

PROCEEDINGS

27th Convention International Brotherhood of Teamsters



TEAMSTERS
MOVING FORWARD TOGETHER

FOURTH DAY

Thursday, June 29, 2006

Paris, Las Vegas
Las Vegas, Nevada



FOURTH DAY THURSDAY MORNING SESSION

June 29, 2006

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

...An opening video presentation of greetings was shown to the delegation.

THE ANNOUNCER: Ladies and gentlemen, please welcome General Secretary-Treasurer C. Thomas Keegel and Teamsters General President James P. Hoffa.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Good morning. How are you all doing this morning?

That's good. That's good. Okay, we're going to reconvene our convention and we're going to start out by having Dominic Tocco of Teamsters Local 416 in Cleveland, Ohio, sing the U.S. national anthem.

DELEGATE DOMINIC TOCCO, IBT Local 416, Cleveland, OH: Good morning, brothers and sisters. Tuesday, when I came up and sang the national anthem, I think I may have men-

tioned my political affiliation at this convention. As I sat as a delegate the last couple days, I witnessed the overwhelming majority that was going on on every issue that was brought up on the floor. And for some reason I started to think about a correlation between the words, the lyrics of the national anthem, and the Teamsters Union.

I know we've all heard this song a thousand times but has anybody really listened to the words? If you have, you know it talks about unity, power, strength and the pursuit of victory until the last person is standing. This goes a long way with me; I'm a Vietnam veteran.

(Applause)

Thank you. But there's no way in the world any proponent of TDU could have ever listened to the lyrics of this song, because they would have never initiated the fiasco we've been living with the last three days if they had.

FOURTH DAY—MORNING SESSION

(Applause)

I think they should get on board with us and let's go forward and make this the strongest union in the country.

(Standing ovation)

Now, please, I don't want you to listen to the song, I don't want you to listen to it, I want you to feel it with your heart and be proud that you're an American and a Teamster.

...Delegate Tocco sang the national anthem of the United States.

(Applause)

GENERAL PRESIDENT HOFFA: We're now going to have Bill Lenahan from Teamsters Local 111 sing the Canadian national anthem.

...Delegate Lenahan sang the national anthem of Canada.

(Applause)

GENERAL PRESIDENT HOFFA: And now I want to welcome Carlos David Perez to sing the Puerto Rican national anthem.

...Brother Perez sang the national anthem of Puerto Rico.

(Applause)

GENERAL PRESIDENT HOFFA: And now we will have Ferline Buie, who is the President of Joint Council 55, do the invocation.

**INVOCATION
FERLINE BUIE
Joint Council 55**

Good morning. Let's bow our heads. Eternal God, our Heavenly Father who art gracious and mighty, we the delegates of this 27th Convention of the International Brotherhood of Teamsters give thanks unto You for touching us with Your precious finger of love and allowing us to gather here today. Let us be united. Let us speak in harmony. Let our minds apprehend alike.

Confer unto us a new spirit, that we may properly represent those members who have elected us to participate in this great event.

Unlock the gates of the true understanding and let the light of faith shine through us.

All these and other blessings we ask in Your precious name. Amen.

(Applause)

GENERAL PRESIDENT HOFFA: Please take your seats. I have a couple of announcements before we go into the nominations.

Well, the election officer told me that 36 people didn't vote. Stand up. Who are you? Stand up. Turn your per diem in over here.

(Applause)

Damn right. You don't vote, turn the per diem in.

(Applause)

No excuse for that.

You have been sent here on important business, and for 36 people not to vote is outrageous.

All right. Now the next thing I want to tell you is, when we passed the hat for Denise Taylor, who was from First Student, and Eddie Sanchez, you went in, you showed your hearts. We collected \$23,100.

(Standing ovation)

Wow! That's a lot. That is wonderful, and it shows the tremendous generosity of our union. Unbelievable.

This morning we have the nominations for General President and General Secretary-Treasurer. Will the Election Supervisor Richard Mark please come forward to preside over the nominations.

As Richard is walking up, I just want to tell everybody that we're going to have the nominations — there are not that many — let's be courteous. Make sure we don't have any hooting and hollering. We can cheer for the people we like, but that's normal, but no hooting and hollering. Let's make sure we have an orderly process and show our real nature here. Thank you very much.

(Applause)

NOMINATION OF OFFICERS

ELECTION SUPERVISOR MARK: The business of the convention under Rule 11 of your Convention Rules this morning is first the nomination of candidates for the office of General President. As on the previous days, I would ask that only elected delegates accredited by the Election Supervisor be remaining in the forward area of the convention hall. Others should leave the floor at this time. If there is anyone who is going to be nominated for General President who is not a delegate and wishes to be escorted to microphone No. 2 for acceptance, again, over by Joint Council 9 and the Vendome door is where you can be met.

I would like, also, to mention that we did complete the nomination voting for At-Large Vice Presidents last evening, and the results are available at the election office. I remind all candidates, as we said yesterday, that those who wish to accept the 5-percent nomination, please pick up the form at the election office for acceptance.

We will follow the same basic procedures that we had for the other nominations on the two previous days; that is, we will call for nominations from mike 1, seconds from mike 3, acceptance at mike 2.

There is a different rule in your Convention Rules for nominations and acceptance speeches. Nomination speeches are entitled to be a five minutes long; that's two-and-a half times the length of what you have sat through for each previous nomination speech. Seconding speeches are two minutes, not one minute.

I ask — and I emphasize — that to get through the nomination process in a way that is fair and open and also expeditious, I urge and request your cooperation in listening and responding as appropriately as possible but not, please, to interfere. I will add time if there is undue interference. I know that you have a very full agenda to get through. So if we complete

the nomination process in an expeditious manner, you will get through the business of the convention also in an expeditious manner.

I do want to thank all of the elected delegates for their continued cooperation in the election process. As we have moved forward and gone through the balloting each night, you have been attentive and courteous and followed the instructions and guidance of the election office representatives during that process.

We very much appreciate your cooperation in how this process goes forward in a smooth fashion.

The length of the speeches I have mentioned. As with the other ones, slate affiliation may be mentioned. Regarding the acceptance statement, it is as with the other offices, it should be an acceptance statement, not a policy or campaign speech. As with all of the other offices, there will be no floor demonstrations after candidate nomination.

There will be — if there are candidates nominated for the ballot after the voting tonight, there will be acceptance speeches — the rules allow for that — at the convention tomorrow morning. That is also when I will announce results of voting, including those who are declared elected, duly elected after this convention.

We held, as you all know, a lot drawing on Sunday evening to determine the order of nominations for announced candidates for General President. The order in which they will be presented today is the order that was determined in that lottery. So let us open nominations.

At microphone No. 1, do we have a nomination? Five minutes. Go ahead.

GENERAL PRESIDENT

DELEGATE DAVID THORNSBERRY, IBT Local 89, Louisville, KY: Yes, Mr. Chairman. I'm a proud Teamster from Local 89 in Louisville, Kentucky, one of the largest UPS

FOURTH DAY—MORNING SESSION

locals in our union. The 14,000 members of Local 89 could have elected the Hoffa administration's Carhaul Director and a slate to represent them here today. Instead, they elected our slate of 27 rank-and-file delegates and alternates. Why? Because they are concerned about the two main issues: The broken promises of our best contract ever at UPS and the pension and benefit cuts that have devastated working Teamsters.

As participants in the Central States Fund, my co-workers and I can no longer retire with 30 and out and have affordable health care. That's gone. Now the negotiators who let us down in 2002 are telling us, "Give us another chance." We don't want more promises.

Tom Leedham is the only candidate for General President with a proven record of negotiating strong contracts and reversing benefit cuts.

When Tom was elected to lead Local 206, the local's health fund was nearly broke, medical coverage for retirees was in jeopardy. Tom turned that health fund around. Local 206 members enjoy a top-notch health plan with no or low co-pays. He restored affordable retiree health care. Tom Leedham has negotiated industry-leading contracts for 20 years as principal officer of Local 206 and as International Warehouse Director.

When Tom was elected, Local 206 members worked under a two-tier agreement that undermined union power and divided Teamsters. Tom won contracts that brought all Teamsters up to that top tier.

Tom knows how to build Teamster power in today's tough bargaining climate. He represents Teamsters in warehousing, UPS, freight, sanitation, public employees and other Teamster industries.

Tom Leedham knows how to be a leader. His campaign is focused on the issues, not slander or personal attacks. Tom doesn't rely on an

army of handlers, PR people or consultants; instead, he involves local officers and members to tap the talents of Teamster members in this great union.

Tom Leedham has walked in the shoes of Teamster members and he has served at every level of Teamster leadership — as a steward, local union rep, local principal officer, Joint Council officer, International Vice President and the Director of our union's largest trade division.

The 14,000 members of Local 89 sent us here with a clear directive to nominate Tom Leedham. They want a General President with a proven record of winning strong contracts and good pensions and they want all Teamster members to have a choice in this election. Do you know what? They're going to get it.

I'm proud to nominate my brother, my friend, and the next General President of our great Teamster Union, Tom Leedham.

Thank you.

(Shouts of "Boos" from the delegation.)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 3, do we have a second for Mr. Leedham?

DELEGATE SCOTT WEBBER, IBT Local 728, Atlanta, GA: Yes, sir, Mr. Chairman.

ELECTION SUPERVISOR MARK: Go ahead.

DELEGATE WEBBER: I'm elected delegate of Local 728 in Atlanta, Georgia, and nominated candidate for Vice President At-Large.

I am proud to second the nomination of Tom Leedham for General President of the International Brotherhood of Teamsters. Tom Leedham is a Teamster who understands the power of union solidarity. The Local 206 tractor-trailer is a fixture on union rallies and picket lines whenever Teamsters or members of any union need support. During the first hour of the 1997 UPS strike, Tom was on the Local 206

FOURTH DAY—MORNING SESSION

picket line when he put into action a plan to repaint the Local 206 step-van. Soon that truck was painted UPS brown with giant letters that read “Teamsters Local 206 On Strike, Don’t Ship UPS” and was driven by shop stewards up and down the I-5 corridor in Oregon and Washington. That’s the kind of solidarity and creative action our union needs to meet the challenges we’ve talked about this week, to organize UPS Freight, to win strong benefits and reverse the pension cuts.

We need coordinated national plans, but we also need to unleash the power of the Teamsters rank and file. That’s how Tom Leedham has won industry-leading contracts for Teamster members, with strategic campaigns but also with creative tactics. That’s how Tom Leedham has reversed benefit cuts and that’s how Tom Leedham will lead our great International Union to an even stronger future as our next General President.

It’s my great privilege and honor to second the nomination of Tom Leedham, the next Teamster General President on the Strong Contracts/Good Pension Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, Mr. Leedham.

DELEGATE TOM LEEDHAM, IBT Local 206, Portland, OR: I’m Tom Leedham, a proud member of Teamsters Local 206. I accept the nomination for General President of the greatest union in the world, the International Brotherhood of Teamsters. Thank you.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, do we have a nomination for General President?

DELEGATE CHUCK MACK, IBT Local 70, Oakland, CA: Delegates, alternate guests, brothers and sisters —

(Applause)

I’m Chuck Mack, a delegate from Teamsters Local 70 —

ELECTION SUPERVISOR MARK: Let’s let the nomination speech proceed.

DELEGATE MACK: I’m Chuck Mack, a delegate from Teamsters Local 70. And it’s my honor and privilege to nominate for the presidency of the International Brotherhood of Teamsters, James P. Hoffa.

(Applause)

The journey over the past seven years has been truly amazing.

(The delegation chanted “Hoffa.”)

ELECTION SUPERVISOR MARK: Let’s let the nomination speech proceed. Let’s let the nomination speech proceed.

VICE PRESIDENT MACK: The journey over the past seven years has been truly amazing. We’ve come so far, but never let us forget the way it was. Back then, we were a union not just divided but one torn apart internally. The International had initiated a reign of terror aimed at anyone or local who disagreed.

Members were battling with members. Locals were at war with each other, and joint councils divided.

ELECTION SUPERVISOR MARK: Hold on, Mr. Mack, one moment, please. May I ask the delegates to resume their seats, please, so that I can see what’s going on on the floor. Thank you very much.

VICE PRESIDENT MACK: If that wasn’t enough, the IBT’s financial condition was a disaster. Member strike benefits had been slashed and the IBT had imposed an assessment on every member in every local. And still, when we came into office, the Teamsters were on the verge of bankruptcy.

These weaknesses and disarray didn’t go unnoticed by employers. We got killed in the 1994-’98 National Master Freight negotiations, losing the open-ended grievance procedure. And

FOURTH DAY—MORNING SESSION

organizing, what organizing? There were no plans and no takers.

Now, contrast that period of time when Carey/Leedham were in charge to the Teamsters of today. What a change.

Look at this convention. Look at the Hoffa record. The IBT is financially solvent. We're paying our bills, meeting our obligations and approaching \$100 million in net assets, and we've got out-of-work benefits that mean something. Members weekly get ten times their hourly rate of pay. That made a difference for Teamsters at Sikorsky, in the Southern California grocery industry, and at Waste Management.

