliated with any candidate for any delegate or International office. Nor may the election supervisor be a present or former International Union officer, a present or former paid or non-paid International Union appointee, or an individual who has been an employee of the International Union within the previous ten-year period. The Rules governing the International Union delegate and officer elections shall be designed to ensure a fair, free, and democratic election, and shall be fully consistent with the provisions of this Constitution requiring the election of delegates and International Union officers by direct membership vote, and ensure that every member shall have the right to vote for or otherwise support the candidate or candidates of his choice, without being subject to penalty, discipline or improper interference or reprisal of any kind by the Union or any member thereof.~~

(b). Unless the International Officer and Delegate Elections Rules provide otherwise, any pre-election protest or protest concerning the eligibility of any candidate for delegate or alternate delegate shall be processed in accordance with Article XXII, Section 5(a). Any post-election protest concerning the conduct of any election of delegates or alternates shall be processed in accordance with Article XXII, Section 5(b), except that appeals from decisions of Joint Councils shall be filed with the Credentials Committee no later than forty-eight (48) hours after receipt of such decisions. (The provisions of this subsection may be superseded in the event that the Department of Labor supervises the elections in 2006 or any elections thereafter.)

GENERAL PRESIDENT HOFFA: Do we have a second?

DELEGATE TIM CUSTER, Local 673: I second.

GENERAL PRESIDENT HOFFA: Do we have any discussion?

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

Anybody opposed?

It does pass.

The next amendment is Article III, Section 5(d), on page 15 of your book. The amendment grants Joint Councils greater flexibility in selecting nonvoting delegates to the Convention.

Do we have a motion?

Wait. Wait. Wait. We have to read it.

Would you please read the amendment, Lindsey.

... Reading Clerk Dougherty presented the following:

(d). Joint Councils and State Conferences are entitled to one (1) delegate each, to be selected by the Executive Board of the Joint Council or State Conference from ~~officers on the Executive Board delegates~~ who have been elected as Local Union officers by secret ballot. Such delegates from Joint Councils and State Conferences shall not be permitted to nominate or vote for officers at the Convention.

GENERAL PRESIDENT HOFFA: Okay. Do we have an amendment?

I mean, excuse me, mike 2.

DELEGATE PATRICK KELLY, Local 952: I make a motion we accept the amendment.

GENERAL PRESIDENT HOFFA: Do we have a second?

DELEGATE TIM CUSTER, Local 673: I second.

GENERAL PRESIDENT HOFFA: Okay, we have a motion and a second. Is there any discussion?

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

Those opposed.

The amendment passes.

We now come to Article III, Section 7(a), on page 15, and Article III, Section 5(b) on page 16 of your book. These amendments reflect language resulting from the end of the Consent Decree.

Would you please read the amendment.

... Reading Clerk Dougherty presented the following:

Section 7(a). The General President shall, following the election of delegates preceding each Convention, appoint from the delegates-elect a committee of not less than seven (7) to act as a Credentials Committee. No delegate whose election is subject to

FOURTH DAY—AFTERNOON SESSION

challenge shall be appointed. Said Committee shall meet at the place of holding the Convention at least five (5) days prior to the opening of the Convention. The General President or his representative and the General Secretary-Treasurer shall also be members of said Committee. To this Committee shall be referred all credentials and all appeals regarding any challenges to any delegate's credentials. This Committee shall have a partial or complete report in writing ready for the Convention when it opens. All hearings of the Credentials Committee shall be held in the Convention city or, at the discretion of the Committee, by telephone conference call. The Committee shall have access to all records necessary to resolve appeals concerning delegate elections which have been referred in accordance with Section 5(b) of this Article. Appeals from decisions of the Credentials Committee shall be taken to the Convention for final and binding decision. ~~(These provisions regarding resolution of delegate eligibility appeals may be superseded in the event the Department of Labor supervises the elections in 2006 or any elections thereafter.)~~

(b). At the Convention, it shall be the duty of the Credentials Committee to examine credentials and to make decisions on challenges. It shall be presumed that all delegates who have submitted credentials in the form required to the General Secretary-Treasurer or to the Credentials Committee and whose election is not the subject of a pending challenge or appeal have been properly selected as delegates from their subordinate body. Such delegates may vote upon the acceptance or rejection of the Credentials Committee's report, in whole or in part, and on other matters which come before the Convention. No delegate whose election is the subject of an appeal to the Convention shall vote on any matter coming before the Convention until the appeal is resolved. Only those delegates who are present and seated at the time the report of the Credentials Committee is submitted may vote upon the acceptance or the rejection of such report. ~~(The procedures in Section 7 (a) and (b) for resolving challenges to delegates may be superseded by the Rules for the International Union Delegate and Officer Election, in the event that the Department of Labor supervises the elections in 2006 or any elections thereafter.)~~

GENERAL PRESIDENT HOFFA: Do we have a motion?

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I make a motion we accept the amendment.

GENERAL PRESIDENT HOFFA: Do we have a second?

DELEGATE TIM CUSTER, Local 673: Second.

GENERAL PRESIDENT HOFFA: Okay. We have a motion and a second. Any discussion?

All those in favor of the amendment signify by saying aye.

Anybody opposed?

The amendment is passed.

We are now on Article III, Section 9(a) and Section 9(b), on pages 16 and 17. These amendments reflect language resulting from the end of the Consent Decree.

Please read the amendment.

... *Reading Clerk Dougherty presented the following:*

Section 9(a). Thirty (30) days prior to each Convention, Local Unions, Local Union officers, members in good standing, or the general officers shall have the right to send to the General President proposed amendments or additions to the Constitution, or resolutions, which shall be submitted to the Constitution Committee when it meets. This shall not deprive delegates to the Convention of their right to propose amendments or additions to the Constitution during the Convention or to submit resolutions or amend resolutions during the Convention in accordance with the rules governing the Convention. However, in all instances a proposed amendment or addition to the Constitution, or a resolution or amendment to a resolution shall be referred to the Constitution Committee. The International Union and the United States of America intend the provisions set forth in the ~~Consent Decree~~ Final Agreement and Order entered in *United States v. International Brotherhood of Teamsters, et al.*, 88 Civ. 4486 (S.D.N.Y.) (LAP), to govern future International Union practices in those areas. ~~to the extent paragraph E.17 of said Consent Decree remains in effect.~~ To the extent the International Union wishes to make any changes, constitutional or otherwise, in those provisions, to become effective after the completion of the 2016 election of International Officers, the In-

FOURTH DAY—AFTERNOON SESSION

ternational Union shall give prior written notice to the United States of America through the Office of the United States Attorney for the Southern District of New York. In the event the delegates to the Convention adopt any proposed amendments to the Constitution governing such matters, the International Union shall notify the United States Attorney for the Southern District of New York. If the United States of America then objects to the proposed change(s) as inconsistent with the terms and objectives of the Consent Decree Final Agreement and Order, the United States Attorney for the Southern District of New York may apply to the United States District Court for the Southern District of New York for an order nullifying any such amendment. the change(s) shall not occur; provided, however, that the International Union shall then have the right to seek a determination from the United States District Court for the Southern District of New York, or, after the entry of judgment dismissing the action entitled *United States v. International Brotherhood of Teamsters, et. al.*, 88 Civ. 4486 (S.D.N.Y.) (LAP) from the United States District Court for the Southern District of New York or any other federal court of competent jurisdiction as to whether the proposed changes(s) is consistent with the terms and objectives set forth in the Consent Decree.

(b). Amendments to the Constitution and all other action of the Convention shall be adopted by a majority vote of the delegates present, seated, and voting at the time of submission of the amendment or other proposed action to the Convention. Amendments shall become effective immediately upon their adoption unless otherwise specified in any particular amendment adopted by the Convention or unless such change has been nullified by the United States District Court for the Southern District of New York after a proceeding initiated under Paragraphs A(10) or 38 of the Final Agreement and Order in *United States v. International Brotherhood of Teamsters et. al.*, 88 Civ. 4486 (S.D.N.Y.) (LAP). ~~except as required to comply with the terms of paragraph L.17 of the Consent Decree in *United States v. International Brotherhood of Teamsters et. al.*, 88 Civ. 4486 (S.D.N.Y.) (LAP).~~ , to the extent paragraph L.17 of said Consent Decree remains in effect.

GENERAL PRESIDENT HOFFA: Do we have a motion in support of the amendment?

Mike 2.

DELEGATE PATRICK KELLY, Local 952: To quote Martin Luther King, "Free at last! Free at last!" I make a motion to accept this amendment.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE TIM CUSTER, Local 673: I second the amendment.

GENERAL PRESIDENT HOFFA: Okay, thank you. We've got a motion and a second. Any discussion?

All in favor of the amendment, signify by saying aye.

Anybody opposed?

It is so passed.

(Applause)

Very good. Moving right along here.

We have an amendment, Article IV, Section 2(f) and Section 4, on page 20 and 21. These reflect language resulting from the end of the Consent Decree.

Please read the amendment.

... Reading Clerk Dougherty presented the following:

(f). Each candidate nominated from the floor shall be entitled to an observer at each nomination balloting site. A candidate may not be an observer at a polling place where his name appears on the ballot. The secret balloting shall be conducted pursuant to the duly adopted Election Rules. Candidates and their observers shall have the right to witness the ballot tabulation. The results of the secret ballot nominating elections shall be reported to the Chairman of the Convention, who shall announce the results to the delegates. Objections to the nomination of any officer(s) shall be made immediately upon the announcement of the results. Objections shall be made to the Convention and shall specify the alleged violation and the manner in which the outcome of the nomination may have been affected. Objections shall be resolved by majority vote of the delegates. (These procedures for conducting balloting and resolving objections may be superseded in the event that the Department of Labor supervises the elections in 2006 or any elections thereafter.)

Section 4. At the option and expense of the United States of America, the Election Officer appointed

FOURTH DAY—AFTERNOON SESSION

pursuant to the Consent Decree in United States v. International Brotherhood of Teamsters, et al., 88 Civ. 4486 (S.D.N.Y.) (LAP), may supervise the International Union delegate and officer nomination and election process for the 1996 elections. At the option and expense of the United States of America, the Department of Labor may be substituted for the Election Officer to supervise that nomination and election process. Thereafter, at the option and expense of the United States of America, the Department of Labor may supervise nominations and elections of all International Union officers.

GENERAL PRESIDENT HOFFA: All right. We have an amendment. Do we have a motion in support?

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I make a motion we accept the amendment.

GENERAL PRESIDENT HOFFA: Do we have a second?

DELEGATE TIM CUSTER, Local 673: I second it.

GENERAL PRESIDENT HOFFA: Okay, any discussion?

All those in favor signify by saying aye.

Anybody opposed?

None being heard, the amendment is passed.

(Applause)

Now we have—the next amendment is Article V, Section 1(d), on page 23, and Article V, Section 2, on page 24 of your book. These amendments are called housekeeping items. The first deletes the unused title of General Organizer, and the other deletes unnecessary language regarding travel abroad.

Please read the amendment.

... Reading Clerk Dougherty presented the following:

(d). ~~General Organizers and International Representatives shall be appointed by the General President and while working under his orders shall receive a salary as determined by the General President and reported to the General Executive Board. International Auditors shall be appointed by the General Secretary-Treasurer and shall receive a salary as determined by the General Secretary-Treasurer and reported to the General Executive Board. The total salary of any General Organizer, International Representative, or International Auditor shall not exceed~~

that of the General President. General Organizers and International Auditors appointed after the 1991 Convention shall not receive compensation or allowances from any subordinate body.

Section 2. ~~The General President may travel within North America and abroad for the purpose of promoting the interests and welfare of the International Union and the making of diplomatic contacts with other organizations and institutions. The General Executive Board shall provide for all expenses and allowances of the General President when performing the services mentioned herein. Travel abroad shall be considered a special assignment and the General Executive Board shall have authority to determine the allowances and expenses afforded to the General President, notwithstanding any other provision of this Article.~~

All the provisions of this Section shall be applicable to the General Secretary-Treasurer.

