

**PROCEEDINGS**

# **28th Convention**

## **International Brotherhood of Teamsters**



**FIFTH DAY**

**Friday, July 1, 2011**

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



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**FIFTH DAY**  
**FRIDAY MORNING SESSION**  
July 1, 2011

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The Convention was called to order at 9:15 a.m., General Secretary-Treasurer Keegel presiding.

GENERAL SECRETARY-TREASURER KEEGEL: The convention will please come to order. Will the delegates please take your seats.

Please rise for the singing of the national anthems. It gives me great pleasure to introduce Carrie Wilson from the Aesthetic Realism Theatre Company, who will sing the U.S. and the Canadian national anthems.

*...Carey Wilson sang the national anthems of the United States and Canada.*

*(Cheers and applause)*

GENERAL SECRETARY-TREASURER KEEGEL: Please remain standing for the singing of the Puerto Rican national anthem. With us again today is Local 901 member Millie, and please give us the national anthem.

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

*(Cheers and applause)*

GENERAL SECRETARY-TREASURER KEEGEL: Thank you, Millie.

Please remain standing for the invocation. This morning the invocation will be given by International Trustee Ferline Buie, President of Local 922 in our nation's capital.

**INVOCATION**  
**FERLINE BUIE**  
**International Trustee**

Good morning. For God so loved the world that He gave His only begotten Son; that whoever should believe in Him shall not perish, but have everlasting life. Let us pray.

Eternal God, our Heavenly Father, we come to You this morning thanking You so gratefully for waking us up this morning and giving us another day to be on the Earth to see You. There was so many that didn't make it over on another day, Heavenly Father.

We thank You for everything that has been done here this week. We thank You for every-

thing that's going to happen after we get back to our homes.

Give us safe passage back, Heavenly Father, to our homes, that we may find them in the same order as when we left. Bless everyone here from the back door to the front, Heavenly Father, for all that we've done and all that we're going to do. We thank You in the name of Jesus. Amen.

*(Applause)*

GENERAL SECRETARY-TREASURER  
KEEGEL: Thank you, Ferline.

You may all be seated.

I now call upon the Elections Supervisor Richard Mark to please come forward and preside over the nomination acceptance speeches.

NOMINATION ACCEPTANCE SPEECHES

ELECTION SUPERVISOR MARK: Delegates, good morning.

The order of business this morning is the speeches for accepting nominations for candidates nominated for the ballot for the offices of General President and General Secretary-Treasurer.

The Rules for the Convention specify the order in which candidates are to speak. I will introduce each speaker. The first speaker today is James Hoffa, and I call him to the podium.

*(Applause)*

**KEN HALL**

**Vice President At-Large**

**International Brotherhood of Teamsters**

We have the all-star team coming up.

*(Applause)*

My fellow delegates, brothers and sisters, have we had a great week here?

*(Applause)*

But are you ready to go home?

(Chants of "Yes" and "No.")

VICE PRESIDENT HALL: Well, I got to tell you, I'm ready to go home. So I'm going to end the suspense right here by telling you that I gratefully accept your nomination for the office

of General Secretary-Treasurer of this great International Union. Thank you.

*(Applause)*

And I can't think of a better way to start my campaign than to recognize yet again and pay tribute to the man who I cannot replace but hope to follow into office. Tom Keegel, the best General Secretary-Treasurer of our generation, has built a foundation of financial stability from the rubble that he inherited.

*(Applause)*

Tom has played a critical role as General President Hoffa's partner leading this union back to greatness. There is no one that better embodies the slogan "Unity, Strength and Vision." And if the union gives me the opportunity, I would dedicate myself to building upon Tom's legacy. I would devote myself to managing the resources of this International Union and making sure that they're used to improve the lives of every man and woman that I had the honor of calling brother and sister.

Now, let me also take a moment to acknowledge the support that I've had over the years from my wife Shirley, who is an incredible --

*(Applause)*

She's a newly and very, very happily retired schoolteacher. And she's also a proud member of the American Federation of Teamsters -- or of Teachers, I'm sorry. She wanted to be a Teamster.

*(Applause)*

She's a teacher. She tried. And you know what, I'll never hear the end of it if I don't also acknowledge my daughter Jenna, who started out when she was three years old on the picket line.

*(Applause)*

When she was three years old she was on a picket line, and when she was five years old she was handing out leaflets against Coca-Cola at supermarkets in Charleston, West Virginia.

*(Applause)*

And to keep it in the union family, my son-in-law, Nick, is a proud member of the UMWA. So we come from a union background.

(Applause)

I also want to acknowledge all the support that I've got from my staff, from our local union officers and agents, from our local union members. And I want to be sure to acknowledge the support that I've got from my long-time mentor, Stanley Hostler.

(Applause)

Now, I stand before you as a second-generation Teamster. I started working at Pennzoil and served as a Steward in 1976. I was elected Vice President of Local 175 in Charleston, West Virginia, and have served as their President since 1990. And it's been my great and good fortune to have been reelected President by the members seven times.

I've served as an elected officer of Joint Council 94, and I've served as an International Vice President and the Director of the Package Division. And you know what, as some of you may know, I've negotiated a few contracts along the way. And while I appreciate the opportunities I've had to serve the members of this union in these International positions, I fully realize that the strength of this union starts with each and every one of you representing your membership at this convention.

You local union officers are the face of the Teamsters Union to your members. You rank-and-file members are the activists that have made this union a progressive leader of the labor movement, and you younger delegates and alternate delegates are the future of this union. I started out doing what you're doing. I sat where you're sitting. And wherever I go in this organization, I will never, never forget where I came from.

(Applause)

I will never forget that this union cannot succeed without you. Today, as we've heard repeat-

edly through this week, the right-wing politicians and their media mouthpieces want our members to forget that unions created the social programs that have provided a safety net in bad times.

The brothers and sisters who came before us — your mothers and fathers, and mine — fought for what we have today. No one in this great hall will forget that the union got us in the middle class. None of us will forget that the union got us pensions. It was the union that got us health benefits and paid vacations and weekends and dignity on the job. I won't forget, and I know you won't either.

(Applause)

But these corporate moneygrubbers know that in order to eliminate those hard-won benefits, they have to eliminate the unions, and that's what we're seeing in this country, and as we've heard, around the world. If our opponents want to call what I'm saying class warfare, then I know which side I'm on. I'm on the side of keeping good-paying jobs in the United States and Canada so our children and grandchildren will be able to earn a decent wage and receive decent benefits and be able to enjoy a decent retirement.

I'm on the side of fighting to protect the medical benefits that our parents and retirees have earned. I'm on the side of fighting to ensure that today's workers — your members and mine — will be able to retire with secure pensions. As your General Secretary-Treasurer, I'm not going to let any teapot-waving reactionary politician or FOX television crackpot roll back the clock and toss us under the economic junk heap.

(Applause)

We've come too far and we're not going back. We're not going to betray those who have come before us. Teamsters have a proud tradition of being tough, of being fighters. Well, if they think the Teamsters will stand by and

watch the right wing eliminate safety laws, minimum wage laws, child labor laws, Social Security, then they're out of their fat-cat minds.

*(Applause)*

And, yes, those that say that workers don't need a union, that the time for unions have passed, I say to those people with all the eloquence of our beloved current General Secretary-Treasurer, they can kiss my ass, too.

*(Applause)*

We cannot give in to those who want to divide us, public sector versus private sector workers, male against female, native born against recent arrivals. Look around this room at your fellow delegates and members. We are the workers of two great countries. We have all inherited the progressive traditions of two great peoples. We have all overcome those who have attempted to divide and weaken us. We've all enlisted in the same army; we're all dedicated to the same cause. And while we may occasionally disagree on how to get there, we all agree on where we want to go.

My brothers and sisters, together we have the strength to protect workers from corporate greed. Together we have the strength to advance the cause of social progress.

I ask for your support. I ask for your votes, and I promise that I will always be with you, will always be one of you, standing shoulder-to-shoulder in our common quest. Thank you.

*(Standing ovation)*

**JAMES P. HOFFA**  
**General President**

**International Brotherhood of Teamsters**

Good morning, everybody. It's good to see you.

I want to introduce my family before we get started. My wife, Ginger, who is not here, had to go home last night, stood with me through all these times, all the times I'm away. She always stands with me.

I want to introduce my son David Hoffa. Raise your hand.

*(Applause)*

Geoffrey Hoffa.

*(Applause)*

My sister, Barbara Crancer.

*(Applause)*

My niece, Barbara Jo Dengel, and her son, Bobby Dengel.

*(Applause)*

That's my family. I'm proud of them.

*(Applause)*

As we say good morning, we've had a great convention. You know, we looked back on what we've done and what we've done the last five days and, you know, it's really something because, you know, I ran in '96, we all know they stole the election and we got a rerun. And then we won, and then we had convention in '01, we had a convention in '06. I don't think anything beats this convention. It's the best convention we've ever had. It's because of you, it's because of all the hard work, and it's a celebration of our great union.

*(Applause)*

At this time I have to go back a little bit. I just have to do it. You know, I have to go back to what this union was and how we can never go there again, never, ever go back to that time that many of you — and there's a lot of young people here, but there's also some people that remember when this union was hopelessly divided in a civil war and it couldn't find its way out of a bag; when we had brother against brother, sister against sister, local union against local union; yes, and even Joint Councils against Joint Councils.

You all remember that. It was horrible. The union was divided and didn't even have a strike fund. Lost, broke. Probably the best example was, when I took over, we found that the union had a hole in the roof. You know what? That was a symbol of what was there.

Well, we fixed that. We fixed the hole in the roof, and we reached out to everybody at that time. I'm going back a little bit, but we've talked about this, because this union is one great union. It cannot stand divided. Abraham Lincoln said, "A house divided against itself can never stand." We are strong today.

Going back, I remember how I reached out to Randy Cammack, who was on the other side and all that period of time there was confusion. And today Randy stands with me, one of our great leaders in our cause, one of the great leaders in our cause.

*(Applause)*

And I reached out to Gary Tiboni, who is from Cleveland. And he says, "Yes, I want to be part of the future."

I reached out to Carl Haynes, who's deceased now, but was a great leader from Teamsters Local 237, a great man; a great man, a visionary. And he said, "Yes, I want to be part of it. I don't want our union divided."

I reached out to Ken Wood and Ken Wood said, "Yes, I want to be part of the future. I want to be part of the solution."

And most of all, I reached out to our Secretary-Treasurer-to-be, Ken Hall, and Ken Hall said, "Yes. Yes, I negotiated that, I was with the other side, but I also want to be part of the future." And the contribution he has made has been unbelievable.

*(Applause)*

Today we march together united as never before.

But today we look forward to where we're going. You know, you look at this convention and you look at what happened here today in 2011; we stand here united. I've never seen a better convention. I've never seen more attentive delegates.

We also look back on what we're doing and what happened here and what didn't happen here. We look back to '06, and we talk about the

convention. And conventions are what did we promise in '06? What did we talk about in '06? And many of you were here. You said, "Well, we talked about organizing UPS Freight." We made a promise to you. And you know what? We organized UPS Freight, 12,600 new members.

*(Applause)*

Promises made, promises kept.

We had a vision of school bus drivers. We talked about Durham and First Student. We didn't know if we could do it or not; it sounds like something new. Yes, and today we stand here with 30,000 new First Student members. Promises made, promises kept.

*(Applause)*

On top of that, because of Rick Middleton and our great team, we have a national First Student contract ratified by 90 percent of the members. Thank you, Rick.

*(Cheers and applause)*

And you know all the time you wonder, can we organize public employees, can that be done? And what do we have in right-to-work states like with Ken Wood down there in Florida? We've organized over 10,000 public employees since we were here last time. That's an achievement. That's new people.

*(Applause)*

Then airlines. Since we were here last time, we've really gone big in the airline industry. Teamsters today are the largest airline union in the country, 65,000 members right now. That happened since '06.

*(Cheers and applause)*

We ain't been sleeping. We're out organizing.

All total over 145,000 new members in our union in the past five years.

But then you look at this convention and you say what are we talking about now? Again, vision. Vision, what are we talking about? You heard the programs. We talked about solid waste programs.

## FIFTH DAY—MORNING SESSION

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Organizing FedEx Freight, that will be at the next convention. It's going to happen just like UPS Freight. We're going to organize them and we'll have them standing right here. I like that.

*(Cheers and applause)*

And you know, you think back on this convention, you think, will you ever forget Christopher Duffley singing here? Will anybody forget that?

I mean, will you forget Bob King bringing us out of our chairs with that great speech, or Danny DeVito? I mean, that's what it was all about, they're kind of lasting memories of this great convention.

But, you know, there's something else you didn't see here. There's something else you didn't see. You saw all the planning, you saw our leaders talking about mapping out the future.

We have opponents. The opponents weren't at the mikes. The opponents didn't have resolutions. The opponents didn't have amendments. They don't have a plan. All they do is hate and criticize, and that's not our union. We're going to take charge and defeat them and win this election.

*(Standing ovation)*

*(Chants of "Hoffa.")*

We talked this week about the war on the workers. And the answer is I don't see anybody else leading the war on workers but our Teamsters Union. We're in Wisconsin. We're in Michigan. We're in Indiana. We're in New Jersey. We are in the forefront and we are out there collecting 1.3 million petitions in Ohio, and we're going to beat S.B. 5, and it's because of the Teamsters, which had more ballots and petitions than any other union in Ohio. I'm proud of that.

*(Cheers and applause)*

You didn't hear anything from the other side. You heard what we're going to do. And you know what? We believe in what we're going to do.

When I look out here at all of our great delegation, I'm just so proud of what we accomplished this week. You know, it was funny, everybody says, I think — you say, "Are you ready to go home?" Half the people said, "No, I want to stay."

You know, some of us do want to stay because this is like leaving camp. I love these conventions. I love seeing all my friends. I love being together.

But most of all, I'm so proud to be here with my great slate, the Hoffa/Hall slate. Take a look at these guys. This is your union from Los Angeles to New York, from Chicago to Florida. This is America. This is the Teamsters Union, to Canada.

*(Cheers and applause)*

Puerto Rico, we've got everybody. This is our union. This is the strength of our union.

*(Cheers and applause)*

You know, conventions are fun, and I love them. And I want to thank you for the nomination. It's a humbling experience with your great vote. But this is only one step.

Do we all know what we've got to do?

*(Shouts of "Yes.")*

Do we all know what goes on now, that there is an election, a real election? And the ballots are going out October 1 and be counted November 1.

Let me tell you something. Our great union has a rendezvous with destiny. The Teamsters Union has a rendezvous with destiny. That destiny is to elect our team, carry on the future.

Let's win this election. And the most important thing is let's vote! Vote! Vote! Vote! Vote! Vote! Vote!

*(Chants of "Vote!")*

That's how we're going to win. Let's go. Come on.

*(Cheers and applause)*

Thank you. Thank you all. I love you.

*(Cheers and applause)*

ELECTION SUPERVISOR MARK: I thank the delegates for coming to order.

The next speaker is Mr. Gegare.

*(Applause)*

**JIM SHEARD**

**Local 554**

**Candidate for General Secretary-Treasurer**

Good morning. I'm Jim Sheard, Secretary-Treasurer, Local 554, and Secretary-Treasurer of Joint Council 56.

*(Applause)*

I'm proud to accept the nomination and to run with Fred Gegare as General Secretary-Treasurer.