As you've heard all this week, the Teamsters are organizing. It's priority No. 1: 3200 new members at America West, 2500 workers at DHL, 1200 Nashville police, and thousands more in solid waste, warehouse, food processing and the public sector.

That's not all. This week we learned that United Parcel has agreed to card check at UPS Freight. Get ready to welcome several thousand new Teamster members in a core industry.

And for employers, the party is over. When first elected, Jim Hoffa said no substandard contracts, then went out and negotiated the best National Master Freight Contract in history, even regaining the open-ended grievance procedure. He got the hammer back.

(Applause)

At UPS, he gave members the richest contract ever in trucking and in carhaul delivered a solid agreement for a troubled industry. Growing numbers, growing assets, and growing economic power have jump-started Teamster political influence.

Two examples: Jim Hoffa and the Teamsters forced the Bush administration to change national policy when we said, "Good-bye Dubai."

(Applause)

And the person most responsible for shutting off cross-border trucking with Mexico, our General President.

Hoffa is about building Teamsters power and respect. We're a union on the move. We've gone from defense to offense, from being reactive to proactive, a union with no future to one of unlimited potential.

The Locomotive Engineers, Maintenance of Way Employees and Graphic Communications International recognized this. That's why they joined the Teamsters. There was power, solidarity and hope.

Today Jim Hoffa is the voice of the American labor movement. He's the one the media focuses on if it's a labor story, and that gives all of us voice.

To those on the other side, before you cast a vote for continued division of this union, think long and hard. Ten delegates, only, ten are going to decide whether we spend seven or eight million dollars on an election. Join with your brothers and sisters who are here and answer these questions.

Who do we want to negotiate the next National Master Freight Agreement? Jim Hoffa or Tom Leedham?

(Chanting of "Hoffa!")

Who do we want negotiating the next UPS contract?

(Chanting of "Hoffa!")

Who do we want in charge of the Teamsters organizing program?

(Chanting of "Hoffa!")

And who do we want holding the Teamster-to-Teamster's treasury?

(Chanting of "Hoffa!")

I'm honored to nominate the next President of the International Brotherhood of Teamsters, James P. Hoffa.

(Standing ovation)

(Chanting of "Hoffa!")

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

FOURTH DAY—MORNING SESSION

I would ask the delegates to resume their seats so that I can see mike 3. Thank you.

VICE PRESIDENT AT-LARGE GEGARE: Mr. Chairman, I am Fred Gegare, principal officer of Local 75, Green Bay, Wisconsin, and International Vice President At-Large. I rise with pride to second the nomination of James P. Hoffa for General President of this great Teamster Union.

(Applause)

Brothers and sisters, I could tell you that Jim Hoffa is at the helm of this union seven days a week, 24 hours a day. I can call Jim Hoffa day or night with problems that come to my attention. What does he say? "What can I do to help the members?" That's leadership. What a fighter.

(Applause)

The results are clear. Our union is back. Our treasury is sound, our Strike Fund is solid. This union is growing. Jim Hoffa has kept his promise to keep this union number one throughout the free world.

(Applause)

Brothers and sisters, let's stay on victory road. It's over, Leedham. Hoffa! Hoffa! Hoffa!

(Chanting of "Hoffa!")

Again, I'm proud to second the nomination of the greatest labor leader in America, Jim Hoffa!

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Hoffa.

GENERAL PRESIDENT HOFFA: My name is James P. Hoffa.

(Cheering)

I am a proud second-generation Teamster. I accept the nomination for General President of the greatest union in the world moving forward together. Let's win. We can do it together.

(Standing ovation)

(Chanting of "Hoffa!")

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have any further nom-

inations for the office of General President?

Do we have any further nominations for the office of General President?

Do we have any further nominations from the floor for the office of General President?

Hearing none, the nominations are closed.

(Applause)

GENERAL SECRETARY-TREASURER

ELECTION SUPERVISOR MARK: Rule 12 of the Rules for the order of business in the convention provide that the next item on our agenda is nomination for the office of General Secretary-Treasurer. The order of nominations, again, was determined in a lottery at the time relating to announced candidates.

Delegates, I again ask for your cooperation and patience during the nomination process.

Five minutes, microphone No. 1, do we have a nomination?

DELEGATE BRAD SLAWSON, SR., IBT Local 120, St. Paul, MN: Mr. Election Officer, my fellow delegates to this great convention, Lou Gehrig once said that he was the luckiest person in the world. I'm the luckiest person in the world because I get to nominate and be honored to enter into nomination for General Secretary-Treasurer, C. Thomas Keegel.

(Applause)

I want you to listen to his credentials.

(Chanting of "Keegel!")

ELECTION SUPERVISOR MARK: Let's let the speech proceed.

DELEGATE SLAWSON: Tom started with the Teamster Union in 1959. The very next year he became shop steward. He was elected by his membership from Local 544 in 1978 as recording secretary. He was elected as a principal officer in 1983 at Local 544, which became 120, a position he holds today.

Tom is our president in Joint Council 32. Tom has been our great Secretary-Treasurer of this International Brotherhood since 1999. Tom has

FOURTH DAY—MORNING SESSION

been chairman of several pension and health plans; all of them are doing great, all of them pay great benefits, and all of them are fully funded. Tom has been the person that has turned around the finances of the IBT after the Carey/Leedham administration did everything they could to destroy our union.

Tom has proven with his great ability to handle the tough situations every single time, and he's delivered every single time.

Tom has been a friend to every member, he's been a great leader. But the work is not finished. We should not forget 1991 when Tom Leedham took control of this union. They did their very best to destroy it. We need to go back home, we need to remember '91. We need to go tell our members what a bunch of TDU losers these people really are.

(Applause)

Tom Keegel is the members' man. Tom Keegel is our man.

In the last convention, I was honored to be able to nominate Tom Keegel for the same position. I said at that convention that Tom Leedham and all of his loser followers wouldn't make a good pimple on his ass, and he still won't make a good pimple on Tom Keegel's ass.

(Applause)

I enter into nomination C. Thomas Keegel for Secretary-Treasurer of this great International.

(Applause)

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

DELEGATE SUE MAUREN, IBT Local 320, Minneapolis, MN: Yes, we do.

ELECTION SUPERVISOR MARK: Please proceed, two minutes.

DELEGATE MAUREN: Brothers and sisters, I'm principal officer of Local 320 in Minneapolis, Minnesota, and Vice President of Tom Keegel's joint council, Joint Council 32. This is the greatest honor of my 28 years as a

Teamster to be asked to second the nomination of Tom Keegel for the office of General Secretary-Treasurer of our great union.

Once a Teamster driver, he is now behind the wheel of a massive turnaround of our union. He's helped to steer our union into the 21st century by regaining fiscal sanity and laying the groundwork for restoring the American Dream for all working people in this country.

A true reformer, our Secretary-Treasurer has joined with the President of our great International Union to leave the stagnant AFL-CIO and form a new organization and bring new hope to American workers. That is true reform, sisters and brothers.

Tom Keegel is a man of integrity, honesty, commitment with a passion for our union. And everybody in this union agrees, he is truly a great guy.

I'm proud to say he's my leader, he's my mentor, he's my fellow Minnesotan, but most of all, sisters and brothers, he's my friend, he's your friend, he's a friend to all Teamsters.

I proudly second the nomination of Tom Keegel for the office of General Secretary-Treasurer of our great union.

(Standing ovation)

(Chanting of "Keegel!")

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Keegel.

GENERAL SECRETARY-TREASURER KEEGEL: Thank you, Mr. Chairman. My name is Tom Keegel.

(Cheering)

I'm an elected delegate from Teamsters Local 120, a proud member of the Hoffa-Keegel Unity Slate. I want to say to all my brothers and sisters here you know my passion for this union, I know your passion for this union. We have a lot of work behind us, we've got a lot of work ahead of us. I gladly accept the nomination for General Secretary-Treasurer of the most powerful union in the free world. God bless the Teamsters.

FOURTH DAY—MORNING SESSION

(Standing ovation)

(Chanting of “Keegel!”)

ELECTION SUPERVISOR MARK:
Microphone No. 1, do we have a nomination for
General Secretary-Treasurer?

DELEGATE TIM BUBAN, IBT Local 200,
Milwaukee, WI: I am principal officer of Local
200, elected delegate and proud member of the
Tom Leedham Slate. It is my honor to nominate
Sandy Pope for the position of General
Secretary-Treasurer of our union.

There has been a theme that has run through
many of the speeches we have heard here this
week. Great speeches, from great people like
Senator Joe Biden and Senator John Edwards
and Change to Win leader Andy Stern, as well
as from many of the elected delegates on both
sides of the issues. The theme that the speakers
at the mikes at this convention keep returning to
is courage. That could not be more appropriate
because there has been no person in this con-
vention hall who has carried themself with more
dignity, with more grace, with more class, and
with more courage than Sandy Pope.

Good intentions and noble motives are all
good, but they mean nothing without the
courage to keep going in the face of adversity,
and no person who has been present at this con-
vention over the last week can doubt that Sandy
Pope can keep going in the face of any adversi-
ty. Not only that, Sandy Pope can keep going in
the face of criticism, harsh criticism that has
been frequently unfair and untrue.

(Shouts of “Boos” from the delegation.)

This union was not built on fear, and by her
behavior this week I don’t think anyone can
deny that fear is a word that no one would use in
describing Sister Sandy Pope.

Let me tell you a little bit about this Teamster
sister that I am honored to nominate for the sec-
ond highest position in our union. First of all, as
hard as it is to believe, Sandy Pope started as a
Teamster in 1978. I know she doesn’t look that

old but she is. Sorry to blow your cover, Sandy.
But believe it or not, she started in 1978.

She worked under the NMFA. Her talent was
recognized by the Local 407 principal officer,
Sam Theodis, who hired her as an organizer.

Sandy served as the executive director of the
Coalition of Labor Union Women and devoted
herself to organizing more women into our
union and drawing more women and minority
Teamsters into leadership.

Then she served as a business agent, and later
as an International Rep for the Warehouse
Division, where she helped bargain contracts
and worked with local leaders on contract cam-
paigns to win industry-leading agreements and
fight concessions.

Later, Sandy was elected Secretary-Treasurer
of Local 805 and, as manager of the pension and
welfare funds, she led the way to significant
improvements in the benefits.

When the principal officer of Local 805
announced that he would roll over and sell out
the members and support employer demands for
pension cuts, Sandy again showed what she is
made of. She met with the stewards and accept-
ed their request to run for principal officer, and
she won.

But that didn’t end the fight, that just started
the fight. The lame-duck principal officer cut a
deal and voted with the employers to cut the
members’ pension accrual to zero. You heard me
right, he voted to cut the members’ accrual to
zero. In exchange, the employers gave this so-
called Teamster and his wife jobs working for
the fund.

It’s a matter of documented record that Sandy
Pope voted against those cuts and that dirty
deal. And earlier this week a Hoffa delegate had
the gall to lie to this delegation and falsely
blame those cuts on Sandy. And if there’s any-
one who ought to come to the microphone and
apologize to this convention, it’s him.

(Shouts of “Boos” from the delegation.)

FOURTH DAY—MORNING SESSION

As far as the 805 pension cuts go, Sandy could have blamed those responsible. But instead, she fought back and successfully sued the employer trustees. And as a result, those pension cuts are being rolled back and reforms are being instituted in the Local 805 pension plan.

Sandy is always there for Teamsters on the battle line. Labor leaders in New York and New Jersey know that when the chips are down Sandy Pope will be there. She'll be there and she'll bring her members and her ideas with her. And she won't ask a Teamster what their internal politics are like before she joins in the fight. She'll help any Teamster in a fight, and her record proves that, which is a lot more than I can say for some of the delegates in this hall.

(Shouts of "Boos" from the delegation.)

You've seen how tough she is. You've seen how smart she is. You've seen how brave she is.

ELECTION SUPERVISOR MARK: Wrap up your nomination speech, please.

(Applause)

DELEGATE BUBAN: And that's why I am honored to nominate Sister Sandy Pope for the position of General Secretary-Treasurer on the Tom Leedham Strong Contracts/Good Pension Slate.

(Shouts of "Boos" from the delegation.)

ELECTION SUPERVISOR MARK: Microphone No. 3.

Let's quiet down. Quiet down.

Mike No. 3. Do we have a second for Ms. Pope?

DELEGATE KATIE BRUTCHER, IBT Local 1149, Baldwinsville, NY: Mr. Chairman, I'm Katie Brutcher —

ELECTION SUPERVISOR MARK: Two minutes.

DELEGATE BRUTCHER: A delegate out of 1149 at Anheuser-Busch in Baldwinsville, New York.

ELECTION SUPERVISOR MARK: I'd ask

the delegates, so that I can hear the seconding speech, quiet down. Thank you very much.

DELEGATE BRUTCHER: Thank you, Mr. Chairman. I have the honor of seconding the nomination of Sister Sandy Pope, someone who is a role model for me and other Teamster women, and women that we need to bring into our union.