GENERAL PRESIDENT HOFFA: Okay. Do we have a motion in support?

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I guess I'll never be a General Organizer.

I make a motion that we adopt the amendment.

GENERAL PRESIDENT HOFFA: Is there a second?

DELEGATE TIM CUSTER, Local 673: I second.

GENERAL PRESIDENT HOFFA: All right. There's been a motion and a second with regard to the amendments as read.

All those in favor, signify by saying aye.

Anybody opposed?

The amendments are passed.

The next amendment is Article VI, Section 6, on page 30. The proposal deletes the unused title of General Organizer.

Please read the amendment.

... Reading Clerk Dougherty presented the following:

Removal of International Representatives and General Organizers

Section 6. ~~The General President, when he deems it for the best interests of the International Union, is hereby empowered to remove any International Representative, or General Organizer.~~

FOURTH DAY—AFTERNOON SESSION

GENERAL PRESIDENT HOFFA: Do we have a motion?

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I make a motion that we adopt the amendment.

GENERAL PRESIDENT HOFFA: Do we have a second?

DELEGATE TIM CUSTER, Local 673: I second.

GENERAL PRESIDENT HOFFA: Is there any discussion?

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

Anybody opposed?

The amendment is passed.

The next amendment is at Article VII, Section 2(f), on page 33 of your books, and Article VII, Section 7(a), on page 37. These proposals concern the Office of the General Secretary-Treasurer and, first, gives the General Secretary-Treasurer the same right to hire an Executive Assistant as the General President, and the second clarifies the General Secretary-Treasurer's authority to audit Joint Councils and other subordinate bodies.

Please read the amendment.

... Reading Clerk Dougherty presented the following:

(f). The General Secretary-Treasurer may, without the approval of the General Executive Board, appoint and fix the salaries of an Executive Assistant to the General Secretary-Treasurer and one (1) or more Assistants to the General Secretary-Treasurer to carry out his work if he deems it necessary. The conditions of employment and fringe benefits for persons hired in these capacities shall be the same as those established by the General President in accordance with Article V, Section 1(g).

Section 7(a). The books of all Local Unions, Joint Councils and other subordinate bodies may be audited to the extent prescribed by the General Executive Board at least once between Conventions by an International Union Auditor, or by a Chartered or Certified Public Accountant, as directed by the General Executive Board, under the supervision of the General Secretary-Treasurer. For that purpose, the General Secretary-Treasurer shall appoint International Auditors, and their sal-

aries, per diem, and expenses shall be fixed in accordance with the provisions of Article V, Section 1(d), (e), and (g) the number of such Auditors to be determined by the General Executive Board. The General Secretary-Treasurer, when he deems it for the best interest of the International Union, is hereby empowered to remove any International Auditor with the approval of a majority of the General Executive Board.

GENERAL PRESIDENT HOFFA: Do I have a motion?

DELEGATE PATRICK KELLY, Local 952: I make a motion to accept the amendments.

GENERAL PRESIDENT HOFFA: Do we have a second?

Mike 2.

DELEGATE TIM CUSTER, Local 673: I second.

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

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

It does pass. Anybody against it?

None being heard, it does pass.

The next amendment is Article IX, Section 4, on page 41 of your book. This amendment deletes the reference to the unused title of General Organizer.

Please read the amendment.

... Reading Clerk Dougherty presented the following:

Trial of Member Assaulting General Officer, International Representative, or International Auditor or General Organizer

Section 4. Any member or number of members of a Local Union assaulting or injuring a general officer, International Representative, or International Auditor, or General Organizer, shall be tried and, if found guilty, punished by the General Executive Board on such charge in the same manner as hereinafter provided for other trials and punishments by the General Executive Board. If he is found not guilty, his expenses to the place of the General Executive Board meeting shall be paid by the International Union. If he is found guilty, he shall be disciplined as the judgment of the General Executive Board dictates and his expenses shall not be paid. If he desires not to attend his trial, he may submit his

FOURTH DAY—AFTERNOON SESSION

answer or defense in writing to the Board.

GENERAL PRESIDENT HOFFA: Do we have a motion?

Mike 2?

DELEGATE PATRICK KELLY, Local 952: I make a motion that we accept the amendment.

GENERAL PRESIDENT HOFFA: Do we have a second?

Mike 2?

DELEGATE TIM CUSTER, Local 673: I second.

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

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

Any opposed?

The amendment does pass.

The next amendment is to Article X, Section 3(d) (iv), on page 48 of your books. These proposals eliminate retroactive dues increases.

Please read the amendment.

... *Reading Clerk Dougherty presented the following:*

All future dues adjustments shall be calculated based upon the member's hourly earnings rate, flight pay at base rate, or monthly guaranteed salary. The dues rates shall be adjusted in order to maintain a minimum dues rate based upon the formulas set forth above. Dues shall be adjusted whenever an increase in hourly earnings, flight pay at base rate, or monthly guaranteed salary is provided in a collective bargaining agreement, to become effective the first day of the second calendar month following the month in which the increase is implemented. If a contractual wage increase is not implemented on the date provided in the collective bargaining agreement but is subsequently implemented on a retroactive basis, any resulting dues increase shall be implemented as provided above. ~~but shall be effective for the month originally due.~~ The monthly dues of salaried officers, Business Agents, and organizers employed by the Local Union on a full-time basis, shall be equal to the highest rate of dues paid by any member of the Local Union.

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

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I make a motion to accept the amendment.

GENERAL PRESIDENT HOFFA: Do we have a second?

DELEGATE TIM CUSTER, Local 673: I second.

GENERAL PRESIDENT HOFFA: Okay, is there any discussion?

Okay. None being heard, all those in favor of the amendment, signify by saying aye.

Anybody opposed?

The amendment is passed.

The next amendment is to Article X, Section 6 on page 51 of your book. It updates language to reflect the current practice regarding ordering of supplies.

Please read the amendment.

... *Reading Clerk Dougherty presented the following:*

Section 6. All payments of fees and orders for supplies must be made separately on the regular official remittance statement and supply order blank, and payment must be money sent directly to the General Secretary-Treasurer must be sent by Local Union or cashier's check or post office or express money order other authorized form of payment.

GENERAL PRESIDENT HOFFA: Okay. You've heard the amendment. Do we have a motion on the amendment?

DELEGATE PATRICK KELLY, Local 952: I make a motion to accept the amendment.

DELEGATE TIM CUSTER, Local 673: I second.

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

None being heard, all those in favor in support of the amendment, signify by saying aye.

Anybody opposed?

We are amended.

The next recommendation of the Committee is to amend the strike and lockout section of the Constitution, which is Article XII, Section 1(a) and (b) and 1(c), on pages 55 and 56. These amendments clarify a language protecting members' right to ratify bargaining agreements and authorize strikes.

Please read the amendment.

... *Reading Clerk Dougherty presented the following:*

Article XII

**STRIKES, LOCKOUTS CONTRACT
RATIFICATION, WAGE SCALES, DISPUTES
OVER JURISDICTION**

**Strike Action by Local Unions
Ratification of Local Union
Collective Bargaining Agreements**

Section 1(a). When any difficulty or dispute arises between the members of any Local Union and their employers, it shall be the duty of the officers of such Local Union to use every possible means of achieving a settlement or resolution of the difficulty or dispute through the processes of collective bargaining.

(b). Members shall have the right to ratify the collective bargaining agreement negotiated by their Local Union with their employer, subject to the provisions of Sections 3 and 11 of this Article. Agreements shall either be accepted by a majority vote of those members involved in negotiations and voting, or a majority of such members shall direct that further negotiations be conducted. before a final vote on the employer's offer is taken, as directed by the Local Union Executive Board. During negotiations, the Local Union Executive Board may order a secret ballot strike vote to be taken to determine whether the affected members authorize a strike or to obtain the members' views on an employer proposal. If such interim votes are conducted before the Executive Board has determined that the employer has made a final offer, a majority of the members voting shall determine the question voted upon, and

The Local Union Executive Board shall determine when, in the judgment of the Local Union Executive Board, whether an employer has made a final offer of settlement, regardless of the employer's characterization. When the Local Union Executive Board has determined that an offer is "final", such offer must be submitted to the involved membership for a secret ballot vote as hereinafter provided:

(1) If at least one half of the members eligible to vote cast valid ballots, then a cumulative majority of those voting in favor of the final offer shall result in acceptance of such offer; and a cumulative majority of those voting against acceptance of the final offer shall authorize a strike without any additional

vote being necessary for such strike authorization. In the event of a tie vote on either a motion to accept a final offer or to strike, the Local Union Executive Board shall conduct a second vote. If the result of the second vote is a tie, the Local Union Executive Board shall have the discretion to either accept the final offer or reject the final offer and authorize a strike at such time as it determines.

(2) If less than half of the eligible members cast valid ballots, then a two-thirds (2/3) vote of those voting shall be required to reject such final offer and to authorize a strike. The failure of such membership to reject the final offer and to authorize a strike as herein provided shall require the Local Union Executive Board to accept such final offer or such additional provisions as can be negotiated by it.

(c). When the final offer has been rejected in accordance with this Section, it shall constitute authorization for a strike. The Local Union Executive Board shall have the discretion to call a strike at such time and under such terms and conditions as the Local Union Executive Board it may determine, recognizing that applicable law may require additional conditions to be satisfied before a lawful strike may be conducted.

Any question arising from the application or interpretation of this Section shall be decided by the General President whose decision shall be final.

GENERAL PRESIDENT HOFFA: Do we have a motion to accept the amendment?

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I make a motion that we accept the amendment.

GENERAL PRESIDENT HOFFA: Do we have a second?

DELEGATE TIM CUSTER, Local 673: I second.

GENERAL PRESIDENT HOFFA: Okay. We've got a motion and a second. Any discussion?

Appears to be none. All those in favor of the amendment, signify by saying aye.

Anybody opposed?

The amendment does pass.

The next article is Article XII. This is the next amendment. Article XII, Section 7 and 10, on pages 62, 63, and 64 of your book. These amendments clarify the authority of Division Directors to review

proposed contracts or collective bargaining agreements to maintain standards and legal protection of members' rights.

Please read the amendment.

... Reading Clerk Dougherty presented the following:

Wage Scales and Approval Thereof
Protection of Standards

Section 7 (a). Two (2) copies of proposed collective bargaining agreements with a company in an industry in which there is an area standard established by pre-existing agreements, or amendments thereto, shall be submitted to the Joint Council for approval before submission to the employer or members for ratification. The Joint Council may also direct any affiliate to submit two (2) copies of any proposed collective bargaining agreement for review, under such condition as the Joint Council determines. If no Joint Council exists, proposals shall be submitted to the State Conference for its approval. In those cases where the proposed agreement is for operations which are already subject to an area-wide agreement, or a prospective area-wide agreement is already planned, the proposed agreement shall be submitted to the Director of the appropriate Trade Conference or Division for approval before submission to the employer or members for ratification.

(b) Where multiple Local Unions have negotiated contracts with a company that collectively establish a standard for wages, conditions of employment or protection of employee rights, a Local Union negotiating a contract with that company shall submit a copy of a proposed contract to the Director of the appropriate Trade Conference or Division for approval before submission to the members for ratification. The Director shall determine whether acceptance of the proposed contract will adversely affect the conditions established by the existing collective bargaining agreements, or imperil the ability of other affiliated Local Unions to maintain the existing contractual conditions. In the event the Director determines that a proposed collective bargaining agreement would have such an adverse effect on existing contracts or affiliates, the Director shall notify the General President and may direct the Local Union to refrain from submitting the proposed agreement to the members for ratification.