You know, yesterday we paid tribute to Tom Keegel. I've known and admired Tom for at least 20 years, and I appreciate all the work he's done to put the financial health of our union back in order. He'll be deeply missed, and I know that these will be big shoes to fill. But I'm positive that I have the ability and skill to be able to perform these jobs.

I've got a lot of friends out there wearing both colored vests. But some of you may not know me. I've been Principal Officer of Local 554, and we have jurisdiction throughout the state of Nebraska and western Iowa. Both of them are right-to-work-for-less states. The officers and agents, organizers, my Executive Board that I work with every day, have made our local very successful in many areas.

We've gained membership through organizing, both internally and externally; negotiated good contracts. In fact, our First Student bus contract has been used as a model throughout the country. It almost mirrors what the National was able to negotiate in some areas.

And I believe we have a model for state lobbying. Our efforts in our state — we've developed a lobbying effort with members in every single legislative district in the state of Nebraska. And we've been successful not only

last year in passing one of the best misclassification of workers protection legislation in the whole country. But this year — you may not have heard a lot about it with Wisconsin and all the others — but we were under attack. There were bills to completely destroy and eliminate collective bargaining for public workers in our state. We defeated it.

*(Applause)*

We've accomplished all these things with a Republican governor, very anti-union Republican governor and legislature. I'm a third-generation Teamster. My father and his father were Teamster truck drivers. I started my career with Roadway Express. One of my two sons is a Teamster. Today he works at our MillerCoors distributor in Omaha. I have a brother that is a Teamster mechanic for YRC in Indianapolis, a member of Local 135. I come from a real Teamster family. I've been married to my wife Kathy, who is back there in the audience someplace, for 38 years.

*(Applause)*

You know, when the IBT, along with other international unions, formed the National Change to Win coalition, I got together with the Change to Win unions in Nebraska and formed one of the first coalitions, state coalitions. And unlike what I see on the national level where Change to Win doesn't seem to be doing anything, in Nebraska we have a strong coalition of unions. In fact, I can tell you that the Nebraska Change to Win is a much stronger voice in the state of Nebraska than the state AFL-CIO.

*(Applause)*

I was just elected for another four-year term with that coalition.

But I believe I have the proven ability and skill to perform the duties of this office and pledge that I will work hard for our members.

Fred Gegare is a real Teamster.

*(Applause)*

And I've known Fred for well over 20 years.

I don't think anyone, regardless of what your political thing is in this election, can deny that Fred is a hard working, dedicated Teamster.

*(Applause)*

And after much, much consideration, I agreed to run for election for General Secretary-Treasurer. Fred and I agree that a strong Teamsters Union has to be run from the bottom up, not the top down.

*(Applause)*

The IBT should be there to support the locals, support the joint councils and our members. And I'm really sick and tired of all this propaganda machine and constant politicking that this administration seems to never quit on.

*(Applause)*

I don't know how many millions of dollars have been spent patting themselves on the back with fliers and leaflets, and so on, but it's got to be millions. But our members see right through that. Our members are much smarter than this administration gives them credit for.

*(Applause)*

And I've always believed that actions speak louder than words. I think that if you do a good job as an officer, your members are going to reelect you. You don't have to put that propaganda out there constantly. And I believe our members will support the Gegare/Sheard team. And I think they'll elect real Teamsters to this administration. We're going to protect their pension and health and welfare funds. And I pledge to you that I'll fight to put more companies in our funds and not give them to the employers like UPS.

*(Applause)*

I look forward to talking to the members throughout the country in the next few months. I look forward to hitting the ground running as your next General Secretary-Treasurer, and I'm proud to be a candidate. Thank you. And I want to introduce the next greatest leader for the Teamsters, Fred Gegare.

*(Applause)*

**FRED GEGARE**  
**Vice President At-Large**

Well, thank you everybody. Good morning. How is everybody doing? Well, I'm excited for this day, I can tell you that. All my brothers and sisters are here.

My name is Fred Gegare, and I accept the nomination for General President. Thank you very much. I'm excited.

*(Applause)*

Let me tell you a few things. Let me tell you about me a little bit, is that I've been a Teamster since 1972, took office in '77. I wear the most hats than any General Executive Board member today on that General Executive Board, because I'm not afraid to work. I'm not afraid to go out to the local unions and help them out. I'm not afraid to help the joint councils.

Do you know in my career since 1977, I'll bet you I assisted over 85 percent of the local unions in this country and in Canada. I'm not afraid to work. I went out there and I took on the hard jobs. The eight hats I wear weren't given to me. I was elected by you people, my peers. Nothing was given to me.

*(Applause)*

But I want to tell you, I'm ready for this fight. I'm doing this — it ain't about me, it's about the membership. Give them a choice, and a real choice.

Now, what I want to tell you, why am I running? They says, "Fred, you were a loyal Hoffa supporter." I was, until five years ago on this stage. What happened to this great organization? And there's a real crime going on out there against the members. And here's what happened. Let me tell you. I'll take you down memory lane, because I'm madder than hell about it, and the members are madder than hell about it. We got to tell them the truth.

What happened on stage, Hoffa and Hall got

card-check for Overnite Trucking. I said — I was sitting out there — I said, “What the hell did we lose to get that?” Well, I’ll tell you what we lost. A year later I was dispatched to Detroit. And in Detroit at the Westin Hotel at the airport they said, “You got to meet with Hoffa and Hall.” I went down to this meeting room, and who was out in the hall waiting for me was UPS management. I says, “What the hell is going on here?” Hoffa says to me, “UPS is going to propose to get out of Central States Pension Fund.” I says, “Don’t let it happen. You’re going to destroy everything your father built. You are going to ruin the foundation of this great organization.”

This pension fund, Jim and Kenny, I’m telling you, it was developed in 1955. We have paid out benefits of \$46 billion in that fund. You ain’t going to see the tsunami coming if you let them take 45,000 participants out of Central State Pension Fund. You ain’t going to see it.

And what happened today? Let me tell you what happened. They let them out of the pension fund.

I know I’ve been attacked, people accusing me. Let me give you a little educational background for these knuckleheads who don’t understand how collective bargaining works. Hoffa and Hall were the chairmen of the UPS Negotiating Committee. The Trustees don’t sit on the negotiating committee. They gave the farm away to UPS. And guess what happened then? When they gave the farm away, the members suffered. Why did I suffer? Why did the participants suffer? Why are all the local unions in the Midwest having problems and beyond? Let me tell you why.

When they let UPS out, guess what happened? The deal was cut so they could get card-check for Overnite. Sure, they organized 12,000 people. But guess what the other deal was that they ain’t telling you about? But you know it and I know it. They never put UPS/Overnite in

a Teamster health and welfare pension plan. They let them go into the company’s plan. And what they did to the Central States Pension Fund — and it’s going to happen to you if you have got UPS in your local union or if you’re in New England Central PA or the Western Conference Pension Fund. They did it to me, they’re going to do it to you. They’re going to let them out.

*(Applause)*

You have to fight for the members. This is bullshit what’s going on, on the attack against our pensions. What do they do? They let UPS out. Now they’re going to let them out of these funds in 2013.

You ain’t talking about that. And what happened then? Then we had more people leave the fund. Since they left UPS out, that was 40 percent of Central States’ revenue. I got four retired for every one working. I’m on a defibrillator. I have only longevity until 2025. Think about that. People are living longer, members want to retire. Is that pension going to be there?

There’s no plan under this administration of bringing employers into these funds. Whenever have we had employers come into these funds, these multiemployer funds, to shore up what they screwed up?

Give me a break. Look what happened in our fund. Since April of 2008, I have lost, because they let UPS out of Central States — an additional 150 employers got out of Central States’ pension fund. That’s criminal. I’m telling you, we cannot afford it. I got four retired for every one working. I got employers lined up like cordwood, and I get no help from the International. Now you know why I’m madder than hell, and I’m not going to stop this fight. This is the members’ fight.

*(Applause)*

I want to tell you something else. Damn it, I’m going to be heard around this country. I’m going to tell you, it was criminal what they did

to Waste Management people in Milwaukee, Wisconsin. Those members took on Waste Management, 240 brave members of Local 200, they struck them for seven weeks. We had 50 locations we could extend the picket lines to support those members, and guess what happened? Hoffa wouldn't give them the strike authorization to extend the picket lines. Can you imagine?

These brave men and women went out there for seven weeks to fight for their pension. And guess what? They took less on wages, they took a sloppy, stupid proposed 401(k), because the International would not support them or fight for them. That's wrong. That's wrong. And you got to do something about it. That's not leadership. That's running from the members.

*(Applause)*

Guess what happened? They had to go home, tell their families — you think about this. You just think about this. You go home and tell your dependents, "Well, the strike is over with. Guess what? We lost because I have to work the rest of my life because the International wouldn't support me in fighting Waste Management. They left me on the curb."

Those are the facts. That's what's really happening with your International Union. This is criminal. I can't tell you enough. I'm losing people on these pension funds. Pepsi-Cola, 175 three months ago, getting out of Central States' pension fund.

I can go on and on and on. You know the story. Well, let me tell you something. If Central States goes down, there's going to be a domino effect from the New England pension fund, Central PA, Central States, and the Western pension fund, because we all got the same top employers. If they did it to me, I keep telling the members, they're going to do it to you. You got to get involved. Your members want leadership. The members want participation. All the members want is the truth.

*(Applause)*

I fought for this union since '72. I fought for this country. I'm not afraid of a fight. Who's ever in the General Presidency better have a plan, but they better know when management walks in that's not their agenda, that's our members' agenda, not their agenda.

*(Applause)*

Let me tell you what's going on. The UPS grievance panels has come to be a laughing stock around the country. Why do I say that? We have grievances piled up like cordwood. They postpone cases. Why are we losing 85 to 95 percent at our grievances? Why are we losing all of our discharge cases 85 to 90 percent? Why are our discharge cases — when they do get their job back, they go on a last-chance agreement with no back pay, no health care benefits retroactive, no pension benefits paid retroactive?

The grievance panels are contributed by management and they are ran by management. They are not ran by the union or those panel members. But let me tell you why they're ran by management. Everybody knows this. I talk to thousands of people all over this land and in Canada. Let me tell you something, one thing they tell me all the time. Who's on our side on those grievance panels? Why are we always having to fight and then we get postponed on the cases? Let's tell the truth. The panel members are out there drinking, eating, and golfing with Waste Management. You know what I'm going to do when I get elected? I'm going to fire all them bastards. That's what I'm going to do.

*(Applause)*

I can't tell you enough what's going on. I don't know how much time I have left. They're giving me an allotted amount of time, but I'm going to tell you this: Your union is in big trouble. Your union has a problem. You are the union. I don't have to tell you what's going on around the country. I don't have to tell you how Hoffa's dividing this union. They know I speak

the truth. They know I'm not afraid to go to an Executive Board meeting and ask the tough questions for you.

And deep down, all those red vests, they know I was there to help you.

But the thing that we ain't getting help with is the International. Secretary-Treasurer candidate Jim Sheard told you, my administration is going to run this union from the bottom up, not from the top down.

*(Applause)*

We have to get involved with the local unions, and we have to listen to the local unions. My father always said and my daughter always reminds me, your best friend is your ears. Listen to people. And I do listen to people, and I work with people. When people have a problem, we have to listen to them.

But the International is not listening to the local unions. I don't care what they say. When you leave people on the street, or you shoot people down, or you looked over — if you're from Jersey, with CNS warehouse where they went non-union, they took a hike on the Teamsters, or if you look at other contracts around this country that are not being serviced, we've got real problems.

I don't care what you think about me, but the best thing I got going for me is the truth. The best thing I can always tell you — and people tell me this all the time — you may not like what I say, but it's the truth. But when did I ever give up a fight on you? When did I ever not call a member back? When did I ever shaft somebody and say, no, I'm going to take your members versus this local? That's criminal.

Listen to me. We've got problems throughout all these joint councils. We have to develop another layer of militancy from the bottom up. I don't care if you're in Chicago talking about taking your autonomy away. But one thing I'm going to tell you is that I could speak to you for hours.

Thank you for listening to me, you're the union. Just listen to the message. God bless you and look at my Executive Board, the Gegare/Sheard team Executive Board. We're going to win. Thank you very much. Thank you.

*(Applause)*

*(Chants of "Use your head, vote for Fred!")*

ELECTION SUPERVIOR MARK: The third speaker this morning is Sandy Pope. I call Ms. Pope to the rostrum.

*(Applause)*

**SANDY POPE**  
**President, Local 805**  
**New York City**

Good morning, brothers and sisters. I am proud to stand before you and with you to accept your nomination as Teamster General President.

*(Applause)*

Our union is at a turning point. We can meet the tough challenges ahead but we need stronger leadership. That's why I'm running for General President.

Wall Street drove our economy over the cliff. Now corporations and corporate politicians want to make unions the scapegoat. They know a strong labor movement is the only thing that stands in the way of unchallenged corporate control.

I'm standing up today with Kathy Renfro, LaVerna Wharam and other public sector Teamsters who are on the front lines of the war on workers. They come from statewide locals in California and Minnesota with 25,000 public sector employees. Their brothers and sisters back home voted for Sandy Pope delegates because they want less talk and more action.

*(Applause)*

That's what they will get when I'm General President.

I am the President of Local 805 in New York City. We're a small local, but we fight big.

*(Applause)*

And we defend Teamster jobs. Corporate real estate developers and the Mayor announced they were going to close the Red Hook piers in Brooklyn and replace Teamster jobs on the waterfront with condos for yuppies. I led a three-year campaign to keep the piers open. We mobilized. We built alliances with the unions and the community, and we won. We beat City Hall. We kept the piers open.

*(Applause)*

And we saved hundreds of union jobs.

This is just one example, but it drives home a bigger point.

If we're going to win the war on workers, it's going to take more than one-time rallies and photo ops. When I'm General President, members will not be used as props for the Teamster magazine.

*(Applause)*

Members will be mobilized to win.

The war on workers didn't start with Scott Walker and the new crop of Republican governors. Corporations have been waging war on Teamster members for years.

While I've been bargaining strong contracts and protecting members' benefits, Hoffa has been giving away the store. Our union needs action plans, not resolutions, to defend our contracts, wages and benefits.

*(Applause)*

That's what Teamster members are looking for in beverage and construction, grocery and food distribution, freight, airlines, sanitation, rail, Graphic Communications, and every Teamster industry. Our union doesn't even have a plan for Teamster Power at our largest, most profitable employer. UPS is on track to make record profits this year, but Teamster members at UPS are getting hammered. Excessive overtime is out of control. Clerk, air driver and full-time jobs are being eliminated. Production harassment is relentless. Hoffa is letting UPS walk all over the contract.

*(Applause)*

I am standing here with UPS Teamsters from every region. Ask them how they feel about contract enforcement or the broken grievance panels. Saying yes to Teamster Power starts with saying no to contract violations at every Teamster employer.

*(Applause)*

Good pensions are the foundation of Teamster Power. It's the General President's job to protect this foundation through good times and bad. Hoffa has failed this critical test. Worse, Hoffa has mortgaged our future by letting employers walk away from the Central States Fund.

With me today is Leonard Stoehr, a Teamster officer and freight driver from Atlanta who wonders if he'll ever see his pension. Craig Wood and John Lattanzio and my other brothers from YRC on this podium are worried about the same thing.

In this economy Teamsters don't expect pension miracles, they want and deserve a plan to protect their retirement.