Strong Contracts/Good Pensions, that's not just a slate name. Sandy Pope knows how to win both. She knows how to involve members and local leaders to make it happen.

Sandy started as a rank-and-file Teamster and has worked at all levels of the union — as a local leader, an International Representative, and as a Pension Fund Director. Sandy believes in developing a diverse leadership in our union and the labor movement. She'll put that high on the agenda at the International, not just on paper but in practice.

I've seen her courage this week. When she faced abuse and slander, she stood firm on principle but put our union above the politics.

Her approach as General Secretary-Treasurer will be a lot more open than what I've seen at this convention. To build Teamster unity, we need to respect each other when we disagree, and that's the approach we'll have with Sandy and the Strong Contracts/Good Pension Slate.

I proudly second the nomination for Sandy Pope as General Secretary-Treasurer, running with Tom Leedham.

(Shouts of "Boos" from the delegation.)

ELECTION SUPERVISOR MARK: Thank you.

Microphone — quiet down. Microphone No. 2, Ms. Pope.

(Shouts of "Boos" from the delegation.)

DELEGATE SANDY POPE, IBT Local 805, Long Island City, NY: Mr. Chairman, brothers and sisters, I proudly, very proudly, accept the nomination for General Secretary-Treasurer on the Tom Leedham Slate. And I am very proud to

FOURTH DAY—MORNING SESSION

serve the members of the union that I love. Thank you very much.

(Shouts of “Boos” from the delegation.)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1, do we have a nomination for General Secretary-Treasurer?

DELEGATE MIKE VINCENT, IBT Local 1145, St. Paul, MN: Yes, Mr. Supervisor.

ELECTION SUPERVISOR MARK: Please proceed. Five minutes.

DELEGATE VINCENT: I nominate Mike Klootwyk for General Secretary-Treasurer.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3. Do we have a second for Mr. Klootwyk?

DELEGATE BRIAN ALDES, IBT Local 320, Minneapolis, MN: Mr. Election Supervisor, I'm Recording Secretary of Teamsters Local 320. I second the nomination for Mr. Mike Klootwyk as General Secretary-Treasurer.

(Applause)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2, Mr. Klootwyk.

DELEGATE MIKE KLOOTWYK, IBT Local 120, St. Paul, MN: Yes, thank you, Mr. Chairman. I accept the nomination. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 1. Do we have any nomination for General Secretary-Treasurer?

Are there any further nominations from the floor for the office of General Secretary-Treasurer?

Any further nominations from the floor for the office of General Secretary-Treasurer?

Hearing none, the nominations are closed.

(Applause)

Once again, there will be a lottery 30 minutes

after the close of the morning session held at the office of the Election Supervisor over at the Silver Ballroom for the order of ballot placement on this evening's nomination ballot. Candidates, observers who wish to be present for the lottery, 30 minutes after the close of the morning session.

I remind observers and candidates again that there will be a logic and accuracy demonstration of the tabulation machines at 3:30 p.m. in the voting room.

Voting, once again, from 5 to 7 p.m. in the Gold Room at Bally's. We will again check your credential. Bring it with you, the photo ID issued for your admission to the convention as an accredited delegate. That's how we will verify eligibility, and only those with credentials issued by OES will be allowed to vote.

Secret ballot, once again. The nomination election results will be announced at 8 p.m. in the press room and posted outside the election office. Candidates receiving 5 percent or more of the delegate votes cast will be nominated for the ballot. Again, only the total tallies will be released. There will be no local union breakdown.

Please, once again, follow the instructions of the Election Supervisor representatives as you enter and exit the voting area. There will be no campaigning in the voting area or in the corridor leading to it. And campaign paraphernalia must be removed before you enter the voting area.

That concludes the morning nomination proceedings. I return the proceedings of the convention back to the Chair. I thank you on behalf of my staff for the cooperation of these delegates and for the cooperation of your members in the work of the office of the Election Supervisor. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Nice to be back.

(Standing ovation)

FOURTH DAY—MORNING SESSION

Thank you. All right. Thank you very much. Take your seats. Let's get back to business.

We all know that what we win at the bargaining table can be taken away with the stroke of a legislator's pen. That's why we're so much stronger today, because we've got to elect officials that believe in what we believe in. We've got to get laws passed that protect working families.

That's why we've been so active politically, to make sure people are active on the political scene. Our members are known for their most effective political activism. That's because they're involved in DRIVE and they're involved in educating to do the right things with regard to voting to make sure we take back America.

Their voices are heard in the halls of power as never before. With an anti-worker administration in Washington and Congress, it becomes increasingly clear that we must concentrate on state and local politics.

Please turn your attention to this important video.

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

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much.

Like I said in that video, it's hard to believe that all the work we do in DRIVE we only have eight percent of our members signed up. Are you happy with that?

(Shouts of "No" from the delegation.)

We've got to do better with regard to DRIVE because it's important.

We're going to be putting a large part of our political energy in local and statewide races. Here to tell us more about the importance of getting involved in local and statewide politics is someone who knows all about it. Please join me in welcoming the President of the Colorado State Senate and Chair of the Democratic Legislative Campaign Committee, Joan Fitz-

Gerald. Let's give her a good Teamster welcome.

(Applause)

HONORABLE JOAN FITZ-GERALD **(D) State Senator, CO** **DLCC Chair**

Thank you. I want to thank you, my brothers and sisters in labor, especially Mike Mathis and Chuck Harple and my Colorado Teamster Ted Textor. There you go, Ted.

As the Chair of the Democratic Legislative Campaign Committee — and we are the committee that changes state legislative bodies from red to blue — I want to thank you for being a key strategic partner with our committee. As your President says, anything that moves on the rail, the road or the air can be moved by Teamsters. You carry a lot.

I want to start today by acknowledging that you've carried us, too. There is a saying that says, "You should praise the bridge that carried you over." You have carried the DLCC over the bridge, and I want to thank you for that.

(Applause)

Our operations are small enough that we truly appreciate all you have done for us, and I appreciate all you have done on your own. I applaud your DRIVE America's Future program and the candidates that you have supported and elected. I applaud the work of DRIVE, the work by keeping voters informed on their senators' and representatives' voting records, building support through rallies and news conferences and phone banks and political candidates who will stand up for working families. Your work through DRIVE is combating corporate giving and making politicians work for all of our futures.

It's an honor to stand here today. I've worked closely with the Teamsters in my home state of Colorado and across the nation. I love the Teamsters. How could you not love a group — (Applause)

FOURTH DAY—MORNING SESSION

— that’s fighting for working people, fighting corporate greed, fighting for decent wages, fighting for retirement security and fighting for health care and fighting for fair trade and job security? How could you not love a group that does so much for America? These values are dear to all of our hearts.

As a Democrat, I fight for working people. I want to support America’s families. I believe America’s workers deserve a livable wage. I believe retirement security is a right and not a privilege for the wealthy. I believe that every American deserves health care, not just white collar workers. I believe every child should have access to a free, world-class education, not just the children of families who can buy that education.

But we have some opposition. The right-wings say they believe in small government, but we know they mean gutting the resources that support our most vulnerable citizens.

The right-wings say they believe in lower taxes, but we know they mean lower taxes for the wealthiest Americans and lower wages for the working poor.

The right-wings say they believe in individual freedom, but we know what they mean. They are the party that spies on our citizens without warrants and gets involved in our most private and important decisions as individuals and families.

These are the people who control the White House, the U.S. Senate and the House of Representatives. But they don’t control the local level.

I am hoping that this year the right-wings’ bad policies catch up with them on the national level.

But we must be looking further down the road. We cannot win the battle in 2006 and lose the next war in redistricting. State legislatures control congressional redistricting and we must control state legislatures.

(Applause)

I am happy to tell you that though things have been going very well for Democrats at a local level — we picked up seats in 2003, 2004, 2005, and in special elections in 2006, and we now control 21 more seats than Republicans nationally.

In 2004, despite a very bad national environment for Democrats, we picked up 45 seats and pushed ten chambers to — towards Democratic control. We took over both chambers in the State House in Helena, Montana, as well as in my home in Denver, Colorado. I became the first female Senate President in my state’s history. We took over chambers from Salem, Oregon, to Montpelier, Vermont.

In 2005, we picked up seats in New Jersey and Virginia, and so far in 2006 we have won special elections in Minnesota, Mississippi, New Hampshire, Kentucky, Texas and others. We have won in red states, in blue states. We have won in urban, suburban and rural districts. We’ve picked up four seats for everyone the Republicans have picked up, and we’re looking forward to November.

(Applause)

We need to win in November for four reasons. First, when Democrats win the State House, the conversation in that state changes virtually overnight. In 2003, the right wing took over all three branches of Colorado government — took over the house, the senate and the governor’s seat — and pushed through an agenda of vouchers, assault on consumer rights, and a terrible midnight redistricting power grab.

By the fall of 2004, Colorado was in crisis. Like too many other states, were being squeezed by a Congress that was shifting more financial burdens onto our legislature to fund programs that were being cut at the federal level.

Extreme right-wing legislators in Colorado failed to address these growing challenges, focusing more on their poll-driven wedge issues than the problems facing working families.

FOURTH DAY—MORNING SESSION

By November of 2004, Coloradans had seen enough. The people voted to eradicate the right-wing-controlled state government putting Democrats in control of both chambers of the legislature for the first time in 40 years.

(Applause)

Now Democrats are showing Colorado what real leadership is. When we took over, Democrats tackled the state's budget, something the right wing had failed to address for the past two years. We rescued funding for public higher education and critical state services for our children and the disabled. We made all this progress with a net gain of five seats in our house, one seat in our senate, and even made gains positive for working families with the Republican governor because we had the power in the legislature.

Being a majority is crucial no matter how slim that margin. Across this country state legislatures are taking the lead on so many issues just as we have done in Colorado. For every one law that passes in Congress, 75 are being passed at a state level. It is the state legislators who deal with health care problems like Medicaid funding. It falls on our state legislative leaders to ensure that children are getting quality education in our public schools. Democratic state legislatures are passing laws to raise minimum wage for working families. They're fighting to lower the cost of health care and prescription drugs. They're working to curb methamphetamine production, which is a serious problem in our rural areas. These are issues that our Federal Congress has had little emphasis on, nor do they seem to know that these problems exist.

The second reason we need to win at the local level is to build up for the 2010 elections. Those will be the last elections before congressional redistricting. This is, my friends, a winner-take-all system. In 2002, the first election after redistricting, 17 congressional seats changed hands. Fifteen of those changed hands largely due to

map changes. In 2004, there was a net shift of only three seats. This was largely a result of Tom Delay's right-wing redistricting in Texas where five congressional seats switched from Democrats to right-wing Republicans. This is a winner-take-all system and we are all on the wire.

State legislators will help to decide the balance of power in the U.S. Congress through the next redistricting election in 2010. This next round of redistricting scheduled for 2010 could actually change with the Supreme Court's decision yesterday. Their approval of Tom Delay's mid-decade redistricting power grab that shifted five seats in Texas could change things radically, and we need to be ready.

Twenty of the 36 states where state legislatures control redistricting have at least one chamber which is within four seats of changing. These 20 states currently control 195 seats in Congress. A loss of just three state legislative seats in certain places, out of 7,000 nationally, could mean being shut out of the redistricting process and a loss of 13 Democratic congressional seats. A pick-up of 51 state legislative seats out of these 7,000 means that we could possibly gain 15 seats in the United States Congress.

You hear people talk about a Democratic wave this year. But I warn you, there is also a seawall that the wave has to overcome. Years of Republican gerrymandering have cut the Democratic voter base and left Republican incumbents in safe seats that shouldn't be. If we are to have a chance of taking back Congress and holding it, we have to ensure a seat at the table when the district lines are cut. We need to win at the local level.

We are in the middle of a large battle that we intend to win. Democrats can't control Congress in the long-term if we are playing with a deck stacked against us. We have got to reshuffle that deck, and we have got to do it right now in 2006.

FOURTH DAY—MORNING SESSION

My third goal of leadership at the DLCC has been working with and advancing new leaders in the Democratic Party. When we win at the local level, we are building a strong party. Today's congressional leaders were yesterday's Democratic state legislators. In 2004, a state legislator named Barack Obama became one of the poster candidates for the future of the Democratic Party.

(Applause)

Like about half of the current members of Congress and governors, Obama began his career at the state capitol, just like Harry Reid and Robert Byrd, Patty Murray and Steny Hoyer. We're building the party by training candidates and campaign managers. Today's legislators will be tomorrow's representatives in Congress and our new governors.

You Teamsters are doing this too. With your Drive for America program, you know one of the best ways to control state legislatures, and eventually Congress, is to get your people elected. We'll work with you to get this done.

When our state legislators decide to run for higher office, they will be ready.