(c) Local Unions shall advise the employer in writing of the provisions of this Section at the start of bargaining.

Section 10. In such instances where the General ~~President Executive Board~~ receives information of the proposed execution of an agreement which affects the interests of either the members involved or any other members of the International Union by providing working conditions or earnings less than those prevailing in the area, or with a particular company, or otherwise erodes the protections of employee rights embodied in existing collective bargaining agreements as set forth in Section 7(b), it he shall have the power to hold a hearing on such matters and may, by a majority vote, direct the subordinate body to refrain from executing such agreement, and in such circumstances no proposed agreements shall become valid and binding unless specifically approved by the General President Executive Board. When such action is contemplated or taken, the employers involved shall be promptly notified of the necessity of specific approval by the General President Executive Board before the agreement involved may become valid and binding. A decision by the General President pursuant to this Section may be appealed to the General Executive Board by the Local Union that has negotiated the proposed agreement

The General Executive Board shall also have the power to take such disciplinary action as it deems necessary, after proper notice according to this Constitution, against either the Local Union or its officers, including without limitation, the imposition of a trusteeship or a transfer of the Local Union's jurisdiction, in those cases where it finds that a subordinate body or its representatives have without cause executed agreements which adversely affect members of this International Union. Where the General Executive Board has transferred jurisdiction pursuant to this Section, the Local from whose jurisdiction the employer has been removed shall assist the Local into whose jurisdiction the employer has been transferred to obtain recognition by the employer and any necessary authorizations from the affected members. Failure of the Local Union from which jurisdiction has been transferred to cooperate with the new Local Union shall be considered non-compliance with the General Executive Board's decision.

FOURTH DAY—AFTERNOON SESSION

Local Unions shall advise the employer in writing of the provisions of this Section at the start of bargaining.

GENERAL PRESIDENT HOFFA: Is there a motion?

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I make a motion that we adopt the amendments.

GENERAL PRESIDENT HOFFA: Is there a second?

DELEGATE TIM CUSTER, Local 673: I second.

GENERAL PRESIDENT HOFFA: Is there any discussion?

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

Anybody opposed?

The amendment is adopted.

The next amendment is from Article XII, Section 14, at pages 64 and 65 of your books. This amendment increases out-of-work benefits and shortens the waiting period before members are eligible to receive strike benefits.

Also, Article XII, Section 15(e), on page 66 of your book, which increases strike benefits for newly organized members seeking first contracts.

Please read the amendments.

... *Reading Clerk Dougherty presented the following:*

Section 14(a). There shall be established a dedicated Strike and Defense Fund, assets of which shall be utilized to support members engaged in collective action to obtain recognition, obtain and/or protect wages and benefits through the negotiation of collective agreements, enforce collective bargaining agreements, and/or members who have been locked out by their employers. Fifteen percent (15%) of the annual per capita tax paid in accordance with Article X, Section 3(b), excluding the amount of per capita tax paid on members in Teamsters Canada and members employed in the public sector who do not have the legal right to strike, shall be transferred to the Strike and Defense Fund. The General Secretary-Treasurer shall adopt procedures for maintaining and administering the separate Strike and Defense Fund, subject to the approval of the General Executive Board.

Out-of-work benefits in strikes recognized as

properly subject to the payment of out-of-work benefits or relief in cases of lockouts, etc., shall be paid to all members not in arrears for dues in excess of one (1) month and otherwise in good standing, who are members of a Local Union not more than one (1) month in arrears in per capita tax, at the rate of ~~four~~ ~~(4)~~ five ~~(5)~~ times the dues rate upon which per capita tax is calculated, with a minimum benefit of one hundred ~~fifty~~ ~~(50)~~ dollars ~~(100.00)~~ (150.00) per week. Such out-of-work benefits will be payable at the end of the eighth (8th) day of a strike or lockout on a daily pro-rated basis until the fourth (4th) day of the second (2nd) week of the strike or lockout, after which, in the case of a strike or lockout that continues longer than eleven (11) days, a full week's benefit shall be paid, except that in the last week of a strike or lockout ending before the fourth (4th) day of the week, benefits shall be paid on a daily pro-rated basis. no case shall a fraction of a week's out-of-work benefits be allowed nor the first (1st) week of a strike or lockout be paid for; provided, that in the last week of a strike the first four (4) days or more of such strike shall be considered a week. A dues arrearage of not more than one (1) month, and current dues shall be deducted from the first (1st) payment of benefits and fully credited to the member or members so in arrears so as to maintain such member or members in good standing and preserve his or their rights, if any, to financial benefits. All eligible members shall be entitled to the out-of-work benefits provided for herein for such a period of time as the General Executive Board shall determine.

(e). Notwithstanding the provisions of this Constitution, out-of-work benefits may be paid to employees who have designated the International Union or a subordinate body as their collective bargaining agent in connection with organizing campaigns, even though the employees have not yet become members; subject, however, to the condition that there is otherwise full compliance with all other applicable provisions of the International Constitution concerning the payment of out-of-work benefits. Any out-of-work benefits paid under this subsection shall be paid at a minimum rate of one hundred fifty ~~(50)~~ dollars ~~(100.00)~~ (150.00) per week.

GENERAL PRESIDENT HOFFA: Okay, Mike 2, do we have a motion?

Mike 2?

... *Shouts of "Mike 3!"*

FOURTH DAY—AFTERNOON SESSION

DELEGATE PATRICK KELLY, Local 952: I proudly make the motion to accept these amendments.

GENERAL PRESIDENT HOFFA: All right. The way I want to do this is let's pass this first one, we'll get a motion and a second. If you want to propose an amendment, you're more than happy to. We haven't proposed it. Just hold on. Let us do—get a motion and a second. We'll ask for discussion; and if you have a motion, we'll be glad to hear it.

Let's do that. We have a motion. Let's have a second.

DELEGATE TIM CUSTER, Local 673: I second the amendment.

GENERAL PRESIDENT HOFFA: Okay. Is there any discussion?

Mike 3.

DELEGATE FRED ZUCKERMAN, Local 89: We have an amendment to the amendment.

(Chorus of boos)

It says, "Such out-of-work benefits shall be payable at the end of the first week and each subsequent week of a strike or lockout and a fraction of the week's benefits be paid for," and I move for that amendment to be passed.

GENERAL PRESIDENT HOFFA: Do you have a second?

Do you have a second?

Mike 1. All right.

Mike 1, go ahead.

DELEGATE BOB RANDALL, Local 559: Thank you, Mr. Chairperson.

(Chorus of boos)

I second the amendment to the amendment, and I would like to speak on it, sir.

GENERAL PRESIDENT HOFFA: All right. We have—everybody here, we have an amendment to an amendment which I would like to vote. Let's have a discussion on the amendment to the amendment.

Go ahead. Go ahead, Brother, on 1. You wanted to talk?

GENERAL PRESIDENT HOFFA: Is there a discussion on the amendment to the amendment?

Go ahead. Go ahead, Brother, on 1. You wanted to talk?

UNIDENTIFIED DELEGATE: Thank you, sir. We all support the striker's security package to increase weekly strike benefits. I support the amend-

ment from Fred Zuckerman and Teamsters United to provide strike benefits starting the first week of a strike, including strikes for union recognition. Let's use our powerful Strike Fund to help Teamsters and new members win strikes.

GENERAL PRESIDENT HOFFA: All right. Any other discussion?

(Applause)

All right. Yes, mike 2.

DELEGATE DENNIS TAYLOR, Local 355: General President Hoffa, I'm from Local 355 in Baltimore, Maryland.

When you assumed office in 1999 we had no Strike Fund. Under your leadership and through the actions of the delegates at the 2002 Special Convention, we now have a strong Strike Fund.

By 2011, the Fund has grown to almost \$100 million. Today it stands at \$150 million. Increasing our members' strike benefits sends a strong message to the employers that Teamsters are prepared to fight and win.

I believe these meaningful changes will help our members in the most difficult situations, including situations securing first contracts for newly organized members.

Mr. President, I was there in 1991. I saw the bidding war. We broke the Strike Fund. My members that went out on strike in 1997 got almost nothing as a result of this bullshit.

(Applause)

GENERAL PRESIDENT HOFFA: Okay. Any other discussion on the amendment?

Let's be clear. We're voting on the amendment to the amendment by Fred Zuckerman. Do we understand that? Okay.

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

All those opposed to the amendment to the amendment?

The voice vote, it is overwhelmingly defeated. Okay.

(Cheers and applause)

Now, we will go back now to the original amendment—I mean, the original amendment that we were talking about, which we have a motion and a second on; and is there any discussion on that amendment?

Mike 2.

UNIDENTIFIED DELEGATE: Mr. President, I

FOURTH DAY—AFTERNOON SESSION

come before this body to support that amendment to increase the strike benefits. No one knows any better than 46 Teamster Local 627 members that were locked out shortly after our 2011 Convention.

They worked at Emerald Performance Materials Company in the small river town Henry, Illinois, and were owned by Sun Capital Investments, two brothers in Boca Raton, Florida, kind of the Gekko Wall Street individuals that are multibillionaires, who come in and buy different plants, manufacturing companies, chemical plants, you name it. And they hold those companies for a period of years. They don't put any money into them. They let maintenance go, they let the business completely deteriorate, so at some point they can sell it and make a profit, either sell it in whole or sell it in part.

When they came into negotiations in 2011, they had been unsuccessful in being able to sell the plant, so they decided in order to make it more appealing and attractive to be able to sell it, they wanted to gut our contract by tens of thousands of dollars a year for each employee working there.

Of course, we wouldn't agree to that. Our Secretary-Treasurer Greg Wheat that was chairing those negotiations didn't agree to it. Consequently, they locked us out.

The reason I talked about this so long is this was a long, protracted battle. We reached out to your office, Mr. President. You told us that we had any department in the International to our beck and call in this fight to help our 46 members in Henry, Illinois—Capital Strategies corporate campaigns, Kearns Zalinko, Andy Banks, all their staff, Organizing Department. We had to figure out how this company, all their holdings—you know, this investment company, who all their holding companies were, and how we could strategize to effectively be able to bring them to their knees and end the lockout.

It took months and months of strategizing, hand billed all over the country, local unions hand billed for us. We ended up going to France, met with the heads and money managers of foreign pension funds who had lent money to Sun Capital Investments, and ultimately, happy to report, after seven months were able to force that company to its knees and successfully end a seven-month lockout.

... *The delegates began shouting.*

The importance—the importance of having the increased strike benefits—

GENERAL PRESIDENT HOFFA: Let's have some order here. Calm down over there. Sergeant-at-Arms, just address them and make sure of the problem. Calm everybody down.

UNIDENTIFIED DELEGATE: The importance of increasing the strike benefits and passing this resolution is this: The companies we fight on a day-to-day basis, they have the resources to be able to have a long, protracted fight and know that they'll be able to force our members off the picket line and back to work and take contracts that are concessionary.

In this particular dispute, not only did we have the out-of-work benefits from the International, in Illinois when you're locked out, our people also were able to receive unemployment benefits, so the two—those two things were very instrumental in helping our members be able to survive that fight until we could ultimately get a contract.

However, we don't—we're not talking about just having lockouts. Lockouts and strikes where our members don't have the benefit of Strike Funds and unemployment, they rely pretty much solely on Strike Funds; so, therefore, it's in our members' best interest that this resolution be passed, that we raise these strike benefits. Thank you very much.

GENERAL PRESIDENT HOFFA: Thank you. Thank you.

Mike 6.

UNIDENTIFIED DELEGATE: General President Hoffa, fellow delegates, Brother Zuckerman's little speech up there and charade, he's got a very short memory or selective memory. I was there in '91. I saw how they highjacked TDU highjacked the Strike Fund and broke it.