*(Applause)*

Under my leadership, Local 805 won 25-and-out for the first time. When times got tough, I didn't let employers walk away from our funds, I negotiated record increases in employer contributions. When stock market losses forced us to temporarily suspend early retirement benefits, I won protections to guarantee 25-and-out for every member within five years of retirement.

*(Applause)*

Teamsters in the central states and freight Teamsters everywhere wish Hoffa had won those protections. I faced the pension crisis head on and protected members' benefits. Hoffa let employers abandon our funds and their obligation to Teamster members.

I joined the Teamsters 33 years ago. Early on I experienced Teamster Power in action, and it

changed my life. I was in Canton, Ohio, when Teamster steel haulers voted to strike rather than accept a substandard contract. Waves of Teamsters poured out of their union hall to hit the pavement, stop every steel-haul truck and shut the industry down. I spent the next month working in their strike headquarters.

When the dust was settled, Teamster steel haulers had won a record contract. That was Teamster Power.

*(Applause)*

It wasn't declared in a press release, it was built by Teamster members standing shoulder-to-shoulder.

After the strike I went to work in the freight industry. My handle was "Troublemaker," and I earned it.

*(Applause)*

I cut my teeth on picket lines and in organizing drives. Later I came off the truck to organize full time for Local 407. In the 1990s, I served our union as an International Representative, helping locals bargain contracts and take on the nonunion competition.

I've been through many campaigns since I joined the Teamsters in 1978, but I have never forgotten the lessons taught to me by those steel haulers and freight Teamsters in Cleveland, that Teamster Power comes from members in action.

*(Applause)*

Hoffa doesn't get it. He says the Hoffa name means power. That's a campaign slogan, not a strategy.

Hoffa did not come up through the ranks. He's a career union politician who rode into office on his father's last name and on the shoulders of other Teamster leaders. That's why Hoffa is so threatened by Teamster members and by local officers who have their own ideas. Where I see Teamsters, I see leadership and power; Hoffa sees a threat to his job.

*(Applause)*

In Chicago Hoffa seized control of the inde-

pendent contracts in 705 and 710 without a vote of the members. Hoffa was punishing those locals for militancy of their members who were standing up against concessions and demanding more job security in freight. As General President I will restore the right of Local 705 and 710 to bargain independently.

*(Applause)*

I welcome the fighting spirit and leadership of the Chicago locals. I'm not afraid to work with Teamster leaders who disagree with me. If you're ready to stand up to corporate greed, I'm ready to stand with you.

*(Applause)*

Hoffa only cares where you stand on his campaign. The nonunion competition is a threat to Teamsters everywhere. The right leadership can help protect Teamster jobs and defend our contracts. As an International Rep, I bargained the first union contract ever at C&S, the largest nonunion food distribution company in the world. I also negotiated a neutrality agreement that gave our union the power to organize C&S facilities across the Northeast. Hoffa let that neutrality agreement expire.

This year more than 1200 C&S Teamsters in New Jersey lost their jobs when C&S moved the work to nonunion distribution centers. Hundreds more in Washington, D.C. were forced to take concessions.

We need to organize the nonunion competition to protect our existing contracts. I will increase funding to local unions that have a strategic plan for organizing nonunion competitors.

*(Applause)*

I will put more IBT organizers in the field assigned to help locals. I will take the politics out of organizing.

The per capita dues paid to the IBT is the members' money, it should not be dangled as a political carrot or used as a stick.

*(Applause)*

When I started, freight was the heart and soul of Teamster Power. Hoffa has driven our union over a cliff in the freight industry. Rebuilding the National Master Freight Agreement won't be easy, it will take a long-term action plan and long-term commitment. That has to start today with enforcing our standards and fighting for real union standards at UPS Freight.

*(Applause)*

When freight Teamsters believe in our union again, then we'll be able to organize in freight.

It's a tough political climate for organizing and for the labor movement. Politicians from both parties have let us down on the Employee Free Choice Act and other issues, the right of FedEx workers to organize, pension protection, fair trade, the list goes on.

As General President, I will stop writing blank checks to corporate politicians who forget about us as soon as the ballots are counted.

*(Applause)*

We will use Teamster political action funds to educate and mobilize members and our allies to elect pro-labor politicians and to hold them accountable.

*(Applause)*

The fight for our future starts now. If you want new leadership and a new direction in the Teamsters, I need more than your vote; I need you to get involved. We're going to win this election the same way we're going to rebuild our union's power, by organizing Teamster to Teamster.

We're not going to outspend Hoffa, we're going to outwork him.

*(Applause)*

I will go to Teamster shops day and night across North America. I need you to reach out to Teamsters where you live.

Get the tools you need from our website. Share the information. Talk to other Teamsters. Contact my campaign. The future is ours to win. Let's do it together. Thank you.

*(Applause)*

ELECTION SUPERVISOR MARK: That concludes the order of business for the morning of the acceptance speeches of the candidates nominated for the ballot for the offices of General President and General Secretary-Treasurer.

I have two more items of business. One is easy — both are easy actually. One is simply to offer my thanks to each and every one of the elected delegates to the 28th International Convention of the IBT, for their cooperation with the staff of the Office of the Election Supervisor. We're grateful that you cooperated with us during voting nights and made that process go smoothly. We appreciate your working with us to get this important work done.

Lastly, under the Rules of the Convention and under the Election Rules, when the number of candidates nominated at the convention does not exceed the number of positions open for election, there is no need for those nominated to appear on the ballot and those nominees are declared duly elected, and I am to certify their election on the last day of the convention. Let me do that.

There were two offices that meet that standard. First, I certify the election as Vice Presidents of Teamsters Canada — Robert Bouvier, Stan Hennessy and Craig McInnes.

*(Applause)*

Second, I certify the election for the position of IBT Vice President, Western Region — Randy Cammack, Rick Middleton and Steve Vairma.

*(Applause)*

These elected officers will not assume their official duties until the expiration of the term of the current officers, which will happen when the results of the rank-and-file election is completed this fall.

Thank you, good day and good luck to you all.

*(Applause)*

*(A recess was taken.)*

ANNOUNCER: The 28th International Teamsters Convention will begin in just a moment. Please take your seats.

GENERAL PRESIDENT HOFFA: Okay, we're back in session. Take your seats. I know you're filing back in.

We're on kind of a program this morning because we've got the Vice President coming, so we want to make sure that we get our business done so when he gets here we can certainly look forward to hearing his message.

Teamsters have a long and proud history of helping out our country in times of need. The Teamster name is synonymous with security. And today, our National Training Department is leading efforts to protect our national security by providing members with First Observer training. I now call on International Vice President Al Mixon to tell us about this important work. Al, come on up.

### **FIRST OBSERVER TRAINING PROGRAM**

VICE PRESIDENT MIXON: Good morning, brothers and sisters. We've been hearing all week, all year about the war on workers. There's no doubt there's another war going on as well, there's the attack on our very basic values in this country. The question becomes if we raise the bar with our awareness, the question is could we have prevented any of these attacks.

Terrorism is personal. Terrorism has impact in most of our lives in some way. But there are things that we can do to prevent terrorism, become a First Observer. First Observers is one tool among a comprehensive set of measures authorized by the Congress to help prevent terrorism and terrorist-type attacks. First Observer is effective at preventing terrorisms, and Teamsters involvement is critical in our national security.

First Observers training has occurred in many joint councils and local unions throughout our country, including my joint council, Joint Council 41, under the leadership of President Gary Tiboni. I myself am a First Observer.

First Observer is supported and endorsed by General President Hoffa, General Secretary-Treasurer Keegel and the General Executive Board through a supporting resolution, and they want you and your members to become First Observers.

Look at it this way. There's 60 seconds in a minute. It's yours if you use it. It's yours if you choose it. Whatever you do, don't abuse it.

There are 60 seconds in a minute. But the fact of the matter, the fact of the matter, the real fact of the matter, there's a lifetime in it.

I would like to now introduce Mike Johnson, who is a Teamsters National Director in this First Observer team. We have to get involved, brothers and sisters. My brother, Mark Johnson.

*(Applause)*

### **MARK JOHNSON Director of National Training, First Observer Program**

Thank you, Al. And thank you, General President Hoffa and the General Executive Board for allowing us to come here and present the First Observer program to you.

As a 46-year member of the Teamsters, I'm honored to be here to make this presentation in front of this body. But before I begin, I'd like to make a special thanks, a special thanks to my boss, Tom Keegel, who has been the driving force for the First Observer program. He's been a great guy to work for, one of the best ever, and I thank you very much, Tom.

*(Applause)*

Now let me introduce my First Observer team. First, Mike Martin. Mike is our Western States Regional coordinator. Mike is a former recon Marine. He has a Master's degree in pro-

gram management, and he brings some organizational structure to the program.

Next, Terry Barrett. He's a 30-year member of the Teamsters. He's a three-million-mile roadway driver.

*(Applause)*

And Randy Loewenkamp. Randy is our Central and Southern Region coordinator. Randy was an army medic. He's a 28-year Teamster. He worked for UPS and assisted in the recovery efforts at the Oklahoma City bombing site and former Principal Officer of Local 886 in Oklahoma City.

*(Applause)*

Thank you. You know, Al is right, terrorism is personal. We'd like you to watch this short video with Kathleen Treanor. Kathleen lost three family members by an act of terrorism.

*...A video presentation on the Oklahoma Bombing was shown to the delegation.*

*(Applause)*

TRAINING DIRECTOR JOHNSON: It's always hard for me to watch that. It's very moving.

Mike, would you like to lead the body through the most important parts of the First Observer Training Program.

MIKE MARTIN: Thank you. As a sidebar note, that video was developed, scripted and produced by this team here, and directed by Mr. Loewenkamp, right there.

*(Applause)*

You're the first group to preview this video. You viewed the premiere, so to speak, and I think they did an excellent job putting that together.

Welcome to the First Observer training course. This training and the full classroom version ordinarily takes about an hour as we discuss your evolving role in national security. Today we're spending about 15 minutes providing a refresher version of the training.

Now, I'm not going to read the mission state-

ment — you can do that yourself — but I would like to comment on some of the key words — observe, assess and report. You've heard them already, you'll hear them several more times. That is what we're asking you to do as First Observers, to observe, assess and report those things that you deem as unusual or a potential security threat.

So, how does it work? You observe something that's suspicious, you assess that it's unusual, and you report it. The assessment means that we want you to follow your instincts. You provide the assessment because you know if it doesn't look right in your own domain. If you think there's a possible threat, then make the call.

And what happens when you make the call? Well, your call is routed to one of our security analysts at the call center, and they'll take all your information and your report. They'll forward that to the ISAC — the Information Sharing and Analysis Center. It's located in Washington, D.C., it's a federal center, and it's staffed by all the alphabet agencies that you've heard of, the FBI, CIA, NSA, et cetera. As the name would imply, information sharing, information is shared in realtime right now. That's something that's unique to the First Observer Program and new since 9/11.

That information that you provided is pushed out to local and federal law enforcement agencies so that they make act appropriately to stop terrorist attacks. But it's also important to remember and recognize that First Observer does not replace 9-1-1. If what you're observing is imminent or an emergency, then call 9-1-1. First Observer is meant to enhance the existing reporting systems, not replace them. If you're unsure, call 9-1-1 first.

If you do make a call, we'll take your information any way you can give it, but if there's time, this is the typical reporting format that our security analysts will walk you through. It's

called the ITALK. And it can be found on the backside of the First Observer card we will be sending you. One note, however. When providing descriptions of activities and related details, don't guess. In the case of the D.C. sniper, law enforcement was initially looking for the wrong vehicle because of an inaccurate report.

Now, the terrorists, who are they? You know, prior to 9/11 we were in denial. Many believed the terrorists were crude, cowardly and unsophisticated and they proved us wrong in that one case. But, ordinarily, we would spend considerable time discussing the various terrorist groups. However, the underlying purpose of this slide is to demonstrate how it's not the terrorists' appearance you should focus on, rather, it's their actions.

As you can see in the images here in the pictures, terrorists are as ethnically diverse as the rest of the population. First Observer does not want you to profile appearances.

Now, simply helping to raise your situational awareness, let's discuss some of the terrorist tools. There are many tools a terrorist might use today, and I'm highlighting the two most popular, which we have seen a lot of in the news. Beginning with firearms, they're easy to conceal, they're easy to obtain, and they're simple to mount. They can be used for a variety of terrorist activities. The downside is for the terrorist, they must be present to execute an attack.

Package bombs, however, are easy to construct, as well, and employ but the attacker does not have to be present necessarily to perpetrate an attack; and they can be used to trigger a more dangerous material, such as when they're attached to a hazmat load.

Now, to give you an idea of what a 15-pound package bomb might look like, as displayed here is Eric Rudolph's bomb package that he used in Olympic Park which killed two people and injured 111.

Let me show you this short video of a 15-

pound package bomb.

*...A short video was shown to the delegation.*

Now this bomb in this live-fire demonstration was put together specifically for the First Observer Program so that we could demonstrate to you the destructive force of a small detonating device. The question is, is there anything to respond to here? The answer is no. It's largely a clean-up effort.

But what would a bomb look like a hundred times that size or a thousand times that size? McVeigh's bomb was just over 6,000 pounds, and it destroyed a building.

Now, how about an aircraft for a bomb? We've certainly seen that in the recent past.

So, how do we disrupt terrorist activities? Terrorists generally must complete all five of these operational acts to be successful. This gives us five points and multiple opportunities to disrupt a terrorist plot. With properly trained and alert First Observers, we can disrupt them at any stage. Their downfall is they must typically succeed at every stage. We've learned that by breaking that chain anywhere in the process, we can avert an attack.

Now, as a real-world example to a couple of stages of terrorist attacks, we have this video.

*...A short video was shown to the delegation.*

This is an actual al-Qaida rehearsal video captured in Afghanistan. What do you see that maybe they don't have in Afghanistan? I don't know about you, but I've never seen road systems and interchanges like that on the news; so where are they planning such an attack?

And we need to know this, we need to be aware of this. While we're able to enjoy the finer things in life in the United States, like this nice hotel, they are sitting in a cave somewhere planning an attack.

We are being targeted. Now, here's an example of the final phase, the attack phase. This picture is the Oklahoma City Federal Building which was destroyed by Tim McVeigh. Yet even

at the last minute we can mitigate the damage from an attack by observing, assessing and reporting suspicious activities, especially if you deem them to be imminent. We normally and ordinarily share several examples of this occurring and where, even at the last minute, we've been able to mitigate an attack.

Now, by Department of Homeland Security directive, presidential directive, all critical infrastructure in the United States was identified on a map so that we could protect it from attacks. This map highlights major bridge utilities, refineries, ports and other critical infrastructure. And the reason I show you this, the reason Teamster involvement in First Observer is so important is, as you can see by the areas in red, Teamsters are uniquely located to keep an eye on our infrastructure. If this map were overlaid with Teamster jurisdictional boundaries, then it would be entirely covered in red. Teamsters importance to our national security cannot be overstated.

First Observer is about protecting our country, our lives and the lives of our loved ones, and First Observer is about protecting jobs. So let me pass back to Mark for a couple of concluding remarks.

*(Applause)*

TRAINING DIRECTOR JOHNSON: Thank you, Mike. Let us watch now a short, short video about a truck driver talking about terrorism and what we may be able to do to prevent it.

Let's watch Tom the Trucker.