My last goal is to show Democrats across the country that we have been winning and continue to win in red states. In my own home state of Colorado we elected teachers, nurses, attorneys, as well as ranchers and farmers, to the legislature. And the story was the same in Montana, Iowa and North Carolina. These people won because they emphasized their connection to their districts. These Democrats won by rejecting the right-wing national debate that's based on divisive wedge issues. By giving our candidates the ability to localize their races and develop state-specific strategies, Democrats have been successful at a legislative level.

If we are going to be a smarter party, a more successful party, a majority party at all levels of government, we must realize what a wise investment our local leaders are. More and more, the

right wing is waging a very quiet revolution. They're doing it at the local level by grooming candidates and building local political infrastructure.

We all must meet this challenge. We will win these critical races but only with your help. Your president, James Hoffa, says your union is only as strong as its members. Well, my party is only as strong as its members, its candidates; and Drive for America is making us stronger. So instead of 6,000 cookie-cutter campaigns out of Washington, we challenge the consultant model. We empower local people to win local races. Our candidates run and win on local messages.

Like labor unions, our Democrats are winning by organizing. By organizing our candidates, we can afford to do research in polling which is far too expensive, usually, at the local level.

Through my organization, the DLCC, our candidates and managers get the training and the tools that they need. We teach them how to raise money, how to craft a strategy that suits their district and their state. We recruit strong candidates and protect our incumbents. Drive for America is doing this too. That's how you got Representative Clint Zweifel and Representative Tim Meadows elected in Missouri and Representative Gary McDowell elected in Michigan.

(Applause)

Your members are sitting in state legislative bodies making a difference for their state and for America.

Thank you.

(Applause)

We tested practices in 2004 and 2005 that will help us win elections in the future. We will build on those, we will use technology better and smarter and cheaper. In 2006 and beyond, we will expand our efforts in states while reaching out to grassroots activists and other Democratic donors to help us build the party of

FOURTH DAY—MORNING SESSION

the future, fighting extremism at the local level.

Today, the Democratic Legislative Campaign Committee's mission is to build and maintain winning, state-of-the art legislative campaign operations nationally and to take back key chambers each cycle, to put Democrats in a strong position for 2010 for congressional redistricting.

I want to thank all of you — and I truly do from the bottom of my heart — for your generous donation today. I want to thank you for carrying us over that bridge. Once again, I want to thank the Teamsters in my state of Colorado and the Teamsters nationally. I give you a promise: We will use your money well. We will fight for the Democrats that will fight for livable wages, we will fight for the Democrats that will fight for access to quality health care and education, and maybe most of all, for those people who will fight for secure retirement for every American.

(Applause)

I give you my promise. We will fight to make it easier to organize. And we will fight to create new union jobs.

(Standing ovation)

Thank you. Thank you for your attention. And I charge you, the Teamsters, to keep growing. I applaud your successes fighting for your members. I applaud Tom Keegel and your strong financial house. I applaud your President James Hoffa and your growing army of organizers and members. I applaud your success with your DRIVE program that fights corporate giving.

I charge you, the Teamsters, to keep growing and keep the pressure on. Keep the pressure on corporations to treat America's workers fairly. Keep the pressure on employers, and most of all, I charge you to keep the pressure on us, on politicians like me. Because if we don't listen, recruit some of your own to run and win and represent your values.

(Applause)

Together, we'll keep changing the conversation in our state houses for the better. We will keep building our party and our future leaders in states across the nation, and we'll win the redistricting battle, and once again in Washington we'll see people stand up for working people like you, the Teamsters, do every day. Thank you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you, Senator. Senator Fitz-Gerald is showing us that government can work for working families. We just have to make sure we get involved. There are thousands of Teamsters qualified to run for local offices. Not only are we going to encourage them, that we're going to help them win. Future congressmen, senators, and maybe even a president will come from the ranks of Teamsters. We've got to get involved in politics, and we've got the right people.

(Applause)

Please turn your attention to this important video, "Driving America's Future."

...A video presentation, "Driving America's Future," was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: I have a note here. How many people saw the truck caravan this morning?

(Applause)

Very good. Wasn't it wonderful?

I want to recognize the drivers of those trucks. Let's give them a big hand. They did a great job.

(Standing ovation)

I also understand that former Vice President Ben Leal is here. Is Ben Leal in the house? Let's recognize our former Vice President Ben Leal.

(Applause)

From California. Very good.

Teamster power is like no other; and with the addition of the Joint Association of Boxers, JAB

FOURTH DAY—MORNING SESSION

to our ranks, we are now packing an extra punch. JAB was formed several years ago right here in Las Vegas. It's a union run by boxers for the physical and financial protection of professional boxers.

Please join me in welcoming JAB President, former WBA Light Heavyweight Champion of the World, Eddie Mustafa Muhammad.

(Applause)

EDDIE MUSTAFA MUHAMMAD **President, Joint Association of Boxers**

Thank you. Thank you. Ladies and gentlemen, I'm from the Brownsville section of Brooklyn.

(Applause)

Hey, I like that. I like that. Osborn Street, Sutter Avenue, Blake Avenue. Okay? Okay, in the house?

Okay, down to business. Saratoga Avenue, okay. Riverdale Avenue, okay. Okay, here we go.

Boxing is the last major sport without a union. Every major sport has a union — baseball, basketball, hockey. You name it, they have a union.

There's a saying in boxing that you're only as good as your last fight. Now, what if you lose your last fight? You know, the promoters won't use you again. Then you're on your own. You know, it's sad but it's true. You're on your own.

We formed a union, thanks to the vision of a few people that I'll introduce later when I finish speaking, that they said enough is enough. Boxing is a billion-dollar industry. But how come only at the end of the day the promoters make the most money and the boxers are left out, struggling when their career is over? I mean, you have fighters out there now that they say made millions and millions and millions of dollars, but yet they're filing for bankruptcy. They have no health care, no medical coverage, no benefits, no nothing. Well, my friends, the

buck stops here.

(Applause)

With the help of this great labor movement, the Teamsters and this great leadership of C. Thomas Keegel, James Hoffa, listen, you can't beat that.

These guys are with us 100 percent. And as we speak, there are more and more boxers signing with JAB. You'll see them on HBO, ESPN, because they're tired of at the end of the day not having anything, and all the promoter is doing is smoking big cigars and laughing all the way to the bank. You know, we're tired of that. We're tired of that.

(Applause)

And with the help of the Teamsters, they're tired of it, too. We all got together and we're out here moving forward together, signing fighters up, letting them know that we're not living in the Stone Age anymore, we're moving forward to form a great union. And we have them out in numbers. We have world champions that we have that joined JAB. As a matter of fact, I'm standing here with the WBC Super Middle Weight Champion, Joey Spina, from Providence, Rhode Island.

(Applause)

I've been all over the country organizing fighters. Right now we are the best and only union for the fighters. We are so strong as we speak right now that the boxing industry — I'm talking about all the commissions around the country — will not make a move, will not sign another law, will not do anything unless they consult with JAB. They will not do anything.

(Applause)

This union is so strong, I mean, the mere presence of me walking into the commission's office, they know that if we have got a problem, we're going to straighten it out or we're going to put you on Front Street and let you know that you're not doing your job, you're exploiting the fighter. We're not having that no more, I'm not

FOURTH DAY—MORNING SESSION

going for that.

(Applause)

We have so many people to thank for this great movement in boxing because this is the first. It's never been done. Like I said, the Teamsters took boxing out of the Stone Ages and brought it into the New Ages. Whereas, listen, we have more dignity. We can walk around with our heads held up in the air. When a person says, "Well, what do you do for a living?"

"Well, number one, I'm a fighter. Number two, I'm a Teamster."

(Applause)

This union became — it is so strong as we speak. Last year I was invited to Lansing, Michigan, to help the Michigan Boxing Commission implement some new laws. Now, three, four years ago that would never have been heard of. Now, if any commission, any sanctioning body, wants to make a move, they've got to call JAB. That's right, they've got to call JAB. Because I'm not going for that. You're not going to do anything that's going to hurt these fighters. This is a fighters' union. The fighters are Teamsters. We are all brothers and sisters in this movement.

(Applause)

There are some people I'd like to thank for standing side by side with JAB in their inception. They are:

Dan Kane, Sr.

(Applause)

Dan Kane, Jr.

(Applause)

Walter Kane.

(Applause)

A gentleman that I've only known for maybe about a year, but to sit down with him and just to have a heart to heart and a talk to talk with this man, it really enlightened me on our labor movement. I mean, I love this guy. Jim Santangelo. I love that guy.

(Applause)

Another gentleman, I call him every once in a while, because I know he's busy, just to let him know what I'm doing, and that's Jeff Farmer.

(Applause)

Again, I'd like to thank General Secretary-Treasurer Keegel and my man — I call him the boss with the hot sauce — James Hoffa, my main man, that's right.

Thank you, ladies and gentlemen. Teamster power, baby, Teamster power, that's what I'm talking about.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Eddie, what a great message.

Now I'd like to ask International Vice President Randy Cammack and Jim Santangelo to tell us about Joint Council 42 Youth Boxing League.

(Applause)

VICE PRESIDENT SANTANGELO: About eight years ago Randy and I got involved with the kids in Southern California, and we adopted the Teamster Joint Council 42 Youth Boxing. We've been having one heck of a time. It's great. There are 100 kids there. The money comes from the locals and Joint Council 42. We pay for their trips back East, we pay for their hotel room, we feed them. We do everything, because it's very inspiring and it's very disciplined with these kids. We've got them here today, and we want you to meet some special kids.

(Applause)

VICE PRESIDENT CAMMACK: You know, the Teamsters don't get enough credit for reaching out into the community and being part of it. The General President's message has always been that we have to be recognized for the constructive things that we do, not just our Joint Council but the things that the Teamster locals and this great International get involved in, the positive things, the things you don't hear about from the Kool-Aid drinkers, the things that

FOURTH DAY—MORNING SESSION

we're doing to be part of the community to help in organizing and especially if you're helping young kids.

Jim and I both, and the locals that have been involved in our Joint Council, have had many rewards. They come to our membership meetings. They are a part of us.

I could tell you, our kids recently — a lot of them become world champions in their own right in different events. Recently, our kids fought Oscar De La Hoya's Boxing Club. Our kids whipped their ass.

(Applause)

In fact, Oscar De La Hoya heard about our club and he didn't even want to show up. So our kids were — I talk about — you know, they wear Teamster colors. The ring has a Teamster emblem in the center of it. When our members go to these fights, you can see how they feel. It just makes you — I tell you what, there's nothing like it in the world to see kids that would otherwise — in Los Angeles, getting involved in gangs, in drugs, and the peer pressure that's in Los Angeles and some of the communities, it's really difficult for young kids. To see them get some discipline in their lives and get involved in this sport is just great things. If you help one kid, if you help two kids, you've done something you look back onto in your life. We've had two fighters come out of our club, Mariana Juarez was the first one. She ended up winning the women's world championship in Korea.

(Applause)

Recently, we had another success story we're just so happy about. John Molina, whose father is a GCIU member, he has just gone into the professional ranks, and his first two fights he has knocked his opponents out, knocked them out with Teamster colors on, and it's just unbelievable. Jim.

VICE PRESIDENT SANTANGELO: I want to introduce the manager and the great guy right here, Ben Lira, who runs the club. What a job he

does for us.

Johnny Molina, who just had — we have known — come here, Johnny. We have known Johnny for some eight years when he was this tall. He has had two professional fights. The first fight he had about two months ago he knocked his opponent out in the first round.

(Applause)

His second fight he knocked his opponent out in the second round. Johnny on July 14th is going to be fighting his third professional fight, and he has said something to us. "As long as I am a professional fighter, I will enter that ring with my Teamster logo."

(Applause)

JOHN MOLINA Professional Boxer

See, it's that support right there that makes me fight hard, man, I'm telling you guys. You guys pack the house every fight that I go to, all the locals that are in my area. You guys know what I'm talking about. I told you one of my first fights going in there was a bit overwhelming being on stage, kind of like I am right now; but when they announced my name, man, the look in the opponent's eye, they thought he was going to fight Elvis, man. He looked at me, and he was like, "Man, who is this kid?" But, man, you Teamsters, you guys pack the house perfect for me.

I do want to say a special thanks to everyone here, Mr. Santangelo, Mr. Cammack. Of course, Ben Lira, man, that guy has been like another father to me helping me out day in and day out. I mean, you can't ask for more.

(Applause)

And my father, John Molina, Sr., he's over there.

(Applause)

Like I said, as far as work ethic goes, I know what it's all about because this is my dream. Through you guys and my father and everyone

FOURTH DAY—MORNING SESSION

else, this is becoming possible for me to live out my dream so I can get to that level.

I worked the 12-hour shift maybe for a week.
(Laughter)

I seen what it was all about. Man, that's a tough job to lace up those work boots and go to work every day and support a family. I take my hat off to you. I've seen this man do it. He goes to work every day and he was man enough to support his family, so I take that work ethic into the ring with me and that's why I do so well.

(Applause)

Also, you guys know Big Ronnie, he helps out so much for us. And Mr. Carlos Barnett, I don't know where he's at over here in the crowd.