Now TDU gets up and wants to put their own amendment forward after we sat through the whole Constitution Committee, and he voted for it.

So move the motion, call the question. Shut down this political charade.

(Standing ovation)

GENERAL PRESIDENT HOFFA: All right. All right. All right. So we're clear, we are voting on the original amendment. We know that the amendment to the amendment was defeated, so this is on the original amendment.

All those in favor, signify by saying aye.

FOURTH DAY—AFTERNOON SESSION

Those opposed?

Okay. The amendment does pass. Thank you.

The next amendment is Article XII, Section 16(b).

... *Reading Clerk Dougherty presented the following:*

(b). The Local Union Secretary-Treasurer shall immediately notify the General Secretary-Treasurer of the beginning date of a strike or lockout. The General Secretary-Treasurer shall, on or about the end of the second (2nd) week and each succeeding week of strike or lockout, forward to the Local Union Secretary-Treasurer or his deputy checks a ~~check covering a sufficient amount to pay each member's weekly week's~~ benefits, and he shall also furnish the Local Union with sheets in duplicate, listing all members declared eligible by the Local Union Secretary-Treasurer.

GENERAL PRESIDENT HOFFA: Okay. There's an amendment that's been put forth.

Do we have a motion to approve it?

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I make a motion to pass the amendment.

GENERAL PRESIDENT HOFFA: Do we have a second?

DELEGATE TIM CUSTER, Local 673: I second it.

GENERAL PRESIDENT HOFFA: Thank you. We have a motion and a second.

Do we have any discussion?

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

The amendment is passed.

The next proposed amendment we will take up will be Article XIV, Section 3, on page 73 of your books. The amendment clarifies that union membership is not restricted to workers who are covered by a collective bargaining agreement.

Donna-Lynn, can you basically read the amendment?

... *Reading Clerk Dalton presented the following:*

Section 3. Every member covered by a collective bargaining agreement at his place of employment authorizes his Local Union to act as his exclusive bargaining representative with full and exclusive power to execute agreements with his employer gov-

erning terms and conditions of employment and to act for him and have final authority in presenting, processing, and adjusting any grievance, difficulty, or dispute arising under any collective bargaining agreement or out of his employment with such employer in such manner as the Local Union or its officers deem to be in the best interests of the Local Union, all subject to Article XII and other applicable provisions of the International Constitution relating to such matters. The Local Union and its officers, business representatives, and agents may decline to process any grievance, complaint, difficulty, or dispute if in their reasonable judgment such grievance, complaint, or dispute lacks merit. The provisions of Article XII, relating to area, multi-area, national, company-wide, or industry-wide contracts, shall supersede any provision of this Section.

This Section is neither intended, nor shall it be construed, to require a member who is not covered by a collective bargaining agreement to authorize a Local Union to act as his exclusive bargaining representative.

GENERAL PRESIDENT HOFFA: Okay. We have the amendment. Do we have—do we have a motion?

Motion, Mike 1.

DELEGATE PATRICK KELLY, Local 952: I make a motion to accept the amendment.

GENERAL PRESIDENT HOFFA: Do we have a second?

DELEGATE TIM CUSTER, Local 673: I second.

GENERAL PRESIDENT HOFFA: Is there any discussion?

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

Anybody opposed?

The amendment does pass.

All right. Here we go. We next consider a proposed amendment of Article XIX, Section 2(a) and 2(b), and they are at pages 86 of your books. The amendment clarifies that appeals on disciplinary matters can be filed by electronic mail. Please read the amendment.

... *Reading Clerk Dalton presented the following:*

Section 2(a). In the event disciplinary action is taken against the accused, he or she may take an appeal

FOURTH DAY—AFTERNOON SESSION

from the decision of the Local Union Executive Board to the Executive Board of the Joint Council, if one exists; otherwise the appeal shall be taken to the General Executive Board. Appeals from decisions of the Executive Boards of Joint Councils may be taken to the General Executive Board. As to all other matters not specifically excluded herein, appeals from decisions of the General Executive Board may be taken to the next Convention. There shall be no further appeal from the decision of the Convention.

All manner of appeals shall be taken within fifteen (15) calendar days from the date the decision is placed in the mail or otherwise transmitted to the interested parties. Appeals shall be considered to be filed on the date postmarked, if served by mail, or the date transmitted, if served by facsimile or electronic mail. ~~Appeals may not be served by electronic mail.~~

(b). The appellant shall mail or serve by facsimile or electronic mail a written notice of such appeal to the Secretary of the body to which the appeal is directed. No specific form or formality shall be required except that such notice shall clearly state an appeal is being taken from the particular decision rendered in the particular case. Any party electing to appeal to the Convention, where such appeal is permitted, must notify the General Secretary-Treasurer within the time limit set forth in Section 2(a) of this Article. Pending any appeal, the decision appealed from shall remain in full force and effect. Appeals shall be heard either on the record made before the trial tribunal or by a retrial, at the discretion of the body hearing the appeal. Where an appeal is heard by a Joint Council or the General Executive Board as a trial or retrial, a verbatim recording shall be made in a manner selected by the hearing panel. The hearing panel shall have the authority to exclude any method of verbatim recording not authorized by it. All parties shall have access to the hearing record on an equal basis.

GENERAL PRESIDENT HOFFA: Okay. We have the amendment. Do we have a motion? Mike 2.

DELEGATE PATRICK KELLY, Local 952: I make a motion to approve the amendment.

GENERAL PRESIDENT HOFFA: Thank you. Do we have a second?

DELEGATE TIM CUSTER, Local 673: From Local 673, I second the motion.

GENERAL PRESIDENT HOFFA: Is there any discussion?

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

Okay. Anybody opposed?

It does pass. The amendment is passed.

Okay. Next we'll take up the amendment of Article XIX, Section 4(d). It's on page 89. The proposed amendment clarifies what constitutes a majority when the GEB considers charges against a member of the GEB. Please read the amendment.

... *Reading Clerk Dalton presented the following:*

(d). Trial of elective International Union officers shall be only before the General Executive Board at such time and place as fixed by the General Executive Board. The officer charged shall be found guilty only on a two-thirds (2/3) vote of the uninvolved members of the General Executive Board who have heard the charges and voted in support of, or in opposition to, the charges. Appeals from the decisions of the General Executive Board shall be to the Convention. Charges against a majority of the members of the General Executive Board shall be filed with the Convention.

Charges against elective officers of the International Union or any subordinate body shall be limited only to those activities or actions occurring during their current term of office, and only those activities and actions occurring prior to their current term which were not then known generally by the membership of the International Union or the subordinate body in the case of an officer of a subordinate body.

GENERAL PRESIDENT HOFFA: Okay. Do we have a motion? Mike 2.

DELEGATE PATRICK KELLY, Local 952: I make a motion to accept the amendment.

GENERAL PRESIDENT HOFFA: Do we have a second?

DELEGATE TIM CUSTER, Local 673: I second.

GENERAL PRESIDENT HOFFA: Okay. Is there any discussion?

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

Those opposed?

None being heard, the amendment passes.

The next amendment to Article XIX, Section 14,

beginning at page 96. The amendment replaces the IRB. Please read the amendment.

... Reading Clerk Dalton presented the following:

Independent Disciplinary Officers

Independent Review Board

Section 14(a). There shall be an independent disciplinary system consisting of one Independent Investigations Officer and one Independent Review Officer ("Disciplinary Officers"). The term of each officer shall be five (5) years from the date of appointment. Appointees shall meet the qualifications set forth in Paragraph 26 of the Final Agreement and Order in *United States v. International Brotherhood of Teamsters*, 88 Civ. 4486 (LAP). The Disciplinary Officers may not be removed from office during their terms absent good cause. If the International Union seeks to remove a Disciplinary Officer for cause, it shall promptly provide notice to the United States Attorney for the Southern District of New York ("United States Attorney") of its intent to effect removal and the reasons therefore. Upon expiration of the current terms of office, Disciplinary Officers who satisfy all of the conditions set forth in Paragraph 26 of the Final Agreement and Order may be appointed by the General President, without the consent of the United States Attorney, provided sufficient advance notice is given to the United States Attorney.

The Disciplinary Officers shall have the authority to exercise any investigative and disciplinary authority specified in the Final Agreement and Order, including but not limited to, the authority vested in the General President, General Secretary-Treasurer and General Executive Board, as well as the authority previously exercised by the Independent Review Board, and any and all applicable provisions of law. The Disciplinary Officers shall have the authority to hire such staff, including investigators and attorneys, as they deem necessary to carry out their functions.

All officers, members, employees, and representatives of the International Union and its affiliated bodies shall cooperate fully with the Disciplinary Officers in the course of any investigation or proceeding undertaken by it. Unreasonable failure to cooperate shall be deemed to be conduct which brings reproach upon the Union, and which is thereby with-

in the investigatory and decisional authority of the Disciplinary Officers.

~~Following the certification of the results of the 1991 election of International Union officers, there shall be established an Independent Review Board consisting of three members. The General President, with General Executive Board approval, shall appoint a member of the Review Board. Another member shall be appointed by the Attorney General of the United States. The third member shall be selected by the International Union's and Attorney General's appointees. The initial term of office of each Review Board member shall be until the completion of the 1996 International Convention, and thereafter the term of office shall be five years. Each Review Board member may be reappointed to additional terms by that member's appointing entity. No Review Board member may be removed from office except upon application to a federal court of competent jurisdiction alleging malfeasance or dereliction of duty. In the event of a vacancy during a term of a member of the Review Board, a replacement shall be selected in the same manner as the person who is being replaced was selected.~~

(b). The Independent Investigations Officer:

(1) Shall investigate any allegations of corruption, including but not limited to bribery; extortion; embezzlement; use or threats of force or violence against members to interfere with or extort their rights under this Constitution or their union democracy rights under applicable law, including their right to assemble, express their views, vote, seek election to office, support the candidates of their choice, and participate in the affairs of the Union; acceptance of money or other things of value from any employer or any agent of an employer, in violation of applicable law; and any act of racketeering activity, as defined in applicable law; aiding and abetting any act of racketeering, including the extortion of members' union democracy rights as defined by applicable law; any allegations of domination, control, or influence over any affiliate, officer, member, employee, or representative by any organized crime family or any other criminal group; any allegations of knowing associa-

FOURTH DAY—AFTERNOON SESSION

tion with any person enjoined from participating in union affairs; and any failure to cooperate fully in any investigation of the foregoing.

- (2) Shall issue, upon completion of an investigation that leads to a conclusion that actions by the International Union or an affiliated body are warranted, a written report detailing its findings, charges, and recommendations concerning discipline of officers, members, employees, and representatives, and concerning recommendations that any affiliated subordinate body be placed in trusteeship.
- (3) Shall refer in writing any findings, charges, or recommendations regarding discipline or trusteeship matters to an appropriate Union entity for review, investigation, or appropriate action. The Independent Investigations Officer may designate any such matter as an original jurisdiction case for the General President to review. Copies of all written referrals shall be sent to the General President, General Executive Board, and the United States Attorney. The Union entity to which the matter has been referred shall promptly take whatever action is appropriate under the circumstances and shall, within ninety (90) days of the referral, make written findings setting forth the specific action taken and the reasons for that action.
- (4) Shall issue an annual report to the International Union and the United States Attorney addressing the functioning of the disciplinary system, the International Union's compliance with the Final Agreement and Order and any other matter he/she considers appropriate.

Hearings resulting from Independent Investigation Officer referrals before a Union entity shall be conducted under rules and procedures consistent with the requirements of Article XIX of this Constitution and applicable law, except that the charged parties shall have the right to be represented by legal counsel, or by a fellow member of the Union, at their option.

(b). ~~The Independent Review Board~~ The Independent Review Officer:

(1) Shall decide all cases referred to him/her in accordance with the Final Agreement and Order and affirm, reverse, or modify any decision on appeal from a ruling of the General Executive Board or any subordinate affiliated body.