*...A video regarding Tom the Trucker was presented to the delegation.*

*(Applause)*

TRAINING DIRECTOR JOHNSON: Okay, now we get to the call for action. What can you do? Well, you can go back to your local unions, encourage your members to become First Observers. You can take the cards that were on your chairs today. Put them in your pocket now, Teamsters; take them home. There's contact

information on there. You can call us. You can e-mail us. You can text us. You can go to the Web site [Teamster.org/firstobserver](http://Teamster.org/firstobserver). It will take you to an online training program.

You can call us, we'll come into your local. It doesn't cost you anything. We'll help you set up the programs in your local union or joint council.

Any questions?

Good. God bless the Teamsters. God bless America. Let's go protect her. Thank you.

GENERAL SECRETARY-TREASURER KEEGEL: We need to be at the forefront of First Observer and I think that all of us that can get training should get training. It would be the greatest thing in the world.

Please roll the next video greetings, Rahm Emanuel.

*...Chicago Mayor Rahm Emanuel addressed the delegation via video as follows:*

**HONORABLE RAHM EMANUEL**  
**Mayor, City of Chicago**

Congratulations to President John Coli and the 100,000 members of the Teamsters Joint Council 25 on their 100th anniversary here in the great city of Chicago. As the new mayor of Chicago, I'd also like to wish the very best to all the Teamster men and women throughout the International on their 28th International Convention. Thank you very much.

*(Applause)*

*...Actor Daniel Baldwin addressed the delegation via video as follows:*

**DANIEL BALDWIN**  
**Actor**

And I would like to thank Mick Yauger on his tireless efforts in support of our veterans. Mick, thank you. And thank you, President Coli.

*(Applause)*

GENERAL PRESIDENT HOFFA: Hey, we're back. We're back.

*(Standing ovation)*

Thank you.

Yesterday we had some special business. We had an amendment come in. As you know, the Constitution Committee is a standing committee. Yesterday afternoon we received an amendment to the Constitution, which was new.

So in accordance with our rules, we convened the Constitution Committee and we sat down and read the constitutional amendment, which I'm going to read to you. Then we voted on it.

Let me read the amendment and I'll tell you what happened.

## ARTICLE XXII

### Section 11

GENERAL PRESIDENT HOFFA: First of all, the amendment was submitted by Chris Silvera from Teamsters Local 808 in New York. It's Article XXII, Section 11, and it's new. Here's what it said: That we propose to amend Article — well, that says VII — to add a new Section 11. It reads as follows: This is an honor to Tom Keegel.

“There is hereby created the honorary position of GST,” which is General Secretary-Treasurer, “Emeritus for life, which is to be filled by C. Thomas Keegel. He shall receive no remuneration or compensation as GST Emeritus. The position of GST shall not be considered a constitutional office but rather a specific honor conferred upon C. Thomas Keegel in appreciation for his many years of devoted and tireless service in the interest of the International Brotherhood of Teamsters.”

How about that? Great news.

*(Standing ovation)*

Wait, we've got to vote this thing, guys. All right, I want everybody to know it was unanimous consideration of the Constitution Committee that this be passed. But now I'm going to ask you.

Is there a motion to amend the Constitution

for that?

Mike 2.

DELEGATE PATRICK KELLY, Local 952: I'm from Teamsters Local 952, Joint Council 42. With great pride and humility, I move this.

And, Tom, thank you to you and your family for all the unity you've brought to our great union. Thank you, Brother.

GENERAL PRESIDENT HOFFA: How about a second, Brother.

DELEGATE STEVEN SOUTH, Local 25: I second the motion. Thank you.

GENERAL PRESIDENT HOFFA: All right. We need Tom Keegel as our Emeritus Secretary-Treasurer.

All those in favor, signify by saying aye.

Anybody opposed?

Congratulations.

*(Standing ovation)*

GENERAL SECRETARY-TREASURER KEEGEL: Thank you. No speeches. I think this is probably the greatest honor I've ever had in my life. I thank you so very, very much. I treasure what you've done, and I know my family does. Thank you. Thank you. Thank you. I can't believe it.

*(Cheers and applause)*

GENERAL PRESIDENT HOFFA: Isn't that great news?

In order to protect our way of life and make positive impact on the world, Teamsters believe that we must invest in the next generation. We believe that access to a solid education and opportunity for advanced study is the right thing for every child and, therefore, we make sure it happens.

That's why we established in 1966 a Scholarship Fund. Today the James R. Hoffa Memorial Scholarship Fund continues our tradition of making higher education within the reach of all Teamster members and grandchildren.

Now I call upon Willie Smith, President of

Teamsters Local 891 in Jackson, Mississippi, to give a report on the James R. Hoffa Scholarship Fund.

Come on, Willie.

*(Applause)*

### **REPORT OF THE JAMES R. HOFFA SCHOLARSHIP FUND**

SCHOLARSHIP FUND CHAIRPERSON SMITH: Thank you, General President Hoffa, Secretary-Treasurer Keegel. I'm very proud and honored to give you this report.

Fifty-five years ago President James R. Hoffa said – I quote — “Every child deserves a good education.” And he started a Scholarship Fund for our members' children.

Around 1999, General President James P. Hoffa said we need to increase the amount of money that we can raise for our members' children, and grandchildren in some cases. There was a dinner. The first dinner raised about \$120,000. The next year President Hoffa, along with my good friend Steve Mack, said, “Let's have a golf tournament. Let's invite our members. Let's invite our locals. Let's invite the joint councils to participate and raise more money for the education of our children.”

About five years ago Pat Flynn, John Coli said there's members — there's local unions, joint councils that cannot play golf, let's invite them to a poker tournament. We now have over 500 people that participate.

I'm proud to announce that we had a dinner in Chicago, Illinois, this year.

*(Applause)*

The dinner was held on March 16th. We hold a dinner every five years when we go through our election process. It was the largest attended dinner in the history of the James R. Hoffa Memorial Scholarship Fund. We had 1,147 people attend. We had 387 ads that were bought, 24 sponsors, 77 donations. 100 percent of the joint councils contributed to this dinner for the Scholarship Fund, 65

percent of the local unions. We raised \$1,798,300.

*(Standing ovation)*

We netted \$1,542,000. Our goal was to develop \$10 million for the Scholarship Fund. This fund will live on forever. We invest in very, very good, secure investments.

In the history of this fund, we've reached our goal of \$9,993,000.

*(Applause)*

Five years ago, we had five-and-a-half million dollars in the fund. We have increased the fund four-and-a-half million dollars in five years.

*(Applause)*

Since 2001, there has been 1,223 scholarship winners. We have awarded \$3,833,000.

*(Applause)*

We presently award \$500,000 a year. I'm proud to announce to you, the delegates of the local unions and joint councils, because you make this possible, that this year the board will be meeting in the fall to increase that 500,000 to 550,000 beginning in 2012.

*(Applause)*

This year in 2011, we had 1,251 applicants. It is very important to recognize what General President James R. Hoffa said over 55 years ago. It is important to educate the youth, our members, and our union wages assist in educating those members. But because of the cost of a higher education, it is important to assist, and you have done that. You have. And we thank you.

I'd like for you to look at the monitors, the award winners for 2011 of over \$500,000 by local union.

Please stand up and applaud your efforts of negotiating a good, great scholarship fund through your contributions of your local unions and joint councils. Thank you very much.

*(Applause)*

GENERAL SECRETARY-TREASURER KEEGEL: Thank you, Willie, for supporting the

next generation of leaders. I invite you to watch this next video, which features some of the talented and gifted students who have benefited from the James R. Hoffa Memorial Scholarship Fund.

*...A video presentation on the James R. Hoffa Memorial Scholarship Fund recipients was shown to the delegation.*

*(Applause)*

GENERAL PRESIDENT HOFFA: I have an important announcement. Today is Canada Day.

*(Applause)*

Let's all of us join in wishing a very Happy Canada Day to Teamsters Canada, all of our guests — Bob Bouvier, Tom Fraser, Stan Hennessy and all of our friends and delegates from Canada.

*(Applause)*

Canada Day is celebrated the first day of July. It's a holiday in Canada that's known as their birthday. It marks the day Canada and its four provinces became a country of its own. Great to have you here and what an honor for such a great country. Thank you.

*(Applause)*

I've always said that Teamsters are responsible, caring and dedicated people. We've seen it in times again and again, and the especially with regard to the terrible fire that happened in San Bruno, California. On September 10, 2010, a massive gas explosion and tremendous fire engulfed a quiet neighborhood in this city of 41,000 people. Four people were killed in the explosion and dozens of others injured.

With professional pride, our members who work for the City of San Bruno put their lives on the line to assist victims and to help the city in this time of crisis. We have all put together a video honoring those members for their selfless action and heroic work. Let's watch the video.

*...A video presentation on the San Bruno, California, gas explosion was shown to the del-*

*egation.*

*(Applause)*

GENERAL SECRETARY-TREASURER KEEGEL: Can Resolutions Committee member John Coli, Jr., please come to the podium to deliver the final report for resolutions.

### **FINAL REPORT OF THE RESOLUTIONS COMMITTEE**

COMMITTEE MEMBER COLI: Thank you, Mr. Chairman.

It was an honor to serve on the Resolutions Committee. The Chairs Larry Griffith and Greg Nowak did a fantastic job, and I thank them for their service. Although we provided the Resolution Committee Report on day one, there are several resolutions that still need to be adopted before we leave.

I ask that we dispense with the reading of the following resolutions. They are all in the resolutions book, plus four that were printed separately and handed out on the floor. I would like to make a motion that the following resolutions be adopted: Energy and Green Jobs, Health Care in America, IBT Support for Rail Conference Members at Amtrak, Immigration Reform, Port Driver Organizing Resolution, Protecting Teamster Participants from Pension-Destroying Investors, Pulte Group Resolution, Social Security and Medicare, Supporting the NLRB, Teamster Local 2010 Contract Struggle, Transportation Safety, Truck Size and Weight, Worker Misclassification, National Days of Action, a Campaign to Defend and Expand Labor Rights and Power, National Organizing of Sanitation, Organizing an NLRB Election Rule Changes, Union Label Printing and Disaster Relief.

Mr. Chairman, once again I ask that these resolutions that were recommended by the Resolutions Committee be approved by the convention.

GENERAL SECRETARY-TREASURER KEEGEL: Thank you, John.

Mike 2.

VICE PRESIDENT ALOISE: Rome Aloise, Teamsters Local 853, I'd like to second that motion and reserve the right to speak.

GENERAL SECRETARY-TREASURER KEEGEL: Thank you. We need a second to that motion.

Mike 2.

VICE PRESIDENT ALOISE: Okay. I believe the brother made the motion. I seconded it.

GENERAL SECRETARY-TREASURER KEEGEL: John made the motion and you seconded the motion.

VICE PRESIDENT ALOISE: Yes, sir.

GENERAL PRESIDENT HOFFA: Thanks, Rome, you now can have the right to speak.

VICE PRESIDENT ALOISE: While all of these resolutions are vitally important and should be unanimously approved, from California, on behalf of Joint Council 7 and Joint Council 42, I'd like to say that Q Local 210, which came into our union last year, 14,000 University of California employees, mostly women, 81 percent women and minorities, has struggled for over three years to get a contract with the university.

We're going to fight. We're going to go after them. We're going to need the support from around the country. And it's important to us that that resolution also be passed unanimously. I just wanted to bring that up to the group as a point of interest. Thank you very much.

*(Applause)*

Thank you, Rome.

Any other debate?

I have a motion and a second to accept the remaining resolutions.

All those in favor signify by saying aye.

Those opposed?

Carried. Thank you.

*(Applause)*

*...The following resolutions were accepted en*

*masse by the delegation.*

## ENERGY/ GREEN JOBS

Submitted by Robert Morales, Secretary-Treasurer on behalf of  
Teamsters Local Union No. 350

**WHEREAS**, Scientific evidence has confirmed that human use of fossil fuels is undisputedly contributing to global warming, causing rising sea levels, changes in climate patterns and threats to coastal areas; and

**WHEREAS**, The unemployment rate has hit history-making highs since 2008 and currently stands at nine percent; and

**WHEREAS**, A robust federal investment in the clean energy economy of the future has the potential to create millions of new jobs in renewable and clean energy production including: wind, solar, nuclear and clean coal; and

**WHEREAS**, Aiding a transition to more fuel-efficient rail and trucking technology, expanding high-speed passenger and cargo rail and mass-transit, retrofitting and building energy-efficient homes and public facilities, expanding recycling and sustainable warehousing, building wind and solar farms, and revamping the electrical grid are all "clean energy" solutions that will create new jobs, and increase the demand for existing Teamster jobs in industries like warehousing, freight, rail, construction, waste and recycling; and

**WHEREAS**, China and Germany lead the world in clean energy finance and investment and, in recent years, the United States has fallen from number one in clean energy finance and investment to number three; and

**WHEREAS**, Coal makes up 40% of the cargo transported by freight rail (1 in 4 revenue dollars) and it is estimated that 1 in 5 railroad jobs are generated by the coal industry and in some cases those jobs are tied to rail lines that are dedicated to coal transport, only without flexibility; and

**WHEREAS**, The environmental protection and advocacy community is a valued partner in the labor movement's organizing and corporate responsibility campaigns and shares the labor movement's commitment to furthering fair-trade policies; and

**WHEREAS**, Environmentally-friendly policies that maintain our planet's health will also keep our country's workforce safe and healthy.

**NOW, THEREFORE, BE IT RESOLVED**, that this 28th Convention of the International Brotherhood of Teamsters believes that it is right for the U.S. to address our dependence on fossil fuels and carbon emissions through balanced, comprehensive energy and climate change legislation; and

**BE IT FURTHER RESOLVED**, that a balanced energy and climate change policy is one that maximizes job creation by investing in a wide variety of clean energy solutions, including nuclear energy and clean coal technology, and that clean energy or "green" jobs created through federal investment should be stable, career-track jobs that pay fair wages and allow for workers to freely organize and collectively bargain with their employers; and

**BE IT FURTHER RESOLVED**, that a balanced energy and climate change policy is one that recognizes the vital role that coal plays in the U.S. economy and the necessity of investing in clean coal in order to meet our nation's energy needs as we transition to a clean energy economy; and

**BE IT FURTHER RESOLVED**, that a balanced energy and climate change policy should incentivize and invest in recycling over incineration as a more environmentally-friendly and labor-intensive way of addressing waste. Further, landfill-gas-to-energy technologies, which encourage waste incineration, should not be included in any legislative definition of "renewable" or "clean" energy; and

**BE IT FURTHER RESOLVED**, that a com-

prehensive energy and climate policy should address our reliance on foreign oil supplies from countries often hostile to U.S. policies by responsibly expanding access to sources of domestic oil production including completion of the Keystone Pipeline which is expected to stimulate \$20 billion in new spending for the U.S. economy, spur the creation of 118,000 jobs and generate more than \$585 million in state and local taxes for the states along the pipeline route; and

**BE IT FURTHER RESOLVED**, that absent a binding global emissions agreement which demands aggressive action in addressing carbon output from developing countries like China and India, a balanced energy and climate change policy must protect U.S. jobs with fair-trade safeguards that ensure U.S. competitiveness and prevent companies in energy-intensive industries from closing their U.S. facilities and moving to countries without comparable climate protection measures; and

**BE IT FURTHER RESOLVED**, that a balanced energy and climate change policy is one that includes adequate supports to mitigate the financial burden of transition and compliance for energy-intensive, trade vulnerable industries like steel, coal, cement, concrete, paper, and petroleum; and

**FINALLY, BE IT RESOLVED**, that a balanced energy and climate change policy is one that protects against increases in household energy costs by providing a variety of mechanisms that offset the potential for rising energy and fuel costs to working-class Americans and provides easy access and financing to ensure rapid transition to higher-efficiency appliances and more energy-efficient homes and rental units.