There he is. I've been able enough to know him since I was a little boy and through high school. So I want to say a special thanks to all you guys for everything you guys do for me. I appreciate it.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Great people. Great youth.

Our next speaker is somebody very, very special. I want you to know he's a dear friend of mine. I want you to know he's an ally. I want you to know he's a kick-ass guy like us. I want you to know he's a 24/7 union leader. I want you to know he's a guy that believes in organizing. I want you to know he believes in Change to Win, because he's part of our deal. I want you to know that he's from the Laborers Union and he believes that the Laborers and the Teamsters should grow America. And I want you to know that he is joining us to make America a better place.

He's my friend, he's our ally, our dear friend from the Laborers Union, President Terry O'Sullivan. Come on up here, Terry.

(Standing ovation)

TERRY O'SULLIVAN President, LIUNA

Thank you, Jim, for that very kind introduction. It really is an honor and a privilege for me to be here today with my brothers and sisters of the Teamsters Union, the strongest, the most powerful and the most influential union in all of North America.

(Applause)

I humbly and proudly stand before you today and bring fraternal greetings from the 700,000 proud, strong and united members of the Laborers International Union of North America.

(Applause)

Before I start, I want to recognize a few people. I want to recognize your great General Secretary-Treasurer Tom Keegel, who's a good man, a great labor leader and a great friend of mine and the Laborers.

(Applause)

The rest of your entire General Executive Board, and in particular somebody that I have come to know over the years, somebody I've come to respect and somebody that I consider a dear friend — you know, Jim Hoffa, like me, he was raised in a labor family by a father he loved and respected, a father who taught him what courage, leadership and brotherhood are all about.

I have the utmost respect and admiration for Jim Hoffa. He's a man of character, a man of conviction, a man who never stops fighting for what is right, and for what is just. He is not only one of the most dynamic and powerful leaders in all of organized labor, but he is one of the most decent individuals I have ever met. Jim Hoffa is a credit to his family, he's a credit to his country, and he's a credit to the great and mighty Teamsters Union. I am proud to call him my brother, but most of all I am honored to call him my friend.

(Applause)

As I came here to prepare my remarks, I

FOURTH DAY—MORNING SESSION

thought about the similarities between our two great International Unions. Both of our unions were chartered in 1903. They were born out of strife and struggle by workers who had had enough of the abuse, the exploitation and discrimination, individuals that valiantly laid their lives on the line to make life better for themselves, their families and those that would come after them.

It is this common bond, this common history, that unites our two organizations. It serves as the foundation for the partnership we have developed over the years. As I stand here today on behalf of the Laborers International Union, I can think of no better partner, no better friend in the trade union movement than the Teamsters Union, and I thank you on behalf of our entire membership in the Laborers.

(Applause)

Brothers and sisters, life is defined by significant moments, significant people, and significant organizations. This convention is a significant moment that will not only chart the course of the Teamsters Union for the next five years, but I believe it will also shape the future of the trade union movement for decades to come.

Because I believe, as you believe, that we are at a crossroads in the labor movement, and that without dramatic, far-reaching and radical change, the labor movement runs the risk of becoming insignificant in the lives of working families throughout North America.

Unfortunately, the statistics prove my point. In the 1950s, 35 percent of the workforce in this country belonged to a union. That's down to 12.9 percent in 2006, which is 7.8 percent of the private sector represented by a union.

Being a predominantly building trades unions, today in the building trades we represent 13.1 percent of the workforce in the construction industry that is unionized. If you want to hear something sad, before the division within the AFL-CIO and the creation of Change to Win

when we were all under the banner of the AFL-CIO, 78 percent of the membership of the AFL-CIO lived in 12 states. Eighty percent of the membership in the AFL-CIO was in ten unions.

The people wonder why there was a division, why there was a debate led by Jim Hoffa and the Teamsters, why we needed to do something different. Because if those statistics, coupled with the hostile administration and Congress, don't scare anybody in this country, then something's wrong. Something needed to change, and that's why Jim Hoffa and the Teamsters Union led the charge to try and reform the AFL-CIO or create something that will help grow and strengthen the American labor movement.

(Applause)

Jim said it best the other day in his speech when he said we can't elect our way out of these problems. Yes, we have to commit ourselves politics, but we have to commit ourself to strategic organizing, and that is the promise and the tenet of Change to Win, is to run whole-industry — industry-wide campaigns to grow and strengthen the labor movement throughout North America, not by tens of thousands, not by hundreds of thousands, but by tens of millions of workers in North America that need representation by the Teamsters Union and the Laborers International Union and unions throughout this country.

I have to say that the Teamsters Union is leading the way. Large-scale campaigns like the DHL campaign; the ports drivers campaign; school bus drivers; the joint campaign with UNITE/HERE, the Cintas campaign. Growing your union and strengthening the power of Teamsters through mergers and amalgamations with the Brotherhood of Locomotive Engineers, GCIU, and the Brotherhood of Maintenance of Way. That is vision, that is leadership, that is a commitment to grow and strengthen your union so that we can do a better job for the proud men and women of the Teamsters Union and the

FOURTH DAY—MORNING SESSION

Laborers Union, and all the other unions that make up Change to Win.

You know, I believe this, that we need to turn this thing upside down if that's what it takes to get it right-side up, because things in this country are not going well for working people. And I know as I look around this hall, I see dedicated and committed trade unionists, dedicated and committed Teamsters that are going to do something about that.

(Standing ovation)

But as Jim said the other day, yes, we need an equal balance between what we spend on organizing and politics. And, yes, politics is important. I say this: We have an election of a lifetime in 2006 and 2008. These mid-term election and the presidential election in '08 will define the political and legislative agenda we will be facing for decades to come.

Brothers and sisters, we must elect politicians that will be accountable to working people. We must elect politicians based on issues, not political parties. We cannot afford to lose any more. We can't allow these right-wing conservative assholes to destroy the middle class in this country. It's high time we stand up and fight against these individuals.

(Standing ovation)

This is the most hostile, anti-worker, anti-union Congress and administration in the history of our country. This is a mean-spirited group that shows no respect for working people. I mean, they're so damn bad that when they get pissed off at you or get mad you, they just send you hunting with Dick Cheney for crissakes.

(Laughter)

Working people in this country and in North America are getting a humping. They're hell-bent in Washington, D.C., on destroying the American Dream and silencing the voices of working people. In D.C., they have the brass to go around boasting about driving the final nail in the coffin of organized labor. Well, brothers

and sisters, I know the Teamsters Union and you know the Laborers Union, and I'll tell you one thing right now: We're not ready for any god-damn pine box; we're not laying down. Come this November when we take back the House and take back this country, we'll stand shoulder-to-shoulder on the steps of the Washington Capitol, and we'll tell them to shove that nail right up their ass.

(Standing ovation)

I came to Las Vegas out of respect for the Teamsters Union and the invitation from Jim Hoffa. I sure as hell didn't have to come here for a magic act because we in the United States, unfortunately, are witnessing the greatest magic act known to mankind. I mean, David Copperfield and Penn and Teller, my ass. You only have to go to Washington, D.C., to see the best magic act that there is, because shit is disappearing everywhere.

(Laughter)

I mean, think about it. Think about it for a second. And the Teamsters know this. Three million manufacturing jobs have disappeared and they've been replaced with jobs that pay little wages, minimum wage and have no benefits. Health care for 47 million people has disappeared. Budget surpluses have disappeared and been replaced because of tax cuts for the rich with budget deficits. Defined benefit pension plans are disappearing. If they had their way, and unless we get in their way, Social Security will disappear. Good and decent education for our children is disappearing. Hell, "No Child Left Behind" to me means no child left a dime. Project labor agreements are disappearing. The middle class in this country is disappearing. Shouldn't happen. Weapons of mass destruction disappeared. And the greatest one of all, the greatest disappearing act of all is this one: How does a six-foot-four terrorist on kidney dialysis with a damn limp disappear into thin air? You tell me.

FOURTH DAY—MORNING SESSION

(Standing ovation)

Well, you know what? I know when I look around this room, you know Teamsters and Laborers and Change to Win unions, we've got a little magic left of our own. I say come this November, let's us do that voodoo that we do so well, and let's get these assholes out of Washington, D.C., and put friends of organized labor in there.

(Standing ovation)

Brothers and sisters, we need to elect politicians that understand that the most valuable asset that we have in this country isn't corporate America, it's not Wall Street, it's working people. We need to be clear, concise and relentless about our political and legislative agenda. We need to work together to not only elect pro-worker candidates, but also to enact our joint legislative programs at the national and local level. We need to elect politicians that will support the Employee Free Choice Act, that will support fair trade, not free trade, that will support health care for all, that will shit-can this ownership society bullshit and support defined benefit pension plans for working people in this country.

(Applause)

We need to elect politicians that will support comprehensive immigration reform, that will rescind the egregious new LM2 reporting requirements. Because I tell you what, I don't mind anybody looking over my shoulder but no son-of-a-gun is going to be looking up my ass.

(Standing ovation)

And last but not least, we need to elect politicians — and this is a particular pet peeve of mine — we need to elect politicians like Dick Gephardt, who would stand up in front of a Teamsters group and any union group and was proud to say that he supported working people, he was proud to say that he supported union people.

And you know what? What we need to do

going forward is, is that we should only support and elect politicians that can say the word union and can spell it. And anybody that can't shouldn't get our money, shouldn't get our support. Because, like you, in the last presidential election when those concession speeches were made — and unfortunately our candidate didn't get over the top — I hope I was as mad as you were that organized labor, the Teamsters Union and Laborers and working people in general didn't get a thank you from the top leaders of the Democratic Party. And I tell you what, that kind of nonsense has to stop now, brothers and sisters.

(Standing ovation)

At the state level there are 36 governors races up for grabs this year. We need to replicate what we did last year when we worked together and elected Tim Kane as governor in the state of Virginia, John Corzine as the governor in the state of New Jersey.

And being a native Californian, I take particular pride and pleasure with this, that we turned back Arnold and his gang of zealots and the four anti-worker propositions that they put forth. We told them where they could stick those.

(Applause)

And for my brothers and sisters in California, it is high time that we terminate the "Terminator." He likes to say — he likes to say, "I'll be back." My ass you'll be back. What we need to do is use another line from his film, "Hasta la vista," Arnold. It's time to go back to Hollywood and make some more of those shitty movies.

(Standing ovation)

Brothers and sisters, it's time for us to stand up and take our country back, to win at all costs, to make sure that we have a government of the people, by the people and for the people. We have to unleash the fury of Teamster power and Laborers power. We need to remind every politician that if you screw with any one of us, you

FOURTH DAY—MORNING SESSION

screw with all of us, that this country — this country belongs to us, and anybody who gets in our way is going down.

(Applause)

As I finish, I know that you as proud, strong Teamsters never forget that the trade union movement is recognized by the name Teamsters. I hope you never forget that where you go, the Teamsters and Laborers go together. You know, I am damn proud to be a Laborer and I'm proud to be the General President of the Laborers. But I tell you, if I wasn't a Laborer, I'd damn sure be a Teamster.

(Applause)

As I leave Las Vegas, I have a hop in my step and hope in my heart because I have seen the future, and the future is the Teamsters and the Laborers moving forward together. As I look around this grand hall, what I see, brothers and sisters, is the heart and soul, the backbone of the trade union movement. I see the warriors for change, the liberators for working people. I know it will be your spark this week that lights the fire of a workers' revolution throughout North America and the entire world. I know the Teamsters don't back up and they never back down, that there is no retreat, there is no surrender.

In September the Laborers have our conference — our convention right here in this very hall. Our conference theme is "We're Mad Dog Mean, We're Ready to Bite and We're Ready to Fight." So be loud, proud and rowdy, brothers and sisters of the Teamsters Union. Let us continue to stand together, let us continue to fight together and let us continue to win for working families together.

God bless our countries. God bless our troops. And God bless the Teamsters Union.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Mike 4.

DELEGATE HOMER LAMBERT, IBT Local 743, Chicago, IL: Good morning, brothers and sisters. I want to stand here this morning

to tell you I was a TDU for over 10 or 12 years, and I sat on the steering committee at TDU.

I learned something, and I'm glad I came to this convention. We need to pull together. I agree with Terry O'Sullivan. We cannot continue to fight and divide. We've got too big a fight on our hands, the employers, our president.

We've got too many fights to be fighting each other, and I learned that we need to stay together. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Brother.

The meat and potatoes of our work is securing good contracts for our members. That's the bottom line. A solid, strong union contract is what separates union members from non-union members. And a Teamster contract is what separates unions from other unions. That's why we are the leaders in the trade union movement.

Over the last five-and-a-half years, we've successfully won some of the richest contracts in the entire labor movement. We've been able to do this despite the hostile environment that exists in corporate board rooms and government offices across the land.

Let's celebrate our successes as we prepare ourselves for the future. Take a look at the following video.