(2) May grant an extension of the ninety (90) day period for taking action on a matter referred to the General President or a subordinate entity upon request for good cause.

(3) Shall review disciplinary decisions in matters referred to the International Union by the Independent Investigations Officer. If, in the Independent Review Officer's sole judgment, the Union entity to which a matter has been referred has not pursued or decided the matter in a lawful, responsible, or timely manner, or that a decision is inadequate in the circumstances, the appropriate Union entity shall be notified and shall within twenty (20) days of receipt of the notice, set forth in writing any and all additional actions it has taken or will take to correct the defects set forth in the notice and specify a timetable for such additional actions to be completed.

(4) Shall promptly convene a de novo hearing on the matter, after adequate prior notice to all affected parties, if the Independent Review Officer concludes that the Union entity has not responded or that the additional actions it has taken or will take are inadequate to remedy the defects previously identified. The Independent Review Officer shall issue a written decision with respect to any matter on which a hearing has been conducted before him/her. Such decisions shall be final and binding and shall not be subject to further review under this Constitution. Hearings shall be governed by the Disciplinary Rules approved by the Court and appended to the Final Order, which shall remain in effect unless any material change proposed by the International Union is approved by the United States Attorney. The charged parties shall have the right to be represented by legal counsel, or by a fellow member of the Union, at their option. The appropriate Union entity shall take all action which is necessary to implement the Independent Review Officer's decision, consistent with this Constitution and applicable federal laws.

(5) Shall review and approve or reject any proposed settlement of a charge referred by the Independent Investigations Officer, between the individ-

FOURTH DAY—AFTERNOON SESSION

ual or Union entity charged. The Independent Investigations Officer, the individual or Union entity charged, and the International Union shall have the right to be heard by the Independent Review Officer in connection with his/her decision whether to approve a proposed settlement.

(6) Shall prepare and distribute to the membership annual reports of the work of the Disciplinary Officers, which shall include detailed descriptions of the disciplinary, trusteeship, compliance, and other actions taken by the Disciplinary Officers during the preceding year, including a summary of the number and types of charges referred by the Independent Investigations Officer, the disposition of those charges, and an analysis of those dispositions as compared with the dispositions of similar charges in previous years. Copies of the annual disciplinary reports shall be provided promptly to the United States Attorney.

Copies of all written decisions issued by the Independent Review Officer shall be provided to the International Union, which shall provide copies to the United States Attorney. The International Union shall promptly provide notice to the United States Attorney of any lawsuit by any person or entity that challenges or seeks review of union discipline imposed, recommended or approved by the Independent Disciplinary Officers.

The International Union shall pay all costs and expenses of, and provide suitable office space outside the premises of the International Union for the Disciplinary Officers and staff. Invoices for all costs and expenses shall be directed to the General President for payment.

(2) Shall investigate any allegations of corruption, including bribery; extortion; embezzlement; use or threats of force or violence against members to interfere with or extort their rights under this Constitution or their union democracy rights under applicable law, including their right to assemble, express their views, vote, seek election to office, support the candidates of their choice, and participate in the affairs of the Union; acceptance of money or other things of value from any employer or any agent of an employer, in violation of applicable law; and any act of racketeering activity, as defined in applicable law; any allegations of domination, control, or influence over any affiliate, officer, mem-

ber, employee, or representative by any organized crime family or any other criminal group; any allegations of knowing association with any person enjoined from participating in union affairs; and any failure to cooperate fully with the Independent Review Board in any investigation of the foregoing.

(3) Shall have the authority to exercise any investigative authority vested in the General President or General Secretary-Treasurer by the 1986 Constitution and/or this Constitution, as well as any and all applicable provisions of law.

(4) Shall have the authority to hire such staff, including investigators and attorneys, as it deems necessary to carry out its functions.

(5) Shall issue, upon completion of an investigation, a written report detailing its findings, charges, and recommendations concerning discipline of officers, members, employees, and representatives, and concerning the placing in trusteeship of any subordinate body, which reports shall be available during business hours for public inspection at the International Union's office in Washington, D.C.

(c). (1) The Independent Review Board shall refer in writing any findings, charges, or recommendations regarding discipline or trusteeship matters to an appropriate Union entity for review, investigation, or action within the authority of that entity under this Constitution and applicable law. The Independent Review Board may designate any such matter as an original jurisdiction case for General Executive Board review. Copies of all written referrals shall be sent to the General President and General Executive Board. The Union entity to which the matter has been referred shall promptly take whatever action is appropriate under the circumstances and shall, within ninety (90) days of the referral, make written findings setting forth the specific action taken and the reasons for that action.

(2) The Independent Review Board shall monitor all matters which it has referred for action. If, in the Review Board's sole judgment, the Union entity to which a matter has been referred has not pursued or decided the matter in a lawful, responsible, or timely manner, or has implemented or proposed a resolution of the matter that is inadequate under the circumstances, the Review Board shall notify the Union entity involved of its view, and the reasons therefor, and provide a copy of such notice to the

FOURTH DAY—AFTERNOON SESSION

~~General President and General Executive Board. The Union entity so notified shall, within ten (10) days of receipt of the notice, set forth in writing any and all additional actions it has taken or will take to correct the defects set forth in the notice and specify a deadline by which said action will be completed.~~

~~(3) Upon consideration of the Union entity's written response, the Independent Review Board immediately thereafter shall issue a written determination concerning the adequacy of the additional action taken and/or proposed by the Union entity involved. If the Review Board concludes that the Union entity has failed to take or propose satisfactory action to remedy the defects set forth in the Review Board's notice, the Review Board shall promptly convene a hearing on the matter, after notice to all affected parties. Parties to such hearings shall be permitted to present any facts, evidence, or testimony relevant to the issues before the Review Board. Hearings shall be conducted under rules and proceedings, generally applicable to labor arbitration hearings, to be established by the Review Board. In establishing such rules and procedures, the Review Board may incorporate procedural requirements contained elsewhere in this Article, together with such additional safeguards, such as the right to counsel, as in the judgment of the Review Board shall ensure a fair hearing.~~

~~(4) After conducting a fair hearing, the Independent Review Board shall issue a written decision, and send it to the General President, each member of the General Executive Board, and all affected parties. The Review Board's decision shall be final and binding, and the General Executive Board shall take all action which is necessary to implement said decision, consistent with this Constitution and applicable law.~~

~~(5) The Independent Review Board shall have the right to examine and review the General Executive Board's implementation of its decisions and, if dissatisfied, to take whatever steps are appropriate to ensure proper implementation of any such decisions.~~

~~(d) The Independent Review Board shall have the right to receive copies of and review any disciplinary or trusteeship decision of the General Executive Board and affirm, modify, or reverse any such decision in a written, final, and binding decision.~~

~~(e) The Independent Review Board may use the Review Board's staff to assist in the exercise of the Review Board's powers and the performance of its duties. The ultimate decision in cases that come before it shall rest with the Review Board.~~

~~(f) All decisions of the Independent Review Board shall be by majority vote.~~

~~(g) The International Union shall pay all costs and expenses (including salaries) of the Independent Review Board and its staff. Invoices for all costs and expenses shall be directed to the General President for payment.~~

~~(h) The Independent Review Board will operate from offices as close as practicable to the International Union's headquarters in Washington, D.C. It shall have the authority to conduct hearings, at such locations as the members deem appropriate.~~

~~(i) All officers, members, employees, and representatives of the International Union and its affiliated bodies shall cooperate fully with the Independent Review Board in the course of any investigation or proceeding undertaken by it. Unreasonable failure to cooperate with the Review Board shall be deemed to be conduct which brings reproach upon the Union, and which is thereby within the Review Board's investigatory and decisional authority.~~

GENERAL PRESIDENT HOFFA: Okay. As you know, we had a meeting on the side there, and we had an amendment that was worked out, and then we again revised the amendment. And it was passed by the Constitution Committee. So that is the amendment that you're hearing. So can we have a motion with regard to that?

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I make a motion to accept the amendment.

GENERAL PRESIDENT HOFFA: Thank you.

Do we have a second? Mike 2.

DELEGATE TIM CUSTER, Local 673: I second.

GENERAL PRESIDENT HOFFA: Okay. There's a motion and a second.

All those in favor—is there any discussion?

All those in favor signify by saying aye.

Anybody opposed?

The amendment is passed.

The next amendment is Article XXII, Section 2(c), on page 101. The amendment provides for ori-

FOURTH DAY—AFTERNOON SESSION

entation of newly-elected Principal Officers during their transition period. Please read the amendment.

... Reading Clerk Dalton presented the following:

(c). When an election of officers conducted under this Article results in a new principal executive officer, the incumbent principal officer or designee shall meet with the principal officer-elect during the period between the date of election and the end of the term of office. The incumbent principal executive or designee shall review with the principal officer-elect pending grievances and open contract negotiations, as well as the Local's financial records. This shall not affect the authority of the incumbent officer to manage the affairs of the Local until the expiration of the term of office.

GENERAL PRESIDENT HOFFA: Do we have a motion?

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I make a motion to accept the amendment.

GENERAL PRESIDENT HOFFA: Do we have a second?

Mike 2.

DELEGATE TIM CUSTER, Local 673: I second it.

GENERAL PRESIDENT HOFFA: Okay. We have a motion and a second.

Any discussion?

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

Anybody opposed?

The amendment is passed.

The next proposed amendment is to Article XXII, Section 8, on page 106. It clarifies the authority of the Trustee to remove an elected Business Agent during a trusteeship. Please read the amendment.

... Reading Clerk Dalton presented read the following:

Section 8. The Business Agents and Assistant Business Agents of a Local Union may be appointed in the manner provided in the Local Union Bylaws. Appointed Business Agents or appointed Assistant Business Agents may be removed at will only by the appointing authority. Business Agents and Assistant Business Agents may be elected in the same manner as officers are elected provided that the Local Union Bylaws adopted at the time of the adoption of the

1981 Constitution contained provisions permitting such election. Elected Business Agents and elected Assistant Business Agents may be removed only according to the trial procedures set forth in this Constitution or Local Union Bylaws. After the date of adoption of the 1981 Constitution, no Local Union may amend its Bylaws to provide for the election of Business Agents, Assistant Business Agents, or other Local Union employees other than the officers comprising the Local Union Executive Board.

Notwithstanding the above paragraph. Appointed Business Agents, Appointed Assistant Business Agents and Elected Business Agents may be removed by a Trustee appointed by the General President in accordance with Article VI, Section 5.

GENERAL PRESIDENT HOFFA: Do we have a motion?

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I make a motion to accept the amendment.

GENERAL PRESIDENT HOFFA: Do we have a second?

Mike 2.

DELEGATE TIM CUSTER, Local 673: I second it.

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

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

Those opposed?

None being heard. The amendment is passed.

Next is a proposed amendment to Article XXVI, Section 8, on page 15 of your books. The amendment permits Teamsters Canada to communicate with members with its own publication and electronic messaging. Please read the amendment.

... Reading Clerk Dalton presented the following:

~~Section 8. Teamsters Canada shall publish an official Canadian Journal under the editorial direction of the President of Teamsters Canada, subject to and guided by the Executive Board of Teamsters Canada. The Journal shall be a bilingual, English and French publication. A copy of the Journal shall be mailed directly to each Canadian member. Copies may be sent to any other person, organization, or institution, at the discretion of the Executive Board of Teamsters Canada. Not less than one (1) of every~~

FOURTH DAY—AFTERNOON SESSION

~~five (5) pages in each edition of the Journal shall be reserved for a message from the General President and additional materials of interest throughout the Union, the content of which shall be determined by the General President, pursuant to Article VI, Section 7 of the Constitution. This material shall be published in both English and French. Teamsters Canada shall pay the costs associated with the publication of the Journal.~~

Copies of the official Journal of the International Union will be available at all Canadian Local Unions and the International Journal will be sent directly to any Canadian member upon request. The International Union shall pay the costs associated with the publication of the official Journal.