## HEALTH CARE IN AMERICA

**WHEREAS**, the International Brotherhood of Teamsters has historically been at the forefront on health issues and continues to be so

today; and

**WHEREAS**, Teamster multiemployer health and welfare funds have provided good health care benefits to Teamster members and their families for over six decades and should be protected, preserved and, if possible enhanced; and

**WHEREAS**, the Patient Protection and Affordable Care Act (PPACA), which was signed into law on March 23, 2010, is an admirable first step toward expanding health care access to uninsured and underinsured Americans and reducing the cost of health care for all Americans; and

**WHEREAS**, PPACA addresses many of the flawed U.S. insurance industry practices that have contributed to soaring health care costs for all Americans and to the existence of roughly 50 million uninsured Americans; and

**WHEREAS**, PPACA provides for federal funding and administrative mechanisms through national and state health care exchanges that are intended to significantly reduce the number of uninsured and underinsured Americans beginning in 2014, a change which is intended to reduce the financial pressure on individual and group purchasers of health insurance caused by the widespread shifting of health care costs from the uninsured to individuals and groups purchasers of health insurance; and

**WHEREAS**, PPACA already has required insurers to extend health coverage to many Americans under age 26 and to children with pre-existing conditions, has reduced the waiting periods for coverage imposed by most insurers, has increased the maximum limits on individual health care claims in order to prevent ailing Americans from filing for bankruptcies as a result of unsustainable medical costs and has removed the incentive for employees to stay with an employer when they have a chronic illness covered by that employer's health plan; and

**WHEREAS**, PPACA is fostering the devel-

opment of accountable care organizations and value-based purchasing within Medicare to provide examples of ways to promote more responsible care-giving designed to improve the quality of the health care provided to Americans, to improve the overall health of all Americans and to reign in soaring health care spending; and

**WHEREAS**, despite all of the achievement and potential achievements of PPACA, however, certain provisions of PPACA could adversely affect Teamster multiemployer health and welfare funds by preventing those funds from purchasing health coverage for their Teamster participants and their families in the national and state health care exchanges beginning in 2014 while, at the same time, providing no financial incentive for Teamster employers to maintain health care coverage for their employees in Teamster multiemployer health and welfare funds; and

**WHEREAS**, PPACA also does not allow individuals who receive medical and other health benefits from Teamster and other multi-employer health and welfare funds to receive the financial subsidies they would otherwise be entitled to receive if they were allowed to participate in the health care exchanges; and

**WHEREAS**, federal money has been appropriated and made available to fund demonstration health care innovation projects approved by the federal government that are designed to encourage payers, providers and patients to experiment with new protocols and more efficient methods of operation to assist in controlling health care costs, improving the quality of the health care provided to Americans and improving the overall health of the American populace; and

**WHEREAS**, certain budgetary proposals are currently being considered at the federal level that would cause the entire value of premiums paid for any and all medical and other health-related benefits provided to employees under an

employer-sponsored health plan to be taxed to the employees as ordinary income, in addition to the “Cadillac” tax that will already be imposed on alleged “high cost” health and welfare plans beginning in 2018.

**NOW, THEREFORE, BE IT RESOLVED**, that the International Brotherhood of Teamsters generally supports both the goals of the PPACA and its continued implementation but firmly opposes taxing working Americans on the value of the premiums paid for their employer-sponsored health benefits and firmly opposes any regulations issued under PPACA or interpretations of PPACA that would encourage employers to stop providing health care coverage for their employees through Teamster and other multiemployer health and welfare funds; and

**BE IT FURTHER RESOLVED**, that this 28th Convention of the International Brotherhood of Teamsters encourages all Teamster-affiliated health and welfare funds and Teamster local unions to support legislative and regulatory efforts to implement PPACA in a manner that preserves and protects Teamster multiemployer health and welfare funds and creates innovative health care methodologies that will contain health care costs, improve the health of Teamster members and their families and create opportunities for this Union to grow and provide our members and their families with access to affordable, high-quality health care.

#### **IBT SUPPORT FOR RAIL CONFERENCE MEMBERS AT AMTRAK**

**WHEREAS**, the future of Amtrak is uncertain and many within the federal government, Amtrak management, railroads, and private industry have initiated policies and practices which are detrimental to members of the Teamsters Rail Conference at Amtrak; and

**WHEREAS**, the Brotherhood of Locomotive Engineers and Trainmen (BLET) and the Brotherhood of Maintenance of Way Employes

Division (BMWED) of the International Brotherhood of Teamsters are a substantial part of the Amtrak workforce; and

**WHEREAS**, the Teamsters Rail Conference and the International Union have worked diligently to oppose any legislation or policies that adversely affect its Amtrak members; and

**WHEREAS**, inter-city passenger rail service in the United States, including high speed rail, is finally receiving some long-needed attention and funding; and

**WHEREAS**, Amtrak is the only company in America with a proven record of providing inter-city passenger rail service in excess of 100 mph; and

**WHEREAS**, the career professionals of the BLET and BMWED in the Teamsters Rail Conference have a proven record of building, operating, and maintaining railroads;

**THEREFORE, BE IT RESOLVED**, that the delegates to the 28th International Brotherhood of Teamsters Convention go on record in support of its Amtrak members of the Rail Conference; and

**BE IT FURTHER RESOLVED**, that the delegates support the continued commitment of the International Union to provide the Rail Conference with the resources and legislative support necessary to secure adequate funding for Amtrak and resist diversion of passenger rail funds to privatization and similar schemes not in the public interest.

#### **IMMIGRATION REFORM**

**WHEREAS**, the United States is a nation of immigrants founded on the shared ideals and rights of democracy, freedom of speech, religious tolerance and equal opportunity; and

**WHEREAS**, many immigrants come to the U.S. because of a lack of quality jobs in their home country, a situation made worse by America’s failed trade policies; and

**WHEREAS**, immigrant workers represent a significant percentage of workers employed in

core Teamster industries and stand on the frontlines of many ongoing Teamster organizing campaigns; and

**WHEREAS**, unscrupulous employers exploit undocumented workers by paying them substandard wages, and avoid paying employee payroll and other taxes, and these actions hurt all U.S. workers by driving down labor standards and depriving federal, state, and local governments of revenues; and

**WHEREAS**, the current electronic verification system utilized by employers warrants considerable improvement and many employers exploit this flawed system and use the threat of immigration law and deportation to frighten and intimidate workers who attempt to improve their working conditions by forming a union; and

**WHEREAS**, children who are brought to this country illegally and in many cases will spend the vast majority of their lives in the U.S. and identify as being Americans with a desire to be a part of the productive and law-abiding populace of this country; and

**WHEREAS**, an injury to one worker, whether documented, native born, or not, is an injury to all workers and it is the mission of the Teamsters Union to vehemently fight for respect and dignity in the workplace for all working men and women;

**NOW, THEREFORE BE IT RESOLVED**, that the International Brotherhood of Teamsters believes that the most effective way to fully protect U.S. workers, reduce the unlawful exploitation of immigrant workers, and eliminate the incentive of employers to hire undocumented workers is for all workers – immigrant and native-born, to have full and complete access to the protection of labor, health and safety laws; and

**BE IT FURTHER RESOLVED**, that the Teamsters Union supports efforts to enact a comprehensive reform of the immigration sys-

tem that includes a rational and reasonable pathway to earned legalization in order to end the underground, second class worker economy, where they are easily exploited by employers whose actions harm all U.S. workers by driving down labor standards and depriving federal, state, and local governments of revenues; and

**BE IT FURTHER RESOLVED**, that immigration enforcement initiatives should focus on exploitative employers and that immigration laws must be enforced in a manner that ensures fair and humane treatment for all, full access to the law including judicial review, adequate translation, and access to counsel and the federal court system; and

**BE IT FURTHER RESOLVED**, that the most effective electronic employment verification system is one that determines employment authorization accurately through an independent third party, prevents discrimination, and provides sufficient due process and privacy protection; and that employers who abuse electronic employment verification systems to recruit, hire or exploit undocumented workers, evade the payment of taxes, produce fraudulent documents, or retaliate against workers who exercise their labor rights, must be punished with significant penalties and fines; and

**BE IT FURTHER RESOLVED**, that the Teamsters Union will continue to oppose any expansion of a “guest worker” or visa type program that institutionalizes the indentured servant status characteristic of bracero programs of the past; and

**BE IT FURTHER RESOLVED**, that the Teamsters Union supports legislation to rescind the *Hoffman Plastics* Supreme Court decision; and

**FINALLY, BE IT RESOLVED**, that the Teamsters Union would support legislation like the Development, Relief and Education for Minors Act (DREAM Act), which addresses the tragedy of young people who grew up in the

U.S. and have graduated from U.S. high schools, but whose future is circumscribed by our current immigration laws, by creating a pathway to permanent legal resident status for high school graduates who can demonstrate good moral character and have either been accepted to college or have enlisted in the military, as part of overall reform immigration reform.

### **PORT DRIVER ORGANIZING RESOLUTION**

**WHEREAS**, the Teamsters Union is leading an innovative campaign to organize 110,000 port drivers nationwide; and

**WHEREAS**, the collective bargaining rights of American workers are under attack, the assault on port truck drivers began 30 years ago with deregulation of the trucking industry. The Teamsters Union, along with other unions and allies, are fighting back against attacks on workers in Wisconsin and across the country; and

**WHEREAS**, prior to deregulation, port drivers were largely represented by the Teamsters and enjoyed a middle-class standard of living. Since deregulation, non-union motor carriers undercut union companies; and most port drivers are illegally misclassified as “independent contractors” instead of employees and are denied the right to organize a union; and

**WHEREAS**, our ports are one of the nation’s most valuable engines of economic growth and prosperity and are critical to global trade. Yet because they are misclassified, highly skilled port drivers, working in an extremely dangerous industry, are forced to toil in sweatshop working conditions for low wages and are denied benefits that most workers receive such as workers’ compensation, disability, Social Security, minimum wage, health and safety law protections; and

**WHEREAS**, the industry is fighting to avoid taking responsibility for providing and

maintaining clean trucks that meet diesel truck emission environmental standards, port drivers must drive old, polluting trucks that contribute to an environmental and public health crisis for 87 million port drivers and community residents. In an effort to meet government diesel truck emission regulations, many port drivers are filing for bankruptcy, being evicted or are being foreclosed on; and

**WHEREAS**, illegal misclassification and exploitation of port drivers undermines union standards and our bargaining power in negotiations; and

**WHEREAS**, the Coalition for Clean & Safe Ports, a unique partnership of port drivers and more than 150 environmental, public health, community, labor, faith, business and civil rights organizations, including the Teamsters, is advocating for an end to illegal misclassification and exploitation of port truck drivers and to reduce port diesel truck emission pollution; and

**WHEREAS**, the City of Los Angeles enacted the U.S. Environmental Protection Agency’s award winning Clean Truck Program that requires trucking companies to take financial responsibility for purchasing and maintaining clean fleets by requiring companies to hire drivers as employees instead of as independent contractors; and

**WHEREAS**, the Port of Los Angeles Clean Truck Program can be credited with putting over 10,000 clean diesel and alternative-fuel vehicles in service since October 2008, reducing deadly diesel pollution by nearly 80 percent; and

**WHEREAS**, the American Trucking Associations unsuccessfully sued the Port of Los Angeles to prevent implementation of the LA Clean Truck Program, but the requirement that companies employ their drivers as employees remains enjoined pending the industry’s appeal. As a result, Southern California port drivers are once again being misclassified and

their earnings have dropped below minimum wage because the industry is now deducting expensive truck payments and other operation costs from their paychecks; and

**WHEREAS**, the Coalition for Clean & Safe Ports is further leading efforts to fix federal trucking deregulation and to protect port clean truck programs by passing the Clean Ports Act of 2011, sponsored by Congressman Jerrold Nadler in the U.S. House of Representatives and soon to be introduced by Senator Kristen Gillibrand. Throughout the country, Teamsters are securing commitments from their U.S. Representatives and Senators to support and co-sponsor the bill; and

**WHEREAS**, California Assembly Speaker John Pérez and Assemblymember Sandré Swanson, Chair of the Labor and Employment Committee, introduced AB 950 in the California State Assembly, the Port Drivers Rights Bill which would require port drivers to be treated as employees and receive protection under California's workplace and safety laws. AB 950 would crack down on trucking companies that dodge paying taxes by illegally misclassifying drivers.

**NOW, THEREFORE, BE IT RESOLVED**, that the Teamsters Union will continue to prioritize the fight to end the war on workers by organizing America's port truck drivers and intermodal drivers and employees; and

**BE IT FURTHER RESOLVED**, that traditional National Labor Relations Board remedies cannot be relied upon in unionizing port drivers and that the Teamsters Union is committed to bringing dignity, respect, economic and social justice to port drivers throughout the county and will continue to use a variety of approaches to guarantee these workers their right to choose union representation.

**PROTECTING TEAMSTER  
PARTICIPANTS FROM PENSION-**

**DESTROYING INVESTORS**

**WHEREAS**, unbridled excess on Wall Street led to the worst financial crisis in the United States since the Great Depression; and

**WHEREAS**, this Great Recession has temporarily created losses on investments for almost all types of benefit funds; and

**WHEREAS**, these funds, their representatives and allies successfully passed legislation in the form of the Pension Relief Act 2010 (PRA); and

**WHEREAS**, PRA will allow benefit funds an opportunity to offset investment losses and place themselves on more solid footing; and

**WHEREAS**, some unscrupulous employers and investment firms are using the Great Recession, and its short-term implications for benefit funds, as a convenient excuse to withdraw from these benefit funds; and

**WHEREAS**, these same employers intend to substitute inferior defined contribution arrangements for negotiated defined benefit plans; and

**WHEREAS**, the move to these inferior plans will have a devastating impact on Teamster members and their families; and

**WHEREAS**, the transfer of Teamster members from defined benefit funds to employers' defined contribution funds will also weaken the defined benefit funds and create substantial withdrawal liabilities; and

**WHEREAS**, certain employers and private equity firms rely on Teamster benefit funds for a portion of their investment capital; and

**WHEREAS**, certain private equity firms utilize money from Teamster funds to inflict tremendous damage to those very funds and the tens of thousands of Teamster participants; and

**WHEREAS**, Teamster members are employed by subsidiaries of several of these private equity firms; and

**WHEREAS**, the IBT Constitution, Article II, Section 2(b)(1), "Union Fiduciary's Code of Conduct," states that Teamster fiduciaries serve

the best interests of participants and beneficiaries;

**NOW, THEREFORE, BE IT RESOLVED** that the trustees of all and every Teamster fund review their investments in these private equity firms and, where appropriate, withdraw all benefit fund monies and investments from these private equity firms until they cease their attempts to remove Teamster members from Teamster benefit funds.