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

(Applause)

GENERAL PRESIDENT HOFFA: Since our last convention, a number of Teamster divisions have pursued successful strategies of lining up contracts so the negotiations have common expiration dates. It's an important tragedy. By such contract alignments we are able to maximize our power at the bargaining table.

This strategy has worked very well within the Brewery Division. Our ongoing experience with the Miller Brewing Company illustrates the advantages of aligning contracts.

FOURTH DAY—MORNING SESSION

Joining us now is our Brewery and Soft Drink Conference Director, Vice President Jack Cipriani, to tell us more about this important strategy.

(Applause)

VICE PRESIDENT CIPRIANI: Thank you, General President Hoffa. I'm still listening to Terry O'Sullivan's speech there. It makes me want to go out and kick that CEO's ass right now, so give me a little time here, I'm still trying to get my thoughts together.

Every time that a local union faces contract negotiations with a large, multinational corporation, our membership is at risk. We've been forced to have to redefine what it means to call for a boycott. We've also been forced to redefine what it means to call for a strike. It's one thing if we have a national or regional contract to help pull together the collective muscle of the Teamsters Union. But when a small local union stands alone against a multinational corporation, the odds against our success can feel absolutely overwhelming.

Yes, we're taking the bold steps of coalescing union power within industries through the Change to Win Federation. But we must also take new strategic advantages internally to make the Teamsters Union stronger. The local unions that are part of the Brewery and Soft Drink Workers Conference are achieving good results through a strategy which I call "contract alignment."

Last year, Coca-Cola Enterprises wanted to dramatically shift health insurance costs to our members. Last year during contract talks in Southern California Coke wanted to start a tide of cost shifting on the West Coast and have it spread throughout the country. All of our Coke members and their families were at risk.

The Teamsters Union and the Coke locals of the Brewery and Soft Drink Workers Conference took a united stand. We tied Southern California's bargaining position

together with that of local unions facing similar problems in Connecticut.

Then we reached out to our brothers and sisters in New York and in New Jersey and in San Francisco and in Minneapolis and in St. Louis, and in Pittsburgh and in every other local union across the country who had sympathy language who could honor a picket line. We were not going to let the Southern California locals stand alone. No Coke local union was going to stand alone with it came to a fight that's as important as our members' health insurance benefits.

(Applause)

We fought smart, we fought hard and we used contract alignment, and we won.

Now, Teamster local unions with contracts at Miller Beer face a similar battle. Miller Brewing was bought out recently by South African Brewing, the second largest brewer in the world, in fact, even larger than Anheuser-Busch. The new company wants us to start paying part of the health insurance premiums for the first time.

As a little personal aside here, three other unions who have other Miller plants — there are six Miller plants — three have other unions. Those three had contract negotiations and went from paying nothing for their health care insurance and agreed to start paying \$200 a month, and they dug a hole for the Teamster locals.

But we aligned our contracts. The Teamsters in my local union, Local 391 in North Carolina, and in Local 896 in Irwindale, California, and Local 997 in Fort Worth, Texas, are all working under an expired contract. As we come to the final days of negotiations, South African Breweries is finding out you can't take the Teamsters on one local at a time. We're using contract alignment to balance the scales with management. And because it works, the Brewery and Soft Drink Workers Conference is going to look for more opportunities to help our members get better contracts.

Now you'll hear from two of our members

FOURTH DAY—MORNING SESSION

who know what it means to grow Teamster power through contract alignment. The first is somebody very special and near and dear to my heart from my local union, is Patricia Hendrix, a member of my Local 391.

(Applause)

SISTER PATRICIA HENDRIX IBT Local 391, Greensboro, NC

Thank you, Jack. Good morning, brothers and sisters and guests. My name is Patricia Hendrix and I'm a proud member of Local 391 in North Carolina for 28 years. I work for Miller Brewing Company, and it has not been easy going through these negotiations.

Miller was purchased in 2002 by South African Brewery, and they operate in more than 60 markets across five continents, and each negotiation you go through is tough. But we're in the fight of our lives to protect our contracts against a global company.

It hasn't been easy and everyone is concerned about SABMiller eroding our seniority, our pension and health care as they did in three prior Miller plants.

So our goal as rank-and-file Teamsters has been to stay focused and unified. We want to make sure we protect our seniority, our health care and our dignity as American workers.

We realized a long time ago that we had three Teamster plants in the Miller company that operated under separate contracts. Our long-term goal has been to negotiate in-line contracts for the three breweries which has been a difficult process. So we realize we also had to do that. They were making the same demands at each plant, so we had to counter with the same defense with the workers. So this has made negotiation different. For the first time, our contract extensions had been in line with Texas and California.

Teamsters are the best negotiators in the labor movement, and that is a proven fact with our

president, Jack Cipriani; Texas' Jerry Putnam and California's Rene Medrano. So the three locals have been in constant communications with each other. Our Business Agent Vernon Gammon, Chip Roth, and Jack, have traveled back and forth to Texas and California. Their reps have been sitting in on our negotiations, sharing information with each other and speaking with the same voice so that we can all move in the same direction.

We've taken a one-for-all-and-all-for-one position with the company. That gives our negotiators more power. If one plant goes out, we all go out. Solidarity and leadership will get the best Teamster contracts in the Miller corporation, so let's go get em. Thank you.

(Applause)

VICE PRESIDENT CIPRIANI: Our next speaker is a rank-and-file worker at Coke in New York. So I'd like to ask John Padula from my other family at Local 812 in New York.

(Applause)

BROTHER JOHN PADULA Local 812, Scarsdale, NY

Man, I just want to say that I got to thank God for being here at this historical event. I'm a very proud member of Local 812 in New York, but this is the proudest day of my life as a Teamster being here with such a big family.

(Applause)

Thank you.

I'm a second-shift steward at the Elmstead Market service center in Coca-Cola New York. I'm also the checker and I help run the loading down. I've been a Coke employee for 29 years. They say that with age comes wisdom, but I'll let you decide how wise I've become.

But one thing I am willing to admit is that I have a long memory, and I know that without the Teamsters, the Coke workers today would not have things as good as they do.

I know that there is strength in numbers. I

FOURTH DAY—MORNING SESSION

know that when the Teamsters pull together, they make even the biggest companies bend on issues that they said were nonnegotiable. Our contract expired June 1st. It was a very tough battle; it wasn't easy. They came at us with 43 pages of changes. We knew what they wanted. They wanted our medical and our pension and they weren't going to get it.

(Applause)

They thought they could scare us, they thought they could split us up. They thought they were going to bowl us over, and they were going to pit one group against the other, but they couldn't do it. One of the main reasons they couldn't do it was because our Executive Board outclassed them, and they did it with this: They did with it with the history of this union, and they know it because they live it seven days a week.

(Applause)

We had a lot of experience in our bargaining team. Some were retirees, and they've seen all of this before. One thing they knew, we had an advantage that Coke did not. Sure, they had a huge corporation with a lot of money and lawyers, but we have an army. We have 1.4 million Teamsters. Hundreds of thousands are retirees, just as many friends, spouses and supporters out there willing to take on Coke with picket signs, handbills and most painfully for them, our wallets.

In a tug of war like this, every hand is on that rope. In this particular case, our side stretched from the bargaining table in New York all the way to California. From the very beginning our Executive Board was keeping us educated about what's happening across the country. They were in constant communications with representatives from the locals in California, which also had contracts coming up for renewal. All of us knew that what happened in one location would eventually affect us all.

In a very respectful way, our bargaining com-

mittee had to tell these managers who they were dealing with, in constant communications with presidents in other locals across the country. A union that would stick together; that would pull as one; that if things went badly, our soldiers would be picketing, handing out leaflets at stores, telling our friends not to buy that product until they dealt fairly with their workers.

They knew that we would be out there in New York, California, and everywhere in between. It's happened before; I've seen it. I've seen how collective bargaining for a greater number of workers, aligning contracts so you're bargaining together strengthens the Teamster position for all of us.

You know, one of these latest issues that came up during the negotiations was simple respect. The managers thought they could make changes because knew what they were doing. We just wanted them to listen to us. They're listening now.

(Applause)

I just want to thank the Executive Board for the lives that they live. I tell you what's moving Teamsters forward together, and that's the way they love their membership, the way they love what they do, and how they make family out of the membership. That's what — the sacrifice that they make by educating us and the time they spend with us instead of their own blood families, but that's what they do. That's why I'm here, and I'm very proud to do it.

(Applause)

I just want to say one last thing real fast; it's not an easy thing to say. That's my mother and father in that picture. My father landed in Normandy, and he landed in Normandy under Patton. I tell you what, he wasn't afraid of nobody. My father was never afraid of nobody. Nothing. When he found out that it was time for me to get a job, I saw the look in his face, and he said, "Make sure you're in the union." I was very young and I said to myself, "Man, this

FOURTH DAY—MORNING SESSION

union must be something. A guy landed in Normandy and he's worried that his son wasn't going to be in a union." Thanks.

(Standing ovation)

GENERAL PRESIDENT HOFFA: The next session will be chaired by our General Secretary-Treasurer Tom Keegel.

(Applause)

CAPITAL STRATEGIES

GENERAL SECRETARY-TREASURER KEEGEL: Thank you. Our Capital Strategies activities are a key component of a well-thought-out plan to build Teamster power at the local level. We have made shareholder meetings an important forum to talk about everything from the companies' treatment of workers to its lavish executive pay packages. By tapping into the governing structures of the corporations where Teamsters work, we are able to win victories on the shop floor.

Here to tell us about how Capital Strategies helped in a campaign against United Technologies is Rick Rollinson from Local 1150 in Stratford, Connecticut. Rick.

(Applause)

BROTHER RICK ROLLINSON Local 1150, Stratford, Connecticut

Good morning, General President Hoffa, General Secretary-Treasurer Keegel, brothers and sisters. My name is Rick Rollinson, the Vice President and Business Agent of Local 1150, Stratford, Connecticut.

As many of you know, 3600 Sikorsky members of Teamsters Local 1150 went on strike this past February to protect affordable health care for their families. These Teamsters produce and maintain helicopters, including the Black Hawk helicopter for the U.S. military, including our troops now serving in Iraq and Afghanistan.

Sikorsky's parent company, United Technologies, was bent on drastically raising

the cost of health care to Sikorsky workers. Despite the union's proposals that would have saved the company money, avoiding a costly and protracted strike, while also providing quality and affordable health care, the company dug in its heels.

Meanwhile, the CEO and Chairman of United Technologies' board of directors raked in compensation packages worth more than \$130 million over the last two years. After workers, many of whom are also long-term shareholders, ended the strike and returned to work, United Technologies held their annual shareholders meeting at Carnegie Hall in New York City. Teamsters Local 1150 and its member shareholders boarded a bus and went to New York to challenge the company's board of directors about corporate priorities, excessive executive compensation packages, and to demand answers to why they would jeopardize U.S. military contracts and the future of Sikorsky over short-sighted health care demands.

At this time I'd like to thank Brother Gary LaBarbera, principal officer of Joint Council 16, Local 282, for being there with us at our fight at Carnegie Hall.

(Applause)

All locals worked closely with the IBT Capital Strategies Department which provided the expertise necessary to prepare our members to effectively confront the executive management and board of directors of the United Technologies. This meeting usually lasts only 20 minutes. You know what happens when you get a bunch of Teamsters in the room. This meeting lasted more than three hours, and it provided the only opportunity for our members to confront the top management face to face about the impact their corporate decisions have on the lives of our members and their families.

United Technologies Chairman George David, who insulated himself throughout the strike from even members of the United States

FOURTH DAY—MORNING SESSION

Senate, was forced to face Teamster members before his own board of directors, other shareholders, and the press.

Many of us in Local 1150 have been shareholders of United Technologies for many years but now have a greater appreciation of the potential power of being active owners. We're able to enlighten other shareholders to the importance of our members, the success of the company, and send a powerful message to management: "We will be back." Thank you.

(Applause)

**GENERAL SECRETARY-TREASURER
KEEGEL:** Thank you, Rick.

Our Capital Strategies campaigns also have international components. We're focused on winning battles on the shop floor and organizing new members.

One year ago the Teamsters began coordinating work with the United Kingdom's largest transport union, the Transport and General Workers Union. We're working together with the T&G to strengthen our power base as we confront the transportation giants that operate on both sides of the Atlantic, First Group.

The goal of this transatlantic partnership is to hold transport companies accountable to workers and communities in both our countries.

Here with us now to talk about the First Group campaigns, Transport and General Workers Union President, Steve Turner. Please give him a big Teamster welcome.

Steve.

(Applause)

STEVE TURNER
**President, Transport and General Workers
Union**

Chair Tom, thanks for those words. Colleagues, sisters and brothers, what a privilege it is to stand before you today. I've had the honor of being here for a week now. I've also had the privilege of attending your Organizing

Conference over the course of the weekend.

I've been to many conferences and I can tell you this — and I can tell you this with a bit of pride — that there are not many unions out there in this world today, apart from the international guests that you've had speaking here and the international delegates, of course, that are attending this conference, that speak with the pride, the passion, the no bullshit, kick-ass approach that you've got as a group of Teamsters.