~~An alternative means of equivalent or superior communication to the Canadian membership may be substituted for the Canadian Journal upon mutual agreement of the Teamsters Canada Executive Board and the General Executive Board.~~

GENERAL PRESIDENT HOFFA: Do we have a motion?

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I make a motion to accept.

GENERAL PRESIDENT HOFFA: Do we have a second?

Mike 2.

DELEGATE TIM CUSTER, Local 673: I second.

GENERAL PRESIDENT HOFFA: Is there any discussion?

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

Anybody against it?

The amendment passes.

Our final proposed amendment –

(Applause)

–is to Article XXVII, Section 3, on page 116. 116. The amendment reflects language resulting from the end of the Consent Decree. Please read the amendment.

... Reading Clerk Dalton presented the following:

Section 3. The General Executive Board shall have the authority to consider changes to this Constitution which may be necessary to resolve any pending or threatened litigation. However, the Gen-

eral Executive Board shall not have authority to agree to amend any provision of this Constitution concerning the rights of any affiliated subordinate body without first obtaining approval from a majority of delegates attending a Special Convention. In such circumstances, a Special Convention must be called if a majority of the members of the General Executive Board agrees to recommend the adoption of any such amendment to this Constitution as a means of resolving pending or threatened litigation. Any Special Convention convened under this Section shall be limited to consideration of the amendment(s) proposed as a means of resolving the matters at issue in the pending or threatened litigation. The delegates to any such Special Convention shall be those members who were delegates to the most recent Convention of the International Union. Any such Special Convention shall be convened and shall consider and reach a final decision with respect to all such proposed amendments within three (3) weeks of the General Executive Board's vote requiring a Special Convention to be convened.

Nothing in this Section shall affect the validity or the implementation of the ~~Consent Decree entered on March 14, 1989~~ Final Agreement and Order in *United States v. International Brotherhood of Teamsters, et al.*, 88 Civ. 4486 (S.D.N.Y.) (LAP), to the extent that said ~~Consent Decree remains in effect.~~

GENERAL PRESIDENT HOFFA: All right. Do we have a motion?

Mike 2.

DELEGATE PATRICK KELLY, Local 952: Proudly from Local 952 and Joint Council 42. I make a motion to accept the amendment.

GENERAL PRESIDENT HOFFA: Do we have a second? Mike 2.

DELEGATE TIM CUSTER, Local 673: I second.

GENERAL PRESIDENT HOFFA: We have a motion and a second.

Is there any discussion?

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

Those opposed?

The amendment passes.

(Applause)

Okay. That's it. Move on.

Mike 3.

FOURTH DAY—AFTERNOON SESSION

(Chorus of boos)

DELEGATE FRED ZUCKERMAN, Local 89:
Mr. Chairman, Fred Zuckerman from Local 89.

GENERAL PRESIDENT HOFFA: Hold on.
Let's see what the brother has got to say.

DELEGATE ZUCKERMAN: I am prepared to make some amendments from the floor. I received the revised schedule from your office this morning that said that this was the appropriate time to make amendments from the floor.

GENERAL PRESIDENT HOFFA: All right.
We're going to take a slight caucus here.

Okay. Let's everybody settle down. The ruling is, under Robert's Rules of Order, you must take up things as you go down there, and no one up here told you anything else other than that.

So, in other words, when we got to Article IV, you should have said Article IV. Article V. For us to do that we'd have to go back, all the way back.

(Applause)

Now, there is one thing—Brothers, sit down. Let me say this out here. There is a way that if this body here wants to go back and give him an opportunity, it would take a two-thirds vote—it would take a majority vote, a majority vote of everybody here to go back.

So I'm going to propose a motion. Does anybody here want to go back to hear Fred's amendments?

... Some delegates shouted, "No!"

GENERAL PRESIDENT HOFFA: Okay. Are there people here that want to hear his amendments?

... Some delegates shouted, "Yes!"

All right. Well, the majority says not to go back, and I'm relying on Robert's Rules of Order and nobody told you that you could pick and choose. You had to pick it up as it came up; so if you had Article IV, Article IV. If you had Article V, Article V. Article VI. And that's the way it is. That's the ruling.

(Delegates shouting)

All right, all right, all right. Settle down. Everybody settle down. We've got other work to do.

... The delegates shouted, "Goodbye!"

Okay, okay. Everybody calm down. Everybody listen up. Please, please. Let's have some order here.

We're moving on to something else. Earlier this year 1,700 nurses and medical technicians in San Diego voted to affiliate with the Teamsters, and we

chartered Local 1699. Let's give a big Teamster welcome to Board Member Diane Previtera.

(Applause)

UNOCH AFFILIATION PRESENTATION

DELEGATE RANDY CAMMACK, Local 63:
Good afternoon, Brothers and Sisters. It's my honor to introduce to you our newest Local Union in this great International Union.

With the approval of your General President and Secretary-Treasurer Ken Hall, we were able to affiliate or have an affiliation with what was formerly known as UNOCH. It was the United Nurses of Children's Hospital of San Diego, a group made up of 1,700 primarily registered nurses and technicians.

They voted overwhelmingly to become Teamsters; but there's a story behind this that as we were going through the affiliation vote, an existing local union in Michigan, Local 332, came to the aid of this group of nurses. Nina from 332 had a group of folks come out and appear before UNOCH's Executive Board and talk to them about what it meant to their nurses to be Teamsters, what it did for their ability to get a contract.

Their presentation was so compelling that the UNOCH Executive Board voted overwhelmingly to go forward with an affiliation vote with their members.

These are not just nurses that you think about. These are pediatric nurses who dedicate their lives to helping children who have medical problems. They're a very, very special group.

We were honored to have the 1,700 of them become members of the Teamsters, a newly chartered local union for the International, and another group for Joint Council 42.

I'd like to introduce Randy Korgan, who will introduce some of the folks from 1699 who helped put together the program, because there was another union trying to intervene and, of course, they didn't go very far. So, with that Randy Korgan who is the Director of Organizing for Joint Council 42.

(Applause)

RANDY KORGAN

Director of Organizing, Joint Council 42

Good afternoon, Brothers and Sisters. I'm the Director of Organizing for Teamsters Joint Council 42.

FOURTH DAY—AFTERNOON SESSION

I'm also the Secretary-Treasurer of Teamster Local 1932. We're here to talk about the newest Local in our Teamster family, Local 1699.

We got to do a special shout out for Jacqueline Palone in the back of the room, because she's the one who ran the campaign, was on the ground day in and day out for 45 days, bringing home just an absolutely wonderful vote.

They're an independent union formed in 1999. They did a great job by themselves. They did a great job for what they could do as a small independent union. They negotiated great contracts, but they realized that they needed a big strong union to represent them. They went out and talked to other unions, and they realized that the structure of the International Brotherhood of Teamsters was the match for them.

They've done a great job negotiating good provisions in the contract, but they needed to bring something home because these hospitals were doing something much larger, were doing something fighting much bigger, and making it more difficult to negotiate good contracts.

For all of you women in the room, this is an entire women board. Every Board member at this Local Union is a woman. They are the best group that we've ever worked with. They're definitely the toughest group we ever worked with. And all I've got to say is—one of them is right here, Diana.

What they would do is when we would ask – tell them what they needed to do – yeah, I said tell them—and they would argue back, but every time I would explain to them, "Hey, guys, or ladies, we need to do this, we need to do that," they said, "Well, we love you, Randy, but we want to talk to Jackie." And so over and over again this great group did a good job of sending a message that women coming together are very strong.

Please, give them a great round of applause. All of you should be very proud of how hard they worked. This is the best group I've ever worked with in my 22 years.

(Applause)

This was a mail—this shows you their strength. A mail ballot election. A mail ballot election, which you know typically has a low voter turnout. 64-percent turnout. These women got out and worked hard

and talked to everybody in the group. A 78-percent acceptance.

They're currently right now as we speak bargaining today, right now, for their tech unit. That contract expires at midnight tonight. The entire Board would be here. However, they're obviously bargaining right now at the table.

Thank you, Sister. So can we get this entire delegation to send a shout out to them that you're going to support their fight if that contract expires tonight? Can we hear it?

... The delegates shouted, "Yes!"

Are we going to fight for them?

... The delegates shouted, "Yes!"

Are we going to fight with them?

... The delegates shouted, "Yes!"

So with that I want to introduce Diana—I always butcher her name—Previtera. She's one of the Board Members at 1699. Please welcome her.

(Applause)

DIANA PREVITERA **Board Member, Local 1699**

Thank you. Thank you. So I also want to thank Jackie. Jackie sat with us day and night, 15 hours a day, listened to us squabble, bitch, complain, fight, couple of crying sessions, and kicked us in the ass every morning and told us to get up and get it done.

Between her and Randy and the support of Randy—Randy and Randy we call them—we did pass this vote. I want you to know that we started in 1999 at a kitchen table with about five women who worked at the hospital, and we organized because conditions were so poor at our children's hospital.

In 2004, we brought in our technical group, and I'll introduce one of them to you in a moment. And then in 2015, we came to the realization that our Board, although we had a small office now and we weren't at a kitchen table anymore—we're still seven people with 1800 members and a total of 5,000 people in our hospital, the rest of the them still wanting to get organized.

We looked at all of our options. We looked at affiliating with other unions; and after talking to the ladies that came to talk to us and talking with Randy and talking with Jackie, we decided Teamsters were the best option for us.

(Applause)

We got a little bit of kickback for that. We had a lot of nurses coming out—you know, we're pediatric nurses. We explained it to big Randy here that, you know, we're fluffy, we're pink, we wear scrubs, we have children in the house all the time, and how do we present Teamsters to them? We got a lot of "Aren't they just thugs?" and, you know, "They don't know how to take care of nurses," and "They don't do any healthcare workers," and "They don't do techs."

And we said back to them that's exactly the reason that we picked them is, because of their diversity, because they take care of every type of working person in our country, and they don't just take care of nurses. They took care of us unique, they listened to us. We are unique to them. They take care of us the way we want to be taken care. It's not just a template where they say, "Do it this way because that's how everybody else does it."

And once we started telling them that story and making them think about it, they were like, "Oh, we really like this." Like you said, on April 26th we all sat there anxiously, waited and waited and waited and opened all those envelopes and won, and by midnight that night we were in our first contract negotiation. We're still in it.

(Applause)

So that contract going on right now is our tech contract. It's a renewal of an expiring contract that expires at midnight. So on that note I want to again thank you for bringing us into your Teamster family. Thank you, Jackie. I can't see you under the bright lights. Thank you to Randy and Randy. But I'd like to introduce you to one example of why we did this.

This is Sam. He's one of our respiratory therapists. He's here in Vegas with us, and his contract may expire at midnight, so I'll let you hear from him.

(Applause)

**SAM VILLA
Local 1699**

Hello. My name Sam Villa. Like Diana said, I'm a respiratory therapist at Children's Hospital. If you're not familiar with what a respiratory therapist does, if you've ever been in a hospital, or had a loved one in the hospital, had trouble breathing, I was one of the people, or someone like me, taking care of

you, and you probably thought I was just another nurse.

We are not. I take care of fragile little neonate babies that weigh a pound that are struggling for their next breath. I take care of pediatric patients that come in with difficulty breathing, and we take care of the most fragile cardiac patients with congenital heart diseases, up to and including heart transplant surgeries.

I manage the airway, the breathing tube that some of you may call it, and the breathing machine next to. That's what I do. I do don't it alone. I do it with nurses like Diana, physicians, pharmacy techs, radiology techs. Everyone from housekeeping staff, and down below and up above. We're a team, just like Teamsters.