### **PULTEGROUP RESOLUTION**

**WHEREAS**, residential construction workers in Arizona and Nevada, with the help of the Building Justice Campaign (the International Union of Painters and Allied Trades District Council 15 and the Sheet Metal Workers International Association), are fighting to improve their pay, benefits and working conditions and to have a voice in the workplace; and

**WHEREAS**, national corporations rule the homebuilding industry in the Southwestern states and set the standard for how workers who build the homes and customers who buy the homes are treated; and

**WHEREAS**, PulteGroup is the nation's largest residential construction corporation; and

**WHEREAS**, PulteGroup has the moral responsibility to treat homeowners fairly and to ensure that the contractors who operate on its construction sites provide fair treatment and good working conditions for the workers;

**BE IT RESOLVED**, that the International Brotherhood of Teamsters will inform and educate its members and their families about how PulteGroup treats the workers who build its houses and the customers who buy them; and

**BE IT FURTHER RESOLVED**, that the International Brotherhood of Teamsters will ask its members to stand in solidarity with and take action to support these residential construction workers as they fight to win justice.

### **SOCIAL SECURITY/MEDICARE**

**WHEREAS**, Social Security has operated as a retirement security program for more than 75 years and provides a substantial safety net for more than 53 million Americans, including retirees, the disabled, children and families; and Medicare has provided quality affordable health care for nearly 45 million Americans annually since 1965; and

**WHEREAS**, the 2008 financial collapse demonstrated the instability of our financial markets and devastated Americans' private pensions and 401k plans, causing record single-year investment losses of 37%; and

**WHEREAS**, growth in medical costs, including health insurance coverage, continues to outpace that of inflation and most other household expenses, and out-of-pocket spending on health care absorbs three times as much household spending for Medicare households than for working-age households; and

**WHEREAS**, Social Security is not in a state of crisis, currently holds \$69.3 billion in reserves and can pay out 100% of benefits owed for the next quarter century and 75% thereafter; and

**WHEREAS**, individual life expectancy is influenced by a number of determining factors including level of education, income, race, and gender and it is already impossible for many individuals employed in dangerous, stressful, or physically taxing occupations to continue working until age 65; and

**WHEREAS**, Social Security is a self-funded program which operates off-budget and does not contribute one penny to the national deficit.

**NOW, THEREFORE BE IT RESOLVED**, that the International Brotherhood of Teamsters supports efforts to ensure that both the Social Security and Medicare programs remain solvent for generations to come; and

**BE IT FURTHER RESOLVED**, that the Teamsters Union opposes efforts to address

both the Social Security and Medicare programs' long-term solvency in conjunction with efforts to address the nation's long-term debt; and

**BE IT FURTHER RESOLVED**, that the Teamsters Union opposes efforts to address Social Security's long-term solvency that include raising the retirement age, privatization, or reducing benefits in any way and supports efforts to address the program's long-term solvency by increasing revenues including lifting the payroll tax cap so that the 6 percent of the population that makes more than \$106,800 a year pays Social Security taxes on all of their wages just like everyone else who makes less than that amount has to do; and

**FINALLY, BE IT RESOLVED**, that the Teamsters Union opposes proposals, like that of House Budget Committee Chairman Paul Ryan (R-WI), which would dramatically cut benefits by replacing Medicare with vouchers to purchase health insurance in a broken marketplace and would nearly double out-of-pocket medical care costs for the typical 65-year-old.

#### **SUPPORTING THE NLRB**

**WHEREAS**, Congress created the National Labor Relations Board more than 75 years ago by passing the National Labor Relations Act;

**WHEREAS**, the National Labor Relations Act sought to remedy unfair labor practices used by employers to prevent unionization and cripple workers' economic strength;

**WHEREAS**, President Franklin Roosevelt said the purpose of the NLRA is to prevent practices that tend to destroy the independence of labor and seek freedom of choice and action to which workers are justly entitled;

**WHEREAS**, the NLRB is charged with conducting elections for labor union representation and with investigating and remedying unfair labor practices;

**WHEREAS**, the NLRA has been weakened over past decades by elected officials indebted to corporate interests that seek to deprive workers of their independence and choice;

**WHEREAS**, those efforts to weaken workers' economic power have been increased in the wake of the Supreme Court's *Citizens United* decision in 2010;

**WHEREAS**, extremist politicians at the federal and state level are trying to diminish the limited protections that workers have;

**WHEREAS**, there is a direct correlation between the shrinking of the middle class and the erosion of workers rights;

**WHEREAS**, the National Labor Relations Board and its General Counsel have in the past few years mounted a stronger defense of workers' legal rights to organize;

**WHEREAS**, the National Labor Relations Board's General Counsel is to be commended for upholding the law with respect to Boeing's retaliation against its union members;

**WHEREAS**, the National Labor Relations Board has been subjected to undeserved attacks by extremist politicians who are funded by corporate, anti-worker interests;

**WHEREAS**, the National Labor Relations Board will be subjected to further hostile and baseless attacks because it made a common-sense proposal to standardize an inconsistent election process in which scheduled elections are frequently delayed or canceled; and

**WHEREAS**, these hostile attacks are part of a coordinated effort by extremist millionaires and their front groups to de-unionize the United States;

**BE IT RESOLVED**, that the International Brotherhood of Teamsters strongly supports the NLRB's courageous efforts to uphold the law of the land; and

**BE IT FURTHER RESOLVED**, that the

International Brotherhood of Teamsters fully appreciates the NLRB for supporting the rights of workers to help themselves economically by forming unions.

### **TEAMSTERS LOCAL 2010 CONTRACT STRUGGLE**

**WHEREAS**, the University of California is one of the nation's largest university systems, with 10 campuses, five medical centers and three national laboratories;

**WHEREAS**, the University of California negotiates with eight different unions about the employment terms of more than 60,000 of its employees statewide;

**WHEREAS**, Teamsters Local 2010 (formerly known as the Coalition of University Employees "CUE") represents 14,000 clerical employees, medical assistants and allied service employees at 10 campuses of the University of California (UC), including medical centers and national laboratories;

**WHEREAS**, Local 2010's contract with the University expired in September 2008 and UC's final offer provided for no pay raises;

**WHEREAS**, in May 2010, CUE voted to affiliate with the International Brotherhood of Teamsters (IBT) and a charter for those workers was granted establishing Local 2010;

**WHEREAS**, UC's clerical and allied services workforce is 81 percent female and more than half of the University's professional and support staff, which includes the clerical workforce, is made up of people of color;

**WHEREAS**, Teamsters Local 2010 is under attack like public sector locals everywhere and because they have been without a pay raise for four years, these Teamsters struggle to afford basic food and housing for their families even though the University of California is a profitable enterprise taking advantage of a state budget crisis, which provides 30 percent of their budget; and

**WHEREAS**, Local 2010, in conjunction with Teamster Joint Councils 7 and 42, the Public Services Division and departments at the IBT, have been actively involved in a state-wide campaign to achieve a fair contract;

**NOW, THEREFORE, BE IT RESOLVED**, that the International Brotherhood of Teamsters demand that the University of California immediately stop its discriminatory practices and reach a fair agreement with Local 2010 that includes reasonable wages and benefits;

**BE IT FURTHER RESOLVED**, that the International Brotherhood of Teamsters support all actions of Joint Councils 7 and 42 to build Teamster power at UC by increasing Local 2010's membership and maintaining an aggressive contract campaign; and

**FINALLY, BE IT RESOLVED**, that all Teamster locals, especially those in California, be prepared to support our Teamster UC sisters and brothers with solidarity in the event that Local 2010 needs to strike to achieve a just and fair contract.

### **TRANSPORTATION SAFETY**

**WHEREAS**, whether by land, sea or air, the Teamsters Union represents hundreds of thousands of transportation workers who move cargo and people throughout the United States, and;

**WHEREAS**, these workers perform their duties in non-traditional workplaces such as a truck, bus or locomotive cab, an airplane cockpit, a tollbooth, along railroad tracks and highways, at airports and at seaports, and deserve a safe and healthy work environment, and;

**WHEREAS**, various corporate interests are pushing Congress to weaken worker safety protections including hours-of-service regulations for truck and bus drivers, locomotive engineers, pilots and flight attendants, by delaying and obstructing reforms that would make it safer to transport hazardous materials, and by outsourc-

ing repair of U.S. aircraft, and;

**WHEREAS**, construction, maintenance and other highway workers, including toll collectors, are exposed to dangers from speeding and reckless motorists; and

**WHEREAS**, fatigue remains a problem in all modes of transportation and recent accidents have reinforced the need for workers to receive proper rest and maintain predictable work schedules that do not result in accumulated fatigue and;

**WHEREAS**, Positive Train Control (PTC) technology will improve the safe movement of hazardous material and reduce fatal injuries to our members, and;

**WHEREAS**, the railroad industry opposes the implementation of PTC technology and is attempting to dilute the legislation requiring the implementation of PTC, and;

**WHEREAS**, the current rules on lithium battery shipments are inadequate to prevent onboard aircraft fires and safeguard passengers and flight crews, and;

**WHEREAS**, lithium batteries can self-ignite, burn violently, and are very difficult to extinguish, and;

**WHEREAS**, the airline industry opposes efforts to properly regulate the transport of lithium batteries and the full regulation of lithium batteries as dangerous goods would have a positive impact on the safety of the air cargo supply chain, and

**WHEREAS**, big business would take away from the Occupational Safety and Health Administration (OSHA) jurisdiction of worker safety procedures with hazardous materials and leave only the Department of Transportation to regulate hazmat worker safety, and

**WHEREAS**, most trucking firms, railroads and airlines offer short video tapes to workers in order to meet safety training requirements and these training tapes do not offer the same level of knowledge and comprehension to workers as

hands-on training techniques do, and;

**WHEREAS**, the pursuit for cheap labor and less regulation have led to an expansion of foreign repair stations for commercial aircraft, causing the loss of American jobs crucial to a vibrant U.S. airline industry, and led to a lack of safety measures including little or no criminal background checks or drug and alcohol testing for workers in these safety sensitive jobs at foreign repair stations, and;

**WHEREAS**, these conditions have compromised the quality of repairs and ultimately the safety of aircraft that are repaired at foreign repair stations, and;

**WHEREAS**, the Teamsters Rail Division conducted a second Safe Rails/Secure America Survey and published an updated report citing the continuing safety and security dangers prevalent in the railroad industry including insufficient manpower and the use of Remote Control Locomotives, and;

**WHEREAS**, the Rail Division survey confirmed that the railroads have been lax in initiating safety and security measures unless mandated by Congress and the Federal Railroad Administration, and;

**THEREFORE BE IT RESOLVED**, that the Teamsters Union calls for Congress to enact strong legislation on this issue and to reexamine policies and regulations that jeopardize the safety of transportation workers; and

**BE IT FURTHER RESOLVED**, that the Teamsters Union will call upon its rank and file members, stewards, business agents and officers to redouble their efforts to promote safety in the transportation industry workplace.

#### **TRUCK SIZE AND WEIGHT**

**WHEREAS**, the trucking industry is lobbying Congress to increase truck size and weight, and;

**WHEREAS**, our highways and bridges are in such disrepair that these increases will only

serve to further deteriorate our infrastructure, and;

**WHEREAS**, adding a sixth axle to a 97,000-pound single trailer truck may mitigate highway pavement damage, it will not help to reduce the actual weight of that vehicle on a bridge and will increase bridge damage, and;

**WHEREAS**, nearly half of the bridges in the U.S. are more than 40 years old, and one in four bridges in the United States is structurally deficient or functionally obsolete, and;

**WHEREAS**, our current highway systems are not designed for heavier and longer trucks, which require greater stopping distances, longer merge lanes to get up to speed with the flow of traffic, and need exit ramps that can accommodate longer and heavier trucks with a higher center of gravity, and;

**WHEREAS**, increased highway congestion puts additional pressure on drivers to make quick decisions about stopping distances and other evasive actions to avoid accidents, and;

**WHEREAS**, every time truck weights have been increased, truck traffic has actually increased and heavier trucks actually use more diesel fuel, now;

**BE IT RESOLVED**, that the Teamsters Union will call upon Congress to reexamine policies that cause damage to our already crumbling infrastructure and jeopardize highway safety, and;

**BE IT FURTHER RESOLVED**, that the Teamsters Union will oppose any increases in truck size and weight, and support H.R. 1574, the *Safe Highways and Infrastructure Protection Act*, that freezes the current truck size and weight limits on the National Highway System.

#### **WORKER MISCLASSIFICATION**

**WHEREAS**, statistical evidence has proven that the practice of worker misclassification has skyrocketed over the last twenty-five years at a

rate of 7% increase annually, negatively impacting workers and businesses which play by the rules, and both state and federal governments in that a handful of bad-acting employers receive an unfair advantage over competitors. In fact, studies indicate up to 48% of all independent contractors nationwide may be misclassified employees; and

**WHEREAS**, workers who are misclassified as independent contractors are stripped of the basic human right to associate with unions and basic workplace protections, including but not limited to the National Labor Relations Act, the Fair Labor Standards Act, OSHA, and even the Americans with Disabilities Act. Additionally, misclassified workers are not protected under state workers' compensation systems, unemployment insurance, and disability benefits. Most egregiously, these workers are highly unlikely to have any healthcare or retirement benefits due to misclassification; and

**WHEREAS**, companies which play by the rules and properly classify workers as employees pay their fair share of worker-related expenses and, often times, pay up to 25% more in these expenses due to competitors cheating the system and misclassifying workers; and

**WHEREAS**, worker misclassification costs federal, state and local governments billions of dollars each year; and

**WHEREAS**, the most notable bad-acting employer is FedEx Ground, a subsidiary of Federal Express. Over the last fifteen years, the company deceitfully misclassified more than 27,000 current and former drivers throughout the country – who have filed a class-action lawsuit against FedEx Ground – and has thus far been investigated by more than 40 states for this practice; and

**WHEREAS**, in 2009 and 2010, a bi-partisan group of 20 state Attorneys General investigated the company's egregious practice of misclassification. Most notably, three Attorneys

General claimed the practice to be a “serious injustice” to drivers in their respective states, and as a result forced the company to change its business model throughout the country in hopes of avoiding further scrutiny. Despite these changes, public officials across the country have remained determined to reveal the company’s ongoing abuse of drivers; and

**WHEREAS**, misclassification also extends beyond FedEx Ground into other industries, most notably in the port trucking, bakery, taxi, and construction industries, among others. Evidence clearly suggested that this practice continues to extend throughout various industries, compromising approximately 12 million workers nationwide.

**NOW, THEREFORE, BE IT RESOLVED**, that this Twenty-Eighth Convention of the International Brotherhood of Teamsters calls for meaningful legislation to be pursued in states across the country that protects workers from being misclassified by employers. This legislation should include the “ABC” test, which highlights the employer’s day-to-day control of workers in determining whether those individuals should be employees or independent contractors. Such legislation should also include necessary financial and criminal penalties against bad-acting employers to deter them from misclassifying workers. Finally, misclassified workers should also have a private right of action to pursue their individual or collective recourse against these bad-acting employers; and

**BE IT FURTHER RESOLVED**, that states should be properly-equipped to investigate and appropriately punish bad-acting employers, including a task force of necessary state agencies to investigate instances of misclassification as well as much-needed funding for these task forces to have staffing for thorough and efficient investigations; and

**BE IT FURTHER RESOLVED**, that states

should continue to educate businesses, workers, and the public of the detrimental impact of worker misclassification to ensure the integrity of that state’s tax code, protect workers’ rights, and maintain a competitive business climate; and

**BE IT FURTHER RESOLVED**, that the Teamsters Union will remain vigilant in highlighting FedEx Ground’s abuse of workers through misclassification under its new business model, known as the “Multi-Route Contractor” model. Under the new model, FedEx Ground clearly maintains day-to-day control over all drivers and therefore continues to improperly classify drivers; and

**FINALLY, BE IT FURTHER RESOLVED**, that the Teamsters Union will team with public officials and allies to highlight FedEx Ground’s new model, and ensure that FedEx Ground drivers across the country will eventually be properly classified as employees of that company.