(Applause)

Colleagues, we're a kick-ass, no-bullshit union as well. I bring real solidarity and support from our 880,000 members, proud, fighting-back members of the Transport and General Workers Union in the UK.

(Applause)

I also bring — and we don't want to interfere with your internal politics — but personal solidarity in support for your General President Jim Hoffa and Secretary-Treasurer Tom Keegel.

(Applause)

Colleagues, the T&G and the Teamsters are two great unions, and we're two great unions building union power and that's power we can be rightly proud of. We're organizing to rebalance that power in favor of working people. We're organizing to give workers the confidence to stand tall, to stand proud and to fight against their employer, including those transnational employers, the transnationals you've been talking about for the last two days, including UPS, DHL, FedEx, Wal-Mart and, of course, First Group.

The T&G is proud to join with you in this fight. Your struggle is our struggle. Just as you're organizing here, we're organizing across the pond. We're organizing together as part of a joint union global strategy to make a real, genuine difference for working people.

(Applause)

Colleagues, we're fighting back. We're fight-

FOURTH DAY—MORNING SESSION

ing back at UPS where we've shifted union density from 19 percent to 67 percent, where we've secured our best-ever pay deal as well as new recognition, new organizing rights for our shop stewards.

(Applause)

And we're fighting back at TNT where 600 workers have joined our union in the last six weeks. Colleagues, I stand here with real pride to tell you that the fight back has started against your export, Wal-Mart.

(Applause)

Colleagues, our members are supporting their colleagues in our sister union the GMB in the UK, and we've just balloted to strike as to Wal-Mart and its entire UK distribution and transportation system. That strike will cripple Wal-Mart's operation, and I'm pleased to say that that strike starts tomorrow.

(Standing ovation)

Colleagues, we don't want them. We don't want their anti-union tactics and we're not going to put up with it. No company is going to come to the UK, just as no UK company is going to come to the United States, and attack trade union and labor organization.

(Applause)

Turning to First Student, I bring solidarity greetings from the 93 percent of First Pass employees who are proud, fighting-back members of our union, members that are standing shoulder to shoulder in the fight for justice, dignity and respect at work with our brothers and sisters in the Teamsters.

(Applause)

Together, we're part of an historic effort which has seen for the first time our members use their ownership of the company to demand that that company honors workers' rights, and in particular workers' right to organize.

Over the past three months colleagues, T&G members employed by the multinational transport provider First Group, have pushed forward

a shareholder resolution calling on the company to develop an enforceable human rights policy to protect workers wherever First Group does business across the globe. Our members have used more than half a million personal shares in this group to speak in a united voice on behalf of their brothers and sisters in the U.S. and Canada.

(Applause)

Moved by the message that honoring workers' rights is actually good for business, a number of large institutional investors have joined the call for reform at First Group, and Teamster colleagues will join the T&G to carry this message forward to the First Group board of the company's annual general meeting in Scotland next month.

Together we're using capital strategies to all companies accountable to us, not simply as workers but as owners of those companies.

(Applause)

And finally, colleagues, in closing, I just wanted to say that you've been speaking proudly this week of building a great army. Well, 70 years ago workers came together to build an international brigade, a great army to help in the fight against fascism in Spain. Seventy years on we're proud to be part of a new international brigade, a brigade of workers and workers' unions determined to stand proud, to organize and to win dignity and respect for workers the world over. Our time is now.

(Applause)

GENERAL SECRETARY-TREASURER
KEEGEL: Thank you, Steve.

To give us the tools to strengthen and build on our capital strategies victories, we will now consider "Capital Strategies" Resolution No. 3, page 6.

Will Joint Council Secretary-Treasurer from Joint Council 10, Dave Loughton, Manchester, New Hampshire, please read the resolution.

(Applause)

FOURTH DAY—MORNING SESSION

DELEGATE DAVE LAUGHTON, IBT Local 633, Manchester, NH: Thank you, Mr. Chairman. First of all, I rise here obviously as a Hoffa-Keegel delegate and I'm damn proud of it.

As he said to you, my name is Dave Laughton, I'm the Secretary-Treasurer of a local union as well as a joint council and the union Chair for New England Teamsters Pension Fund.

I wish to address our convention on the absolute necessity of the need for the Teamsters to have a strong corporate strategies program.

The face of America is constantly changing, and rarely do these changing times spell good things for the Teamsters. How our employers are structured and governed and financed changes almost daily. We must have a program that is not only capable of adapting to these changes, but is able to position our union to succeed in this environment.

Collectively, Teamster benefit funds own approximately \$100 billion in equity assets. Our members and retirees and hard-earned health and welfare benefits make up the largest block of the Taft-Hartley capital markets. With money comes power. But power must be wisely used to benefit our members and retirees and increase the Teamster power in the marketplace.

For too many years members' pensions were invested to the benefit of Wall Street. Our funds' service providers were, worse of all, corporate America's structure on the labor movement. I am proud to lend my local union, the joint council, the pension fund support to the IBT Capital Strategies Department.

The Teamsters Capital Strategies program engages other union pension funds and active institutional investors to help develop strategies within all classes, not just publicly-traded equities. This is critically important as the landscape of the marketplaces are changing. As private equity companies are buying up Teamster

employers, such as TPG at Gate Gourment, CDR at Hertz Rent-A-Car, Cerberus at Albertsons, these are all companies that are becoming major players in our industries.

As part of the Teamsters program, we're also developing strategies on real estate holdings, holding real estate companies accountable to workers who build and maintain their buildings by pushing for responsible contractor policies. The truth is, that our funds either have the investments in these asset classes or are considering these investments. As always, it is our duty to make sure our investments work to the benefit and the investment of our members and build Teamster power.

We must build on what we've started. We must expand on the ability to influence Wall Street, to hold corporate boards accountable and to ensure that Teamster money is being used to protect the interests of our members, our funds and our union. We must engage in more beneficial funds in this important campaign and urge you to vote with me in support of the Capital Strategies Resolution, which will help develop capital strategies programs and establish a Teamster leadership committee on capital strategies which we've drawn on the experience our own trustees.

By example, the corporate governance reforms at companies such as General Electric, Coca-Cola, McKesson, Bank of America, FedEx, Continental Airlines, Swift Transportation, Central Freight, Airborne and others.

Let me just speak just for a second on the Coca-Cola situation. We went to their board to talk about the problems at Coca-Cola and talk about what was happening with executives' salary. Think of this for a moment, the CEO of Coca-Cola who had been there for three years, each of the three years lost market share, lost stockholder value and resigned. And when he resigned, he left with a \$23 million bonus. This

FOURTH DAY—MORNING SESSION

is wrong. And now we have changed that. They adopted our policy for executive salary because we were there. Many people in this room were with me in those board meetings. They don't like us being there, and it worked.

...Delegate Laughton presented the following:

Capital Strategies

WHEREAS, the International Brotherhood of Teamsters and Teamster affiliated funds collectively hold more than \$100 billion in assets; and

WHEREAS, Teamster assets comprise approximately 25% of all Taft-Hartley investments in the U.S. capital markets; and

WHEREAS, the performance and behavior of the companies in which we invest directly impact the long-term interests and retirement security of Teamster members, retirees, and benefit funds; and

WHEREAS, corporate misconduct and extravagance such as excessive executive compensation practices, ineffective boards of directors who are largely unaccountable to shareholders, lack of real financial transparency, and the conflicts of interests between management, directors, and financial institutions has severely harmed investors and workers; and

WHEREAS, corporations are using investment dollars to fund political agendas and politicians who undermine the interests of shareholders, workers, and our funds; and

WHEREAS, regulatory agencies and elected officials require shareholder vigilance and persistence to demand increased protections for investors and workers; and

WHEREAS, the capital structure of Teamster employers and industries require investments from financial institutions including many service providers of Teamster funds; and

WHEREAS, the growing interest of private equity and hedge funds in the capital markets is

having an impact on Teamster employers and industries; and

WHEREAS, shareholder activism has led to significant reforms in executive pay, financial transparency, board of director accountability to shareholders; and

WHEREAS, by demanding responsible corporate behavior, Teamsters are encouraging better corporate performance over the long-term, and greater opportunities for workers to have a voice on the job and secure better wages, benefits, and working conditions; and

WHEREAS, Teamster shareholder initiatives have won corporate governance reforms at companies such as General Electric, Coca-Cola, McKesson, Bank of America, FedEx, Continental Airlines, Swift Transportation, Central Freight, Airborne, and others; and

WHEREAS, the International Brotherhood of Teamsters Trustee Education program has empowered Teamster trustees to become more effective capital stewards and to hold money managers and other service providers accountable; and

WHEREAS, strong input from the International Brotherhood of Teamsters and Teamster trustees has helped win concrete regulatory and legislative reforms to protect investors;

NOW, THEREFORE, BE IT RESOLVED, that this twenty-seventh convention of the Teamsters encourage the further development and expansion of the International Brotherhood of Teamsters Capital Strategies Department to:

- Serve as corporate watchdogs by monitoring the actions of corporations and government oversight agencies;
- Provide ongoing trustee education, support, and communication for Teamster benefit fund trustees to assist them in becoming more active and effective capital stewards;
- Coordinate efforts with Teamster benefit fund trustees, leaders, and members in

FOURTH DAY—MORNING SESSION

efforts to protect retirement security for Teamster members;

- Work with other organizations and institutional investors to promote corporate responsibility, investment manager accountability, and legal regulatory reforms that provide increased protections for investors including our members and funds;
- Track market developments including mergers, acquisitions, buyouts, and takeovers that may impact Teamster investments or interests or provide opportunities for the same;
- Track changes in capital markets with an eye toward opportunities for Teamster funds within private equity, real estate, and other asset classes;
- Provide a voice for Teamster member stockholders and Teamster pension plans that seek independent and responsible leadership from corporate boards of directors;
- Promote shareholder activism to help Teamster members take a more active role in corporate decision-making;
- Present shareholder resolutions to improve corporate governance, accountability, and performance;
- Help Teamster member shareholders become more active owners in the fight for corporate accountability and responsibility; and

BE IT FURTHER RESOLVED, that the IBT establish a Capital Strategies Leadership Committee to be Chaired by the General Secretary-Treasurer or his designee and comprised of active trustees from key funds to work in collaboration and coordination with the IBT Benefits Committee and the IBT's Capital Strategies Department. The purpose of the Capital Strategies Leadership Committee will be to:

- Help set priorities and goals of Capital Strategies Program;

- Provide active leadership in Teamster initiatives to protect the interests of Teamster members, retirees, and funds as well as build Teamster power in the capital markets; and

BE IT FURTHER RESOLVED, that the International Brotherhood of Teamsters believes that all affiliated benefit fund trustees should, to the extent consistent with fiduciary responsibilities, work together by sharing information and supporting initiatives that protect the best interests of Teamster members, retirees, and other fund participants and beneficiaries; and

FINALLY, BE IT RESOLVED, that the International Brotherhood of Teamsters should continue to build coalitions with other active Taft-Hartley funds, public funds, and institutional investors concerned with improving corporate responsibility, accountability, and performance.

DELEGATE LAUGHTON: Mr. Chairman, I move for adoption.

GENERAL SECRETARY-TREASURER KEEGEL: Thank you. Do I have a second?

Mike 2.

UNIDENTIFIED DELEGATE: I second that and would like to speak on it, Mr. Chairman.

GENERAL SECRETARY-TREASURER KEEGEL: Go ahead.

UNIDENTIFIED DELEGATE: Capital Strategies, as Dave Laughton said, is one of the most important new issues that we've been using. And under President Hoffa's guidance, and especially yours, Secretary-Treasurer Keegel, our Capital Strategies education has done wonders with the trustees on the pension plans in this union.

Moving our money is just as good a weapon as moving our might in other ways, and actually it's more effective. We heard President Stern of the SEIU talk about the Miami situation yesterday, and I'm proud to say because of the

FOURTH DAY—MORNING SESSION

Western Conference of Teamsters real estate holdings, that's what pushed that settlement over the edge. We can do that with our own money. We've got more money than all the other unions put together, and we should use it. And under your direction I think this is going to go far. I support this resolution completely.

(Applause)

GENERAL SECRETARY-TREASURER
KEEGEL: Thank you.

Mike 2.

DELEGATE CHUCK MACK, IBT Local 70, Oakland, CA: We've talked about it over and over again this week, it's about building Teamster power. And to the credit of the Chair Tom Keegel, he recognized that early on. And he has brought together trust funds across our union to focus on coordinating strategy and coordinating policy so we can maximize the economic impact on corporations, both nationally and internationally. And it pays off.

And I think if there's anything our members need to know, our officers and officials need to know, is that it translates actually into bargaining and benefiting our members.

About a year and a half ago Local 70 was on the verge of a strike at a company called Unisource owned by Georgia-Pacific. We had been stalemated in negotiations. We had reached an end to those talks. And in the course of the negotiations we brought to the attention of Karen Zelinko the problems that we had. Well, Karen and her department were running a shareholder resolution at Georgia-Pacific. And they reached an agreement with Georgia-Pacific not to go forward on their resolution. They made their point, they got what they wanted to. And at the end of that, Karen said to the executives for Georgia-Pacific, "By the way, let's talk about Local 70 and a problem that you've got with them in contract negotiations."