(Applause)

So when I was approached by one of the Board members that this vote was coming up and that wanted to unify, and they explained to me the long list of reasons why they felt it was important, I couldn't help but be on board.

I used to work for United Food and Commercial Workers unions for 14 years, and back in 2003, myself, my father, and my sister all went on strike, and some of you may remember that strike of '03. It was five months, longest grocery strike in the history of California. I don't know about the nation.

But we went out, and one of the first groups that stood by us was the Teamsters.

(Applause)

They parked their trucks. They didn't deliver any groceries, they didn't deliver any foods, and they were the first ones to stand by us and unify and not cross our pickets lines.

It was a long strike. They weren't able to stop driving the entire time, but they made it really difficult for those managers to deliver those loads, parking in awkward places off the street, in alleys where they couldn't back them out. It was hilarious watching some of these managers try to do what you guys do day in and day out. They couldn't do it.

And it didn't take much for me to see that side of the Teamsters; and for my Board member to come to me and say, "Hey, what do you feel about unifying with Teamsters," for me to know that it was a good fit already.

I know that they had my back in 2003, and now

FOURTH DAY—AFTERNOON SESSION

I'm no longer a manager, a grocery store worker, but now I'm in the respiratory and healthcare field, and they're going to have my back, and you guys are going to have my back there.

(Applause)

Thank you. I only wish that the people who were the naysayers and the ones who said the Teamsters are this, the Teamsters are that, could be here as well to see this, to see the unity, the camaraderie that you guys have brought together, how you've welcomed us into your family; and I'm just beyond thankful and blessed to just be here and see this firsthand. And I'm going to take this message back with me and let them know that this isn't just us, that there is something much bigger behind us.

(Applause)

And with this I just want to say that I look forward to many more years of this agreement with Teamsters.

I look forward to some tough negotiations ahead of us. I've been through it. I know what it's like to walk the picket line and to be out there, and I know what it's like to have people behind you, all of you, and I appreciate it. Look forward to it. Thank you.

(Standing ovation).

GENERAL PRESIDENT HOFFA: Thank you, Randy, Diana, and Sam. When you're at that bargaining table, I want you to know that 1.4 million members are there with you too. We'll be with you all the way. We're there.

Okay. Next our Teamsters Military Assistant Program provides services for training and skill for those members of the military that are coming out, and we want to find them good jobs. We fight for those who fought for us. Take a look at this video.

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

(Applause)

FEDERAL TRAINING GRANTS AND TMAP

GENERAL PRESIDENT HOFFA: Lamont Byrd is the Director of our Safety and Health Department, and he leads our efforts in securing training funds to run our CDL training programs. And here to tell you about those programs is Lamont Byrd.

(Applause)

LAMONT BYRD

Director

Safety and Health Department

Thank you very much, General President Hoffa, and thank you to the delegates and to the guests for allowing me to have a few minutes of your time this afternoon to speak with you about our training programs.

The Teamsters members work in jobs that are critical to the U.S. economy, and many of those jobs are hazardous. The International Brotherhood of Teamsters is a strong advocate of safety and health in transportation safety, and we believe that for our members to be able to perform their job safely and effectively it's absolutely critical that they have high-quality training.

The Teamsters Safety and Health Department plays an important role in providing this training to our membership. Since the early 1990s, the Safety and Health Department, along with various local unions, our existing training programs, and our Joint Councils have collaborated to develop and administer safety and health programs through the Safety and Health Department.

We've worked very closely with Joint Councils and locals and existing training programs to develop and submit grant proposals to various funding agencies to compete for federal funding to help us to provide this training to our membership.

Through these efforts we've been able to establish 13 training centers across the United States and implement comprehensive safety and health training programs to our members and to workers who were prospective Teamster members. We have over 30 high-qualified Teamster trainers at our training centers, and we provide a wide variety of craft and safety training.

We also have a group of IBT staff members, at the IBT headquarters who are experts in various fields including worker health and safety, adult education, grants management, and financial management. To implement the programs, we develop training curriculum, we provide technical and regulatory support to our instructors and training centers, and we provide direct training to our target audiences.

The types of courses that are offered through the Safety and Health Department include those needed by members who are involved in cleaning up haz-

ardous waste sites, in transporting hazardous materials, operating forklifts and cranes, and we provide basic safety training to our members who work in construction, freight, package, rail, solid waste and recycling, and airline.

Most recently, the Safety and Health Department received a \$4.6 million grant from the Department of Labor to establish a comprehensive apprenticeship program for transportation workers. This program will become the gold standard for apprenticeship in the transportation industry.

We will recruit candidates to participate in our program from various populations, including incumbent Teamsters who are seeking to upgrade their work skills, recent high school and vocational school graduates, community-based organizations that serve underserved minority and other communities, and we're going to recruit from military personnel who are transitioning from active duty to civilian life.

With that, I'd like to take this opportunity to introduce Michael "Mick" Yauger, who serves as the President of Teamsters Local Union 786 and also serves as a Trustee to Teamsters Joint Council 25 and serves as the National Director of the Teamsters Military Assistance Program.

Thank you.

(Applause)

MICHAEL "MIKE" YAUGER
TMAP National Director

Thank you, Brothers and Sisters. I'd like to thank General President Hoffa and the entire IBT Executive Board for the resources that they have provided to those that have honorably served. It goes above and beyond what any other local union or any national union in this whole damn country does.

(Applause)

As a veteran and a Teamster, I thank all of you Teamsters in this room for your support of this program. The Teamsters Military Assistance Program is expanding thanks to the hard work and dedication of the TMAP Pilot Program with ABF Freight. Director Tyson Johnson, Vice President Gordon Sweeton who led the way, and the continuing ongoing support of Central Region Vice President John Coli, who took this program into his heart. Thank you very much.

(Applause)

I would also like to recognize the ongoing support that we received from the other Joint Councils in this country that we have visited and supported TMAP.

The TMAP Department of Defense Accessory Programs are being initiated, division by division, throughout the military. The Teamsters Industrial Trades Division, via Director Rick Middleton, the Teamsters Airline Division via Director David Bourne are new campaigns. TMAP will launch in 2016.

(Applause)

Thank you.

Fort Sill, Fort Riley, the guys at Fort Drum, who are doing a bang-up job with the New York guys there. Where are the New York guys here? Yeah, New York is taking the bull by the horns in Fort Drum. Fort Carson, Colorado, and now on to Fort Bliss in the great state of Texas.

Whether it be our Eastern Division in Fort Drum, New York, or Central Region or Western Conference, we thank you, Teamsters, for helping those who have so honorably served this great country of ours.

TMAP success has wholeheartedly been in part due to the great relationships we carry with us from the early days with the Joint Chiefs of Staff's Office and Army Reserves, to years of planning with the Department of Defense, the United States Army, the Soldier for Life Program, and the Department of Transportation, who assist in providing policy changes, guiding us to the military installations that best suit our needs and providing day-to-day staff from the military to execute the new policies and work through the day-to-day program details.

Over 100 new ABF employees and new union members have been processed through TMAP for ABF Freight. Once these candidates become employees and union members, our partners from Easter Seals Dixon Center assist these candidates with child care, emergency financial assistance, anything that could assist them in retaining those new life skills and new life careers.

With that, I want to introduce someone special that I think you should know. Her name is Lieutenant Commander Kim Mitchell. Kim Mitchell, under her leadership at the Dixon Center, Easter Seals has pro-

FOURTH DAY—AFTERNOON SESSION

vided support to over 200,000 military dependents and families last year alone. Kim Mitchell.

(Applause)

Please remember Easter Seals Dixon Center in your hearts.

Thank you, Kim.

Our success stories are the most important. And I'm honored to share that stage today with Sergeant Michael Leverton, a TMAP graduate from Fort Riley, Kansas. Michael graduated from the TMAP program October 22nd, 2015. He then went to work as a union member with ABF to Dayton, Ohio, Local 957. Four months later, Sergeant Leverton was transferred to Fort Carson as a TMAP instructor, and is now a member of Teamsters Local 17.

Brothers and Sisters, please help me and just welcome this great guy.

(Applause)

Michael Leverton. Sergeant Michael Leverton.

(Standing ovation)

SERGEANT MICHAEL LEVERTON

U.S. Army (Ret.)

Local 17

TMAP Instructor

Thank you. I'd like to first thank General President Hoffa for the opportunity to speak here today. My name is Mike Leverton. I'm a Soldier for Life, and I'm a Teamster.

(Applause)

I grew up in a modest Indiana home. My mom, a nurse; my father, a state policeman. I learned many values, most of all, hard work. Those values, that hard work, are what made me successful as a soldier and a leader in the United States Army.

After an 11-year career, it was time for me to make a decision: Stay or take my skills to the civilian world. After several weeks of looking at the opportunities outside the military, I made that decision. It was time for me to take those skills and apply them elsewhere.

As I began looking for a career, one thing became abundantly clear: Finding benefits was going to be tough. Numerous job offers came in. One thing they all had in common: A large portion of my paycheck paying for my benefit package.

My search continued as I stumbled across a program called the "Teamsters Military Assistance

Program." I read the pamphlet and first thought was it was too good to be true.

The Teamsters had joined with ABF Freight and the U.S. Army Soldier for Life Program to offer soldiers training while on active duty and a guarantee of employment all before we took the uniform off. Last October I finished my training and, without delay, began my career as a Teamster at ABF Freight in Dayton, Ohio.

(Applause)

As a result of the hard work and the skills that I had learned in the Army, I was asked to return to the TMAP Program as an instructor at Fort Carson, Colorado.

(Applause)

As an NCO, I'm once again training soldiers, but most of all I am training future Teamsters

(Applause)

This program has given so much to me in such a short amount of time. I have a good life, and I have the skills to be successful for many years to come. My only hope is that I can give as much back as this program has given to me.

I'm Mike Leverton, proud soldier, proud Teamster.

(Standing ovation)

TMAP NATIONAL DIRECTOR YAUGER: It's my honor to introduce someone who we absolutely could not have a program without. He is Special Assistant to the Chief of Staff of the Army, Director of Soldiers for Life Program. Brothers and Sisters, please help me welcome Colonel Adam Rocke.

(Standing ovation)

COLONEL ADAM ROCKE

U.S. Army

**Special Assistant to the
Chief of Staff of the Army**

Thank you. Thank you. Thank you, all.

Mr. Hoffa, I can vouch I have hundreds of thousands of mikes out there in our formation ready for you.

(Applause)

This wouldn't be a military program, though, without some Teamster energy, so on the count of three, let me hear you say, "Hooah!"

One, two, three.

... The delegates shouted, "Hooah!"

FOURTH DAY—AFTERNOON SESSION

COLONEL ROCKE: There you go. Secondly, did you see that video? That video is you. That video is what you're doing for our service members, the talent pipeline that we have for your formation.

General President Hoffa, Executive Board, Teamsters, it is truly an honor to be here to speak to you about this program that you created for your formation. On behalf of the Chief of Staff of the Army, General Mark Milley, my name is Colonel Adam Rocke, and I, too, am a Soldier for Life.

(Applause)

You see, the Teamsters involvement with the military transcends generations, as you well know. Over 100 years, from the start of World War I, onward to World War II, which you know after the attack at Pearl Harbor when many of the locals ran down to the recruiting stations, raised their right hand as groups, and enlisted in the service.

(Applause)

During the invasion of Normandy, as the Allied Forces proceeded through France, you, your quartermasters, your transporters moved troops and supplies to the front lines, part of the Red Ball Express. Thank you.

(Applause)

So you know service to our nation. You know service to our military. That legacy continues today. Under the vision of Mr. Hoffa, the introduction of this TMAP program under the leadership of Mick Yauger, you will be successful. You will get the talent you need because you recognize the value proposition of veteran servicemen and women in your formation.