**NATIONAL DAYS OF ACTION:  
A CAMPAIGN TO DEFEND AND  
EXPAND LABOR RIGHTS & POWER**

**WHEREAS**, the attacks on the trade unions as the main defenders and promoters of worker rights has intensified, allowing the corporations to restructure the economy in ways that have forced down wages, the standard of living of workers, and decimated the base of organized labor in the private sector;

**WHEREAS**, since 1984, the overall decline in the number of private sector union members has been at 1.7% annually, declining from 11.6 million in 1984 to slightly over 7 million in 2004;

**WHEREAS**, the growth of unions in the private sector has not seriously increased since 2004, because the corporate strategy for economic globalization has not been affectively challenged by an independent program to mobilize rank-and-file power and national and inter-

national labor solidarity;

**WHEREAS**, the greed and arrogance of the banks and corporations in the global economy have caused the US economic crisis hurting the working class;

**WHEREAS**, the trillions in the bailouts of the banks and corporations and the financing of wars are forcing the working class to endure austerity programs while the salaries and bonuses of the CEO's of the banks and corporations increase;

**WHEREAS**, the battle in Wisconsin and in all the other states signaled the fighting spirit of the trade unions and the working class allies of students and community which drew support from throughout the US and internationally;

**WHEREAS**, the battle in Wisconsin and in other states were fueled by actions and coordinated activity of the rank and file, such as when an estimate of two thirds of the teachers refused to work, and where thousands of students walked out of the schools;

**WHEREAS**, these acts of solidarity and the mobilization on the state capital in Madison, provided the conditions for the 14 Democratic Senators to leave the state of Wisconsin to create space for the working class to express their will against attempts to use the state government to smash the public sector unions;

**WHEREAS**, as an act of active solidarity with the workers in Wisconsin and the other union members under attack, the US labor movement called for a National Day of Action on April 4<sup>th</sup>, commemorating the 43<sup>rd</sup> Anniversary of the assassination of Dr. Martin Luther King, Jr. who marched with the striking Memphis Sanitation workers.

**THEREFORE, BE IT RESOLVED**, that the 28<sup>th</sup> Convention of the International Brotherhood of Teamsters calls for National Days of Action for 2012 to be held in coordination with our allies fighting against the War on Workers, to continue the spirit and momentum

of labor's fight-back against this brutal attack on workers' right to organize and collectively bargain as a fundamental democratic and human right recognized by international laws;

**THEREFORE, BE IT FURTHER RESOLVED**, that these National Days of Action signal labor's independence in mobilizing the US working class around a program and actions that shape a new direction of democracy and wealth distribution that enables all to benefit from the labor, development and wealth created by the working class.

#### **RESOLUTION FOR THE NATIONAL ORGANIZING OF SANITATION**

**WHEREAS**, the power of the Teamsters Union depends on the Strength of our members; and

**WHEREAS**, Teamsters are able to bargain for the strongest contracts in those industries where the union represents the highest percentage of workers in that industry; and

**WHEREAS**, strong density in any given industry raises the standards for all workers, even those not represented by a union contract; and

**WHEREAS**, increasing union density is the most effective way to create power and enhance working conditions for all working people; and

**WHEREAS**, organizing is most effective when it builds on existing worker power and Teamster expertise in an industry;

**THEREFORE BE IT RESOLVED**, that the International Brotherhood of Teamsters should continue to focus on organizing and use all means necessary and available to organize all waste, sanitation and recycling companies nationwide.

**Finally Be It Resolved**, that the International Brotherhood of Teamsters will provide training and other support to local unions and Joint Councils, in order to achieve the goal of organizing all waste, sanitation and recycle companies nationwide.

**ORGANIZING AND NLRB ELECTION  
RULE CHANGES**

**WHEREAS**, the National Labor Relations Act (NLRA) mandates the right of workers to form unions free of harassment, intimidation, retaliation, and discrimination;

**WHEREAS**, the current NLRA process for holding union elections has proven to be open to manipulation and delay by employers and anti-union organizations, such as the National Right To Work Committee and hundreds of attorneys employed in the union-busting industry; and

**WHEREAS**, this delay results in additional time for employers to retaliate against workers for organizing; and

**WHEREAS**, on June 21, 2011, the National Labor Relations Board (NLRB) proposed a rule change that would shorten the period from petition filing to union vote, reduce unnecessary litigation and shift litigation over voter eligibility issues to after the union election, streamline both pre- and post-election procedures, and facilitate the use of electronic communications and document filing, and mandate the inclusion of employee phone numbers and emails on voter lists; and

**WHEREAS**, the rule changes proposed by the NLRB are a small step towards limiting the damage wielded by employers and union-busters by limiting the time they have to inflict harm; and

**WHEREAS**, the excessive delays, litigation and bureaucracy which have come to burden the current system have resulted in worker harassment and firings, anti-union captive audience meetings, supervisor one-on-one interrogations, reams of anti-union communications, blocked elections, impounded ballot boxes, overturned elections, and unnecessary financial costs to employees, employers, unions, and taxpayers; and

**WHEREAS**, increased unionization is a proven method to provide economic justice, safer

workplaces, and to rebalance our economy; and

**WHEREAS**, we affirm the words of Dr. Martin Luther King, Jr, “Justice delayed is justice denied”;

**THEREFORE BE IT RESOLVED**, the International Brotherhood of Teamsters strongly supports the union election rule changes proposed by the NLRB; and

**THEREFORE BE IT RESOLVED**, we ask local unions and Joint Councils to educate their members about the importance of this NLRB rule change in growing Teamster power by increasing our membership; and

**THEREFORE BE IT RESOLVED**, we ask each local union and Joint Council to immediately forward contacts and stories that detail workers’ attempts to use the NLRB election process and the costs of employer delay and manipulation of that process in terms of injustices experienced to the IBT Organizing Department for use in the campaign to defend these proposed rules. In addition, Teamster local unions are encouraged to join the fight to protect these important proposed rules.

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### UNION LABEL PRINTING

**WHEREAS**, the printing trades have evolved from the slow, labor-intensive hand press of Guttenberg to the fast-paced digital printing that is available today, and

**WHEREAS**, printing trade unions and their members have fostered and embraced those evolutions, while assuring that the people who are producing the printed products are well trained, capable and skilled craft workers who are compensated with reasonable benefits and paid a fair wage, and

**WHEREAS**, printed products remain an effective form of communication, including newspaper and magazine advertising, fliers, posters, postcards, door hangers, booklets, newsletters, announcements, invitations, silk-screen T-shirts, banners and much more, and

**WHEREAS**, the encouraged union label in the printing industry is the trademarked GCC/IBT label, and Teamster locals with collective bargaining agreements representing printers can voluntarily apply for a GCC/IBT label.

**THEREFORE, BE IT RESOLVED**, that all Teamster affiliates should have all their printed materials produced in union shops that possess a trademarked GCC/IBT, Teamster or other union label and that all such work should prominently bear such recognized union labels.

GENERAL SECRETARY-TREASURER KEEGEL: Ladies and gentlemen, in a few minutes Vice President Biden will be coming out to talk to us, so please take your seats. Please silence all phones and take your seats. It looks like it’s

pretty full in the front. I'd like to see all the front filled up, so maybe some of the Sergeants-at-Arms, if necessary, could help us with that. But it looks pretty full, so thank you for that.

*(A recess was taken.)*

ANNOUNCER: Ladies and gentlemen, once again, your General President, James R. Hoffa and the Vice President of the United States, Joe Biden.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: How about that! Joe Biden, Vice President of the United States.

*(Applause)*

*(Chants of "Joe, Joe.")*

Well, this is a great honor to have the Vice President here. I've known the Vice President for a long time. I knew him when he was a senator. He has always been a friend of organized labor. He has stood up in the Senate. All of his career he has stood up for working families.

*(Applause)*

I have to tell my story about him. I was at an energy conference with the now-President Obama. I was in Lansing, Michigan, and I was the greeter when he came out of his limousine. I walked up to him. Then everybody didn't know he was going to be Vice President.

I was the guy that got out and I said, "Can I have a moment of your time?" And I put my arm around him and I whispered in his ear, "Joe Biden, Vice President." And then he got announced. I take credit for this thing.

*(Applause)*

U.S. VICE PRESIDENT BIDEN: You deserve it.

GENERAL PRESIDENT HOFFA: He said, "Thanks."

*(Laughter and applause)*

You don't want to hear from me, you want to hear from our great Vice President, Joe Biden.

*(Standing ovation)*

**JOSEPH R. BIDEN**  
**Vice President**  
**United States of America**

Hello, Teamsters! Thanks for having me.

I told you, Tommy, if I had your hair, I'd be President now. I wouldn't be fooling around. I would have had a shot, guys, in those primaries.

*(Laughter)*

Let me begin like the way I was trained by my mother and father. Thank you. Literally, thank you. Thank you for actually inviting me back, but also thank you, the Teamsters, for being with me every single, solitary step of my career.

Where are the Delaware guys? Holler out here. I would not be in the United States Senate, I would not be Vice President were it not for 1972, the Teamsters. The Teamsters elected me United States Senator in 29, so you guys are to blame, and I love you. Thank you.

*(Applause)*

I also want to thank Jim. Thank you for your leadership and for your friendship. Even as the deck has been stacked against organized labor like I've not seen in my lifetime, you've kept organizing. You've kept building. You've kept growing. You've kept fighting for the one thing that labor has done more than anything else. There would be no middle class in America without unions, without organized labor.

Now, guys, I'm not going to take long, so sit down. I don't want you to have to stand.

I really am delighted to be here. And, Tom, and all the folks in my home state particularly John Ryan — we do have some Irishmen in this deal, I want you to know. Tommy, I'm going to see you afterwards, I hope, and don't deny me. Tell them what a great guy I am, will you? You guys have to be my validation here.

Folks, look, let me get right to it. The President and I, our whole administration, began from a fundamentally different premise than the other guys do, than our Republican

friends do. We believe — we know — and this is not hyperbole, this is a fact — we know that a strong U.S. economy depends upon not only a strong, but a growing middle class. Developing a middle class and a ladder to get to it is and depends upon a vibrant — a vibrant organized labor movement.

*(Applause)*

I don't say that for applause; that is a fact.

Now, our Republican friends have a different view. These guys actually believe — they're not making up, it's not just to protect their wealthy friends — they really believe that a strong U.S. economy rests upon an ever-increasing concentration of wealth and power in the hands of a relatively few enlightened guys they think are smarter than we are.

How many of you get involved in the collective bargaining, sit across the table from your business rep — how different is it than fifteen years ago? You know when they look at you — you know they don't think you even know what's in your own interest. It's not just that they disagree with you, they've actually convinced themselves that they know best. That's why, the reason why they declared war on labor's house, is you're the only thing that stands between the barbarians at the gate and them taking it all over. You're the only counterweight.

*(Applause)*

Literally, think about it. Think about it. What other institution in America remotely has the power to take on this concentration of power and wealth? It's you. They know it. Without the counterweight, without the counterweight of labor, there's no one, no organization, to stand up for what the President and I care most about. It's not just jobs. It's not a race to the bottom with the world for the cheapest jobs. It's about decent-paying jobs, jobs that a man or a woman can live a middle class life on, raise a family on.

*(Applause)*

Jobs that allow you to live in a decent home, in a safe neighborhood, send your kids to a school that can prepare them to go to college.

*(Applause)*

To be able to take care of your parents in their later years and have the hope that when you retire you'll be able to rely on yourself and not have to turn to your kids

Where I come from, the neighborhood I come from, where I grew up, that's the definition of the middle class. Everybody in this country who is willing to work like you do is entitled — is entitled — to get there.

Ladies and gentlemen, that's the goal you have had, that's the goal we've had for every American everywhere, and that's what's at stake right now. This is not an exaggeration. That's literally what is at stake. The only difference now is — between our Republican friends of two and four and six and eight years ago and now is — to use a football analogy — these guys aren't hiding the ball anymore. They're making no bones about what they really believe. They're not even trying to carry on the pretense that they support labor. They're not even pretending that collective bargaining is a fundamental, basic American value that even business used to adhere to. They pay no lip service to those things anymore. They don't have to pretend anymore.

Ladies and gentlemen, they're just straightforward showing everybody the ball and say, "Come and try to take it." There's nothing — nothing — that they can hide behind now. They've undertaken the most direct assault on organized labor, not just in your lifetime, but since the 1920s, literally, not figuratively.

Historians are going to write about this era, and whether we win or lose, in the same way they wrote about the bridge in Detroit at the Ford Motor plant; the same way they talked about organizing the United Mine Workers in my hometown of Scranton back a hundred years ago.

*(Applause)*

They're going to talk about it as one of those tipping points as to where the power resides in America and whether it's a fair fight.

Just look around you, folks. I'm sure I'm repeating what you've already heard, but it bears repeating and repeating and repeating and repeating. Look around you. Look at Wisconsin, Ohio, Indiana, New Hampshire, Missouri, Iowa, Florida, Pennsylvania, on and on. Did you ever think that in 2011 you'd be fighting against the right-to-work-for-less again? Did you think that would happen?

*(Chants of "No.")*

Look, folks, they are trying, and in some places they're succeeding in rolling back collective bargaining rights, paycheck deception laws, right-to-work-for-less laws, rolling back prevailing wage, eliminating project labor agreements. And the list goes on, and it doesn't stop at the states.

In the Congress — in the Congress — Republicans are making you fight to keep Davis-Bacon. They're making you fight to have an NLRB that actually wears a striped shirt and not a black shirt.

Ladies and gentlemen, think of this. I know this doesn't mean much in legislation, but think what it says. The Republican-controlled Congress has literally, not figuratively, removed the word "labor" from the title of the House Education and Labor Committee.

Now, look, guys, as I said, they're not hiding the ball, man. They're making no bones about this. Don't any of you — by the way, any of you guys vote Republican, I'm not — this isn't political. I'm not supposed to say this.

*(Standing ovation and cheering)*

Let me put it this way. Don't come to me if you do.

*(Laughter)*

You're on your own, Jack.

*(Applause)*

Look, I've been around long enough that I shouldn't be surprised anymore by the audacity of these guys. You know, they say the very economic circumstances that have crippled and are crippling the middle class, literally — I mean, think about the audacity — they're actually stating from Wisconsin to Florida that the economic circumstances that has ground down the middle class like no time in modern history are because of labor. You're at blame. You're to blame.

They say it's a result of your attempt to fight for a living wage. And, you know, I might add, you're the only outfit — you guys are the only outfit I know who not only organize for your members, you organize for people who aren't your members.

*(Applause)*

You're the only guys that gave at the office on health care. You're the only guys that gave up things for people to have a chance, a chance. So they're blaming you, not Wall Street's unregulated subprime mortgages, not multi-trillion-dollar deficits rung up by the last administration. The list goes on.

Think of the audacity. What in God's name did any organized labor organization have to do with the collapse of this economy? I mean literally. If you're just being an academic historian completely, completely neutral, it's bizarre. It's bizarre. But that's the case they're making.

Jimmy, your logo has been a horse's head. Their logo should be the horse's other end.