That discussion led to setting up negotiations with Georgia-Pacific in Washington, D.C., at the

International building. The company came in, Unisource, Georgia-Pacific, came in, we sat down and within three hours had negotiated a settlement that was ratified by 95 percent of Local 70 members.

(Applause)

That's the power and that's the potential that we're talking about.

I would move this resolution, Mr. Chairman.

(Applause)

GENERAL SECRETARY-TREASURER
KEEGEL: Thank you. Any other discussion? It has been moved and seconded to accept the Capital Strategies Resolution. All in favor of the resolution, say aye.

All opposed, say no.

The ayes have it, and the resolution is adopted.

Just one thing. I know we have a lot of trustees here of many funds around the country, and I urge all of you — and you have — come to the programs that we've put together on trustee education. It is our goal to collectively together, all trust funds, to make sure that the union trustees are the motivators, to make sure that the employers aren't carrying the ball, the administrators. Make sure that the union trustees are proactive, because these can make it work for our membership, it can make it work negotiating and it can get things done.

And continue to come to these programs, because we're excited about them, and we've proven over and over they do work. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: You know, since our founding more than 100 years ago, we've been in the forefront of the fight to win dignity and respect in the workplace for all working people and to make sure that everyone's rights are protected, regardless of race, gender and national origin. Will the chairs of the Diversity Committee, Anthony Christian and Mary Lou Salmeron, please come up and make their Diversity Report.

**REPORT OF THE DIVERSITY
COMMITTEE**

COMMITTEE CO-CHAIRPERSON

CHRISTIAN: Good morning. My name is Antonio Christian, Teamsters Local 853, San Leandro; our Co-Chair Mary Lou Salmeron from Local 986.

We met for three days in what we might call a historical date. In your packet you should have a copy of our Diversity Report. We won't bore you by reading that. But I want to take the time to acknowledge a couple people. I want to acknowledge the Director of our Human Rights Commission, Cheryl Johnson, for the direction she led to push us to do the things that we did this year.

(Applause)

Also I'd like to thank General President Hoffa and Secretary-Treasurer Keegel for the support they gave us.

And I want to thank you for what you've done this year. Historically, we've done something with diversity that's unheard of. Of all our international unions — and we did a survey just to look at all our international unions' constitutions — none of them addressed anything — close to anything about diversity or what their memberships looked like or anything at all. We are first to be able to do that, and you should be congratulated for all that you have done. We want to thank you again for that. Mary Lou.

(Applause)

COMMITTEE CO-CHAIRPERSON SAL-

MERON: It was a pleasure working with you, Antonio, and I would like the Diversity Committee to stand up and be recognized. I want to personally thank you for all your hard work. If they're in the room here, I hope. Thank you very much for all your work.

(Applause)

...Committee Co-Chairpersons Christian and Salmeron presented the following:

**REPORT AND RECOMMENDATIONS
OF THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS'
DIVERSITY COMMITTEE**

INTRODUCTION

In 2001, the International Union leadership established the first Diversity Committee at the 26th International Union Convention. The creation of the Diversity Committee was the International Union's recognition that its strength and growth is enhanced by its ability to anticipate, understand, and plan for the diversity trends in the workforce demographics in the 21st Century. Through their discussions, the Diversity Committee for the 27th International Convention acknowledged that to build an effective labor organization for the future, the International Union must adopt clear and specific education and training programs and policies and be committed to the development of an organization which values and encourages the participation of members from all racial, cultural, and ethnic groups, men and women of all ages, physical disabilities, sexual orientations, and gender identities. Diversity at the International and affiliate levels must be recognized as a means to strengthen our organizing campaigns, the quality of representation of our members, and our ability to engage in effective community and political activities.

TEAMSTER DIVERSITY DEFINED

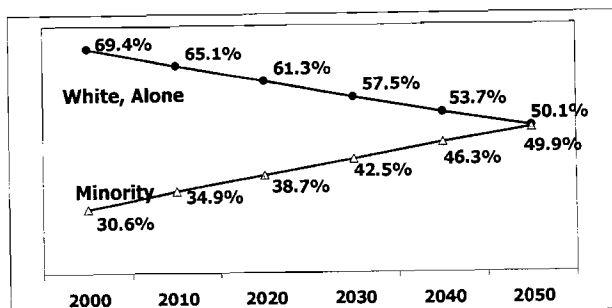
In the International Union, diversity encompasses all the many differences that define our members as unique and valuable individuals, including but not limited to culture, ethnicity, race, nationality, gender, age, disabilities, religion, sexual orientation, and gender identity. Although the concept of diversity may highlight differences in our members as individuals, the true value of a diverse membership is that such differences create a whole that is more than the

sum of its components – a group of Teamster members, whose collective strengths are derived from understanding, appreciating, and capitalizing on their ideas, perspectives and creativity. A diverse Teamsters Union must promote an environment and culture which encourages all members, regardless of their differences, to participate in the activities, decision-making, and leadership of their Union.

TEAMSTER DIVERSITY IS A GROWTH STRATEGY

The International Union has committed to organizing new members as a top priority through its substantial investment in its Organizing Department and by conducting organizing training and workshops at the affiliates. The success of our organizing campaigns and other membership initiatives is dependent on the Union’s ability to plan for, manage and respond to the changing demographics of the American and Canadian workforces. The following graph from the U.S. Census Bureau clearly demonstrates that, between 2000 and 2050, the White percentage of the total population will decline by 19%, while the minority population percentage of the total population will increase by 19%, resulting in a United States population which is about 50% White and 50% minority:

U.S. Projected Population: Minority Pop. as a Percentage of Total

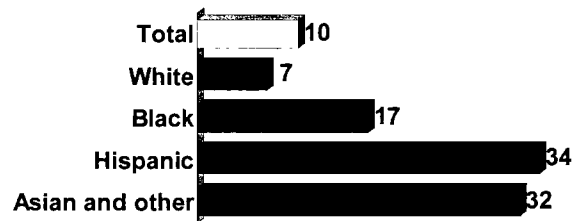


Source: U.S. Census Bureau

The projected percent change in the workforce from 2004 to 2014 reveals that minorities far outpace Whites. The following graph from the Bureau of Labor Statistics data indicates that, between 2004 and 2014, Whites will constitute a 7% change in the labor force, whereas Blacks will be 17%, Hispanics 34%, and Asian and other minorities 32%:

Labor force: minorities outpace whites

Percent change, 2004-2014



Source: BLS

By 2014, Bureau of Labor Statistics data projects that about one-fourth of the approximately 162,097,000 in the labor force will be new workers. The graph that follows shows a ratio that, between 2004 and 2014, for every White that leaves the United States labor force 1.43 will enter; while for each Black that leaves 1.93 will enter; for every Asian that leaves 4.06 will enter; for every Hispanic that leaves 4.43 will enter; and for other minorities 3.96 will enter for each that leaves:

Labor Force Entrants and Leavers 2004-2014

In thousands

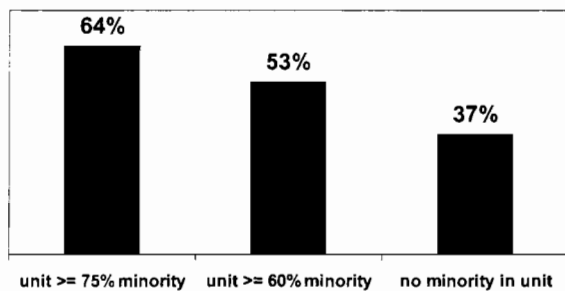
Race/ Hispanic Origin	Entrants	Leavers	Ratio of E/L
White	29,190	20,343	1.43
Black	5,795	2,999	1.93
Asian	2,697	665	4.06
All Other	1,366	345	3.96
Hispanic	8,378	1,892	4.43

Source: BLS

Clearly, the projected changes in the United States population and work force mandate that the International Union commit to the adoption of a Strategic Diversity Plan for its growth and effectiveness in organizing and representing an increasingly diverse membership.

Recognizing and managing diversity is directly related to growth of a labor organization. The Economic Policy Institute analyzed National Labor Relations Board representation election results data and found, as indicated by the following graph, in private sector bargaining units where the percentage of minorities and women is greater than or equal to 75%, unions won 64% of the elections; where the bargaining unit contained greater than or equal to 60% minorities and women, unions won 53% of the elections; and where there were no minorities in the bargaining unit, unions won only 37% of the elections:

Private Sector Bargaining Unit Certification Election Win Rates Based on the Proportion of Minorities In Unit



Sources: Opposition to Union Certification Win Rates: A Private/Public Sector Comparison. Economic Policy Institute, Working Paper No. 113. BRONFENBRENNER, K. and T. JURAVICH. 1998. "It Takes More than House Calls: Organizing to Win with a Comprehensive Union-Building

These representation election results demonstrate that minorities and women recognize that unions substantially improve their standard of living. This is verified by Bureau of Labor Statistics data indicating that, in 2005, the median weekly full-time earnings for unionized workers was \$801, compared to \$622 for nonunion workers. For all men in unions, the median weekly earnings was \$857, compared to \$692 per week for nonunion men; for union

women — \$731, compared to \$559 for nonunion women; for union Blacks — \$656, compared to \$500 for nonunion Blacks; for union Latinos — \$673, compared to \$449 for nonunion Latinos; and for union Asians — \$809, compared to \$744 for nonunion Asians.

RECOMMENDATIONS FOR A STRATEGIC DIVERSITY PLAN

To plan for and manage the diversity in the International Union’s current membership and for future members in the increasingly diverse demographics of the United States and Canadian workforces, the Diversity Committee submits the following recommendations for the establishment of a “**Strategic Teamsters Diversity Plan:**”

1. The International Union commit, in its Constitution, to education and training as a top priority at all levels of the Union to create a Teamster environment and culture that recognizes and values the ideas, perspectives, and participation of men and women of all ages, members of different racial, cultural, and ethnic groups, physical disabilities, sexual orientations, and gender identities.

2. The International Union prepare a professional survey instrument and other data collection instruments, consistent with legal and privacy concerns in the United States and Canada, to be used by the affiliates to collect demographic data on their current and future members. The demographic profile of each affiliate is an essential element to developing an educational and training program that addresses the needs of the diverse membership.

3. The demographic profile of the affiliates of the International Union should be used for the development of a comprehensive education and training program on valuing diversity as a strength for growth and effectiveness, including the creation of a mentoring program to increase the diverse membership’s participation in the activities of the Union and leadership at the

FOURTH DAY—MORNING SESSION

International, State Conference, Joint Council, and Local Union levels. The International's and affiliates' officers and members should attend diversity education and training workshops conducted by the International Union.

4. The International should create a list of "best practices" used by the Local Unions to increase attendance at membership meetings and participation in Local Union activities. Such practices include the development of youth and other community oriented programs designed to enhance the Union's relationship with members from different backgrounds.

5. The International and each affiliate should designate a person who is responsible for implementing the diversity initiatives within the International, State Conference, Joint Council, or Local Union.

6. The National Diversity Committee will be a standing committee and shall consist of the Human Rights Commissioners and the Diversity Committee serving at the 27th International Union Convention. The National Diversity Committee will be responsible for establishing the goals and time lines for accomplishing the diversity initiatives, monitoring the progress on the diversity initiatives and issuing quarterly reports to the affiliates on such progress, and, if necessary, periodically modifying the diversity initiatives and educational and training programs to increase their effectiveness.

COMMITTEE CO-CHAIRPERSON SALMERON: And, Mr. Chairman, I move for approval of the Diversity Committee Report.

GENERAL PRESIDENT HOFFA: Is that a motion to adopt?

COMMITTEE CO-CHAIRPERSON SALMERON: Yes, a motion to adopt.

GENERAL PRESIDENT HOFFA: Okay. We have a motion to adopt the Diversity Report. Do we have a second?

Mike 2.

DELEGATE CHERYL JOHNSON, IBT Local 20, Toledo, OH: Mr. Chairman, I'm a proud Hoffa supporter, member of Teamsters Local 20. I second the motion to adopt the diversity program. Thank you.

GENERAL PRESIDENT HOFFA: We have a motion and a second. Any further discussion?

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

Anybody opposed, nay.

None being heard, it is adopted.

Okay. We're getting ready to recess. I do have a message here.

Today the U.S. Senate is voting on the Oman Free Trade Agreement. This is another job-killing trade agreement modeled after the failed trade policies of NAFTA and CAFTA. Take a few minutes during our next break to call your senator. Let them know that the Teamsters are united in opposing the Oman Free Trade Agreement. Call 202-224-3121. 202-224-3121. And tell your senator "vote no" on this bill.

Let's stand recessed until two o'clock. Thank you.

(At 12:00 p.m., the Convention recessed, to reconvene at 2:00 p.m.)