You see, over the course of the next five years 250,000 servicemen and women will transition from the military, all services. They came from communities across America, they're going to go back to those communities across America. They're going to be in your communities where your locals are at right now. And I can attest, as you have said here with your applause, that you want that talent in your formation, correct?

(Cheers and applause)

What TMAP offers is groundbreaking, institutionalizing. The Army, the military, we are selective on who we allow access to our installation.

Mr. Hoffa, you have proven that you are a true partner. You don't just come with job skills that you

need, you come with job placement. You come with pay and benefits that are commensurate to those that we have earned, Mike and I and Kim, during our time in service. You see, that transcends to a standard of living that is commensurate to the one that we have that you want, that is important to our servicemen and women back in your communities to have meaningful employment, a standard of living, and to achieve the American Dream.

We're working hand in hand with you. You've been successful so far, and I promise you that you will continue to be successful as long as you work with us.

We're proud to be a partner of yours. So let me ask you: If you are a veteran, please stand and be recognized.

(Cheers and applause)

Thank you for your service. Pretty good. Pretty good.

But let's watch the noise meter on this. If you are a veteran supporter, please stand and be recognized.

(Cheers and applause)

Thank you very much.

So, Mr. Hoffa, I'm not sure if you knew, but I have a personal affinity for the Teamsters because one of your very own here today lent me his son for two tours in combat. Staff Sergeant Dennis Reilly, his father is in the front row right there. Thank you very much for giving me your son.

(Standing ovation)

Sergeant Reilly and I served two tours. He made me proud, just as I know his father is proud.

So let me conclude by saying it's an honor, Mr. Hoffa, to see your vision, your leadership come true with the TMAP, and it will continue to do that.

My Ranger buddy, battle buddy, Mick, won't let anything else happen—right?—but the right thing for you. So you have a true partner in the Army and the military. We're dedicated just as you're dedicated. We have the talent pipeline you're looking for and we want to see that you get it.

Thank you very much for what you're doing. It's been an honor to be here.

(Applause)

Teamster Strong, Army Strong. I'm a soldier for life.

(Standing ovation)

FOURTH DAY—AFTERNOON SESSION

TMAP DIRECTOR YAUGER: At least he can still run.

(Laughter)

Listen, you know, all of us in this room today, every one of you gentlemen that's here is a labor leader. When you stop and think about it, we owe everything we are today, whether it's the homes we live in, the clothes on our back, the cars that we drive, the kids that we have and are able to put through college, to our affiliation with this great Union.

Sometimes we forget about where we came from, but we never forget about who we are. I don't care if it's the East Coast, working with the guys at Fort Drum—they're great guys—Boston, when you talk about Boston Strong, man, the hair stands up on my arms.

You talk about what Sean is doing here in Massachusetts with autism. The Central Region under the leadership of John Coli—and we've got a guy in the Central Region, Terry Hancock, who's raised \$4.8 million for autism.

(Applause)

And he continues on with that.

The Western Region, we recovered \$72 million in assets recovery for members in Joint Council 42 who are veterans. Think about that.

(Applause)

Think about how many veterans they just have in their Joint Council, not to mention the work they do with charity.

That's what the Teamsters are. That's the legacy that we need to keep going. That's why I can stand in front of a group of soldiers and tell them from the bottom of my heart there's a brotherhood out there that you guys are going to miss when you leave the Army, and that's the Army. But that brotherhood exists in the Teamsters Union.

(Cheers and applause)

In the Teamsters, when you're a Teamster, you're never alone. You are never alone. I don't care what city you go to, I don't care what airport you're in. You wear that badge proudly and somebody will walk up to you and say, "Hello, Brother." We help people out. We help each other out.

That's our legacy. That's what the Hoffa legacy is. This country wouldn't be what it would be today,

there would be no national insurance or national agreements if it wasn't for James R.

And now look yesterday, just yesterday how much money you raised to fight that scourge of heroin under the leadership of his father.

(Applause)

Keep up the good work. Thank you for helping our program.

Sean, don't stop, Brother. I know you won't. Thank you very much.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you, Colonel Rocke. Thank you, Lamont. Thank you, Mick. Thank you. Great job.

(Applause)

TMAP is putting soldiers to work as Teamsters. So important.

Young people are our future. We must make sure that we take care of the next generation. And that's why we've set up the James R. Hoffa Memorial Scholarship Fund, to continue the tradition of making higher education within the reach of members' children and grandchildren.

The next video features some of the talented students that have benefited from the James R. Hoffa Scholarship Fund. Run the video.

... The James R. Hoffa Memorial Scholarship Fund video presentation was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: Now I call on W.C. Smith, the Principal Officer of Teamster 891 in Jackson, Mississippi, to give us a report on the James R. Hoffa Scholarship Fund.

REPORT OF THE JAMES R. SCHOLARSHIP FUND

SCHOLARSHIP FUND PRESIDENT SMITH: Thank you, President Hoffa, General Secretary-Treasurer Ken Hall, the General Executive Board, the delegates, the alternate delegates, and the guests in the back of the room, because we're going to ask your help to ask new applicants to fill out a request for a Scholarship Fund for the future to help educate the youth.

My name is W.C. Smith. I'm President of the James R. Hoffa Memorial Scholarship Fund. I am pleased to be speaking to you today about our Schol-

FOURTH DAY—AFTERNOON SESSION

arship Fund, which since 1999 has awarded \$6,453,000 in scholarships to our Teamster sons and daughters.

(Applause)

Each year we award scholarships for academic achievement and an essay contest. As the General President said in the video, we have awarded over 3,000 awards to Teamster sons and daughters. They're in the form of a \$10,000 scholarship, a \$1,000 scholarship. And anyone that does not receive a scholarship that fills out an application is allowed to write an essay on a subject that we provide for a \$1,000 booster scholarship.

In 2017, with the expansion of the Scholarship Fund Award we plan on introducing an additional \$5,000 level.

(Applause)

In 2017, we plan on establishing a new type of scholarship. There are some Teamster sons and daughters that do not want to go to college for four years, but they want to continue in education. We're going to provide a vocational school scholarship—

(Applause)

—and a community college scholarship program.

(Applause)

So young men and women will now be able to attend truck driving schools, nurses, nursing home attendants, computer repair, technology repair, mechanics, diesel, automobile, auto body shop repair, many, many avenues that they can continue their education through this fund.

This is an exciting development for us and we couldn't expand the fund and continue awarding scholarships without the help of the Local Unions, the Joint Councils, individual contributions, and corporate sponsors. As General President Hoffa said, I stood here five years ago and we were awarding \$500,000 a year. With the leadership of General President Hoffa and now Secretary-Treasurer Ken Hall, and the General Executive Board and the Executive Committee, we made a commitment that we wanted to reach a million dollars. Well, we surpassed that this year, and it's 1.2 million this year.

(Applause)

In 2017, it will be 1.4 million.

(Applause)

In 2018, it will be 1.6 million. In 2019, it will be 1.8 million. And in 2020, our goal is to reach \$2

million a year, totaling the next five years to award \$8 million in scholarships to our sons and daughters.

(Cheers and applause)

Now, here's how we need your help. We are going to more than double the awards of scholarships, and we're going to expand into trade schools and community colleges. We want more applicants. So if you're a Business Agent, if you're an Executive Board member, a Shop Steward, a rank-and-file member, each year beginning in January you can go on Teamster.org, tell your brothers and sisters to apply, for their children to apply for a scholarship. You can also ask your local union. We provide scholarships to local unions throughout America, United States and Canada.

Also, you can call the IBT. If those two sources are not available to you, call the IBT in Washington, D.C., and ask for the Scholarship Fund Division. We will be more than happy to send you, e-mail you, fax you a scholarship form.

I tell you how great this scholarship is, and I thought about it yesterday. There was a lady that spoke from Iowa, Michelle, a bus driver, a part-timer. Ten years ago she stood here and asked for our support to help her organize her unit and get a contract. She said yesterday, "My seven-year-old daughter was with me on the picket line."

Do the math. That daughter is 17 years old now. This year or next year, if she reaches the academic level, she can apply as a daughter of a part-time bus driver for a scholarship.

(Applause)

We are building every day for every Teamster son and daughter to make them a better education and a better world.

At this time I would like to introduce a speaker. Her name is Dr. Christine Haas. She is the daughter of a BLET member. She is here today to talk about her experiences and how this Scholarship Fund benefited her.

Everyone, please give her a warm applause. Thank you.

(Applause)

DR. CHRISTINE HAAS QUAN
James R. Hoffa Memorial Scholarship Recipient

Good afternoon. My name is Dr. Haas and I am a

FOURTH DAY—AFTERNOON SESSION

veterinarian. My father, Fred Haas, was a locomotive engineer for the Burlington Northern Santa Fe Railroad, a very proud member of the BLET and the Teamsters. He joined the rails when he was just 19 years old and just recently retired at the age of 60.

While my father did not complete a higher education, he dedicated himself to his job and to supporting those around him. He was the Vice Local Chairman for his local BLET Division No. 553 in Fresno, California for 12 years.

(Cheers and applause)

I can remember many nights as a child in which I helped him create spreadsheets and documented evidence in an ongoing battle to prove that his fellow engineers were unjustly treated, resulting in loss of work as well as loss of jobs. His kindness and devotion to helping others helped shape who I am today.

I attended University of California Davis and achieved a major in biochemistry and molecular biology, as well as a minor in animal genetics. It had been a lifelong dream of mine to become a veterinarian to help animals, but as well as their families. So in 2010, I was accepted to the University of California Davis' School of Veterinary Medicine. This month marks two years since my graduation.

(Applause)

The road to where I am today, though it was not an easy one, it took long, hard hours working multiple jobs, support from my family, and the kindness of complete strangers. I was the recipient of one of the 2006 James R. Hoffa Memorial Scholarships. Because of it and other scholarships, I became the very first person in my immediate family to go to college, not to mention also earn a doctorate degree.

(Cheers and applause)

But it didn't just stop there. Veterinary school currently has a price tag in excess of \$200,000. That's just vet school; that doesn't count undergrad. Due to my previous scholarships, working three jobs during vet school, financial support from my family, I only had a debt burden of \$32,000 by the time I graduated.

(Applause)

I'm proud to say that I have successfully paid off all of my loans and I'm standing here before you today 100-percent debt-free.

(Cheers and applause)

I am a veterinarian. I help animals as well as their families through sickness and in health to make the best decisions for all of them. I provide veterinary medical acupuncture. It's yet an additional tool to help ease suffering, help healing, and end pain.

My father showed me that helping others is truly the most rewarding action that we can take in this life. And thanks to you and the James R. Hoffa Memorial Scholarship, it was made possible with your help, kindness, and support of a young girl's dream. Thank you.

(Standing ovation)

SCHOLARSHIP FUND PRESIDENT SMITH: Brothers and Sisters, over 50 years ago James R. Hoffa said—this is one of my favorite quotes—“Every Teamster son and daughter deserves the right to a good education.”

The Executive Committee of the James R. Hoffa Memorial Scholarship Fund, we thank you for your support. And with your continuing support and effort, the Fund will live on forever to help educate young Teamsters sons and daughters for a better tomorrow for all of us.

Thank you very much.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Willie. It was a great report.

We encourage everybody to become involved and to give to the James R. Hoffa Scholarship Fund. You know, what could be better than sending our kids to college or vocational training? What better investment can we make than caring about the next generation? That's what this is all about.

So I want to thank everybody for what you've done here today. We've had a great, productive day. We are going to be in recess. Don't forget to vote. And we will be back here at 9:15. We'll see you there. Bye-bye.

(At 5:04 p.m., Thursday, June 30, 2016, the Convention was recessed, to reconvene at 9:15 a.m., Friday, July 1, 2016.)