*(Standing ovation)*

True, it's true.

Guys, this is the most — I repeat — this is the most direct assault on labor in modern American history. For you, for the middle class, for our children — this sounds like hyperbole, but literally for you and your members, for white-collar workers in the middle class who don't see any relevance to unions to them, for my kids and my grandkids, we can't lose this

war. We cannot lose this war. The middle class can't afford to lose it. The country can't afford to lose it.

From the beginning, from the day we took office, in spite of the trend against unions, we've stood by our promise. We've done everything we could to make labor as strong as possible because we know, again, we can't have a strong middle class with a declining labor movement. That's why he appointed the daughter of a Teamster to be Secretary of Labor.

*(Applause)*

And now we see, we see what it's like to have a labor department that actually looks out for working people. We've been working like the devil to enforce laws to protect you, to ensure you a safe workplace and a fair wage, things like \$46 million for the Department of Labor in our 2012 budget to crack down on worker misclassification.

These guys are sneaky, man. These guys are sneaky. There's two ways to break you. One is to reduce your membership by not allowing you to organize fairly. The other way is to reclassify people to say that they cannot be counted as labor.

We know it's a huge use challenge that your members face. We don't think companies should get a competitive advantage for misclassifying workers or violating labor laws. That's why we've committed to leveling the playing field by making sure workers are properly classified, enforcing our labor laws. And you see it with the National Mediation Board, which finally changed the rule.

Think how bad this is. It's a big victory that we changed the rule so that you need a majority of those voting to unionize, not a majority of every employee. Under the old way, if a worker didn't vote, that was a vote counted against you.

But, I mean, think about it, think about how bad it is. I never thought I'd be standing here as Vice President, period — but I never thought I'd

be standing here before all of you, telling you that a victory was counting only those who voted. Think about it.

So the Board's made a common-sense change that will have a profound effect on the ability of workers to unionize. The President's also used his executive authority on behalf of working people. One of his first acts in office was signing executive orders to prohibit the use of government funds to block organizing and bust unions. Think of what a meager victory —

*(Applause)*

But think about that. Think about that. The idea that that had to be done? One that encourages the use of project labor agreements on federal projects which, by the way, benefit everybody, including the taxpayers. We've also increased funding for workplace protection, more inspectors, better enforcement. We've increased funding for job training and unemployment insurance as well.

We're looking out for the middle class in everything we do. That's why one of the first acts of our administration was to make sure that we have a "Buy American" provision in the Recovery Act.

Ladies and gentlemen, that's why we insisted — I know this sounds strange, but we had to insist in the Recovery Act that prevailing wage would prevail in all hiring for the Recovery Act. These guys argued again, okay, we don't like the Recovery Act, but if we're going to do it, let's do it as cheap as we can do it. It's not about a race to the bottom. It's about decent jobs.

Ladies and gentlemen, we created and saved 3.5 million jobs as a consequence of that. But guess what? That just kept us from drowning. We made the decision to rescue the auto industry, incredibly unpopular at the time. I won't take the time because I'm your last speaker and you want to get out of here — but I won't take the time to tell you what these Republican candidates said about that, quote, bailout.

Look, it turned out. It saved more than a million jobs and the industry. The industry has added just in the last year a hundred thousand new jobs. Guess what? Not only did we save these jobs, but for the first time in 16 years — and, my God, my dad, who was an automobile man, is in his grave clapping. For the first time in 16 years U.S. auto makers have a growing share of the economy and the sale of cars in the United States.

*(Applause)*

American-made cars are better made than foreign cars.

*(Standing ovation)*

And it's not just Auto Workers. I can't tell you how many of my guys — my plants got decimated. We lost the General Motors plant, we lost the Chrysler plant in Delaware. But there are now other plants opening up again. What does that mean? It means thousands of you guys are jumping in your cabs for the job to do delivering parts as well as automobiles to market.

And from that, thousands more are now working in the coffee shops that you, in fact, frequent, the diners you go to, the barber shops you guys stop at along the way. This has a rippling affect on people in my neighborhood.

We're fighting to end the tax breaks for companies that ship jobs overseas — think about that; why should that be a fight? — and reward companies that create jobs here. Guys, guys, look —

*(Applause)*

You know, the President and everybody else is kind and they always make me, Jim, as you know, this big expert on foreign policy. Well, after the President — and it was his decision, by the way — nailed Osama Bin Laden —

*(Applause)*

But after that, the President had a cabinet meeting. The President had a cabinet meeting. And he was very gracious, and he had the whole

cabinet there. He said, "Look, I particularly want to thank the National Security Team," and he thanked Hillary and he thanked Bob Gates and he thanked Leon Panetta. And he said, "I want to thank Joe Biden," and he said something that wasn't true, he said, "who knows a lot more about foreign policy than me." It was very gracious of him. It's not true, but that's what he said.

So on the way out, we're walking downstairs to go to a National Security meeting. And he puts his arm around me — you've been to my office, where my office turns there — and he said, "By the way, Joe, I want you to settle the budget crisis." And I said, "Okay, no problem."

*(Laughter)*

I now know how you business agents feel.

*(Laughter)*

Because guess what, guys, all kidding aside, I'm now doing for the administration every day since then what you guys have been doing for your guys and women for your whole careers. The President assigned me to be the chief negotiator, just like you get assigned to be the chief negotiator for the unions. I got assigned that job, and it's no different than the one you have.

Mine, like yours, for the American people, for the middle class, is to get a budget deal that reduces our long-term debt, but that's fair to the American people.

And just like you, I look across the table at decent men on the other side, and here's what I hear from them all the time — bottom line. So okay, let's look at the bottom line.

Well, just like you, I sit there negotiating to protect and preserve the things that make us a better nation and give the middle class a fighting chance. I sit there and I make an argument for Pell grants and why we should make permanent the \$10,000 tax cuts that allows you to send your kids to college. I'm fighting to make sure that —

*(Applause)*

By the way, I'm not exaggerating, these are literally the issues we're fighting over. These are literally what we sit around — just like you get down into the nitty-gritty when you're negotiating. We're doing the same thing for the entire budget.

I'm sitting there trying to save enough money so we can invest in highways and roads and bridges and build our infrastructure. I'm fighting on behalf of the President and the administration to make sure that companies get tax breaks if they continue to invest in advanced battery technologies, solar panels, wind turbines, the future, the jobs of the American future.

*(Applause)*

I'm fighting to protect Medicare from becoming a voucher system and to bring down the cost of prescription drugs for the elderly.

Let me tell you what they're fighting for. Literally, I'm not making this up. These are the differences we have. It's not about can we reduce the deficit, but how. They're fighting to protect tax breaks, like a \$2.7 billion tax loophole that allows people who have corporate jets to depreciate them two years faster than an airline can depreciate theirs. It costs \$2.6 billion. They're fighting to make sure that hedge fund managers — and by the way, in 2010 — I'm not making this stuff up — in 2010, the top 25 hedge fund managers made individually, combined, \$22 billion in their pockets. Individuals, not their company, them. They're fighting to make sure they continue to be — I don't care if they make a lot of money, but at least they should pay fair taxes.

*(Applause)*

Do you know how much those guys pay in their taxes? They pay at a 15-percent tax rate. You guys on average out there pay at least at a 26-percent tax rate.

Now, tell me — I don't care that they make a billion dollars. But why should they pay 10 percent less than you pay in taxes in the income

they make? Ladies and gentlemen, do you know how much that costs in the federal treasury? That's a \$20 billion loss. And guess who makes it up?

Ladies and gentlemen, we have a fight. You saw the oil companies come and testify about the tax breaks they get. Jimmy, they get \$40 billion in tax breaks to encourage them to go explore for oil. Yet, this last quarter in a four-month period, this last quarter, they made \$25 billion in profits. Now, you tell me they need an extra \$4 billion of your money over the next ten years to encourage them to go look for oil. The oil company executives themselves said they didn't need it. But it got voted down in the House of Representatives.

Ladies and gentlemen, these are the facts. I'm not making this stuff up. I hope you know me well enough to know I'm straight with you. Ladies and gentlemen — as a matter of fact, I'm a little too straight.

*(Applause)*

These guys are asking senior citizens to eventually pay \$6,000 a year more for the same Medicare they get now. Now, guess what? They're doing it because they have to have the money to continue to allow the average millionaire to get an additional — an additional \$200,000 a year in a tax cut. That means you've got to go out and find six senior citizens — actually, you have to find more. You have to go out and find a whole bunch of senior citizens to pay six grand more so a millionaire can get 200,000 more.

Look, folks, here's the best example. You know this thing about the Bush tax cut law we all talk about? Let me give you a number you're not going to believe. But these are the discussions we have now, okay? In my bargaining, like your bargaining, they want to protect 120,000 American families whose average income is \$8.4 million a year so they can continue to get an additional tax break of \$310,000

a year costing \$37 billion a year. That's almost as much as we spend on the entire highway system in America, which is not being repaired. It's going to cost \$370 billion over ten years to take care of an additional tax break for — literary the number, it's an actual number — 120,000 families out of over 300 million people.

Folks, I could go on and on. But in the end, what this is all about is the fundamental difference we have in our vision for this country from what they do.

The bottom line is this: In the end, this is about jobs, jobs you can raise a family on. And people look around the country — they're beginning to focus now. They're beginning to see the governors are trying to destroy the rights of workers. And they're beginning to see what's going on, and it's becoming real clear to them. Not just members of unions, it's becoming real clear to average Americans. They see, they can see this is petty politics. And part of this is just vindictiveness. They see, they see it's a fair fight we're about for basic fundamental rights. It's about jobs. It's about economic growth. It's about what we value as a country. It's literally about who we are as a nation. And people everywhere — Democrats, Republicans, many, and independents — are waking up to just how fundamental this fight is.

I can't remember a time when the labor movement has been as unified as it is today. There's a famous English essayist from another century named Samuel Johnson, he said, Jimmy, "There's nothing like a hanging to focus your attention."

*(Laughter)*

Our attention is focused.

Ladies and gentlemen, we've seen an outpouring of support from massive crowds rallying in Madison and Columbus and from coast to coast. Teamsters stood on the front lines of those battles, just as you've always done. It's a fight that we are going to win, I promise you.

*(Applause)*

And the reason it is, it's not just about you, it's about a future that we have to build for our children.

Do you know anybody who doesn't care about their kids going to college? Do you know anybody who doesn't dream that their kid will have a better shot to be the guy who not only can drive the vehicle but can own the company? Do you know anybody who doesn't dream that their kid will do better than they do?

Well, folks, it's a fundamental difference in vision. In their vision, you have no place at all. In our vision, you are the place. We stand with you, we stand with labor, because without you there is no American Dream.

*(Applause)*

There is no possibility. We stand with organized labor because you stand with the people who are struggling to get a chance. We stand with you, organized labor, because with you we can and will restore the American Dream, so help me God. God bless you all, and may God protect our troops. Do not give up.

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: How about that for a message? That's what we need. If that doesn't fire us up when we walk out of this convention. We've got a lot to work to do as labor leaders, as workers. We've got to make sure we get out working on that American Dream. You know what? We've got to put people in our public office that believe in unions, believe in us, believe in workers. That's our job. It's our job to go out and get that done, and we can do it. I want to thank the Vice President, a true friend of the Teamsters Union.

This historic week has been a vision of our members of solidarity and our union's action to continue the march forward. And we made a number of concrete decisions that will allow our great union to meet the challenges of today, as well as prepare for tomorrow. We accomplished

so much because we are united and our resolve is to defend the middle class and the American Dream and to pass on the future to our future generations.

We are all proud to be Teamsters. And we'd like to thank the staff, the committees who are here, everybody here that's worked on this convention. Didn't they do a great job?

*(Applause)*

This just doesn't happen, you know. There's a lot of work that goes into pulling this off; the lighting, the people, all this, there's a lot of work. Let's thank them, because it's been flawless. They did a great job.

*(Standing ovation)*

I want to thank Greg Caldwell and Cindy Impala, two of our great staff people that did a lot of the hard work and coordinating; and that's what this is all about.

My personal thanks to all the delegates. You are the heart and soul of the Teamsters.

To review our 28th Convention, please take a look at this video. It's kind of a little walk back through, and take a look at it. "Vision, Solidarity and Action." Take a look at the video.

*...A video, "Vision, Solidarity and Action" reviewing the 28th Convention was played for the delegation.*

*(Cheers and applause)*

GENERAL PRESIDENT HOFFA: Please rise and remain standing for the retirement of the colors by the Henderson County Fire Department Color Guard.

*...The colors were retrieved and retired by the Henderson County Fire Department Color Guard.*

GENERAL PRESIDENT HOFFA: Please give them a hand.

*(Applause)*

Remain standing for the Benediction. The Benediction will be delivered by Antonio Christian.

## BENEDICTION

BROTHER ANTONIO CHRISTIAN: Thank you, Mr. President. General Secretary Keegel, thank you. I love you and we're going to miss you.

We've had a great week. We've been blessed this week. And there's a reason why we've had a great week. The reason why is simply God has smiled on us. He has set us free. God has smiled on us. He's been good to us.

Gracious Master, we come this afternoon — this morning just to say thank You, Father. Father, we thank You for this great convention. We thank You for this ending, Father. But we know it's only the beginning, Father.

Give us the strength to move forward. Bless our President, President Hoffa. Strengthen him as we move forward into new territories, looking for the 29th Convention, Father.

Father, we're just thankful for the opportunity. Bless our General Secretary who is leaving us, Father; but he's not leaving us, Father. Bless him, bless his family, Father. Bless his service. Help him that he continues to be an example for us, Father, as we follow, Father.

We just thank You, Father, bless every delegate that's here, every alternate, Father; every guest, Father; every officer, every member of this great union, Father. Touch and have mercy on us, Father.

There's work to do. There's a war out there, Father. There's a war against workers, Father; and they're trying to get us, Father. But we know You told us that there's a war, Father. We're looking for not the short sprint, Father, but the marathon. You told us if we just endure and keep on going, Father, You'll take us through it, Father, and we know You will.

Strengthen us, Father, and give us the courage to move forward. We just love You and we just need You.

Ask that You give us traveling grace, Father, as we go in our different directions heading home. Pray that when we get home, everything

will be just like we left it or may even be better, Father.

Father, we thank You again for the service. As we leave now, the scripture says: “Now unto Him that is able to keep you from falling and to present you faultless before the presence of His glory with exceeding joy.

“To the only wise God, our Savior, be glory and majesty, dominion and power, both now and forever.” Amen.

God bless you. Thank you.

*(Applause)*

GENERAL PRESIDENT HOFFA: Thank you, Antonio.

**“SOLIDARITY FOREVER”**

GENERAL PRESIDENT HOFFA: Please be seated.

I now call upon Tim Lynch, President of Teamsters Local 1205, to lead us in the singing of “Solidarity Forever.” Please join in.

*...Teamsters Local 1205 President Tim Lynch led the delegation in the singing of “Solidarity Forever.”*

*(Standing ovation)*

GENERAL PRESIDENT HOFFA: Thank you, Tim. Wonderful. Thank you.

I’d like to sincerely thank everyone here for all that you’ve done and all the work that you’ve done. Now it’s time to go home. Now it’s time to get to work.

I hereby recess this great convention. We stand in recess.

God bless America, and God bless the Teamsters Union!

*(At 12:22 p.m., Friday, July 1, 2011, the 28th Convention of the International Brotherhood of Teamsters was adjourned, sine die.)*