

PROCEEDINGS

27th Convention
International Brotherhood
of Teamsters



TEAMSTERS
MOVING FORWARD TOGETHER

THIRD DAY
Wednesday, June 28, 2006

Paris, Las Vegas
Las Vegas, Nevada



THIRD DAY
WEDNESDAY MORNING SESSION
June 28, 2006

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

...A 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 doing? Good to see you.

Jeez, I heard that 17 people didn't vote. Will those people raise their hand that didn't vote?

(Laughter)

Please stand while Debbie Dowhan from Teamsters Local 979 in Winnipeg, Manitoba Province, sings the U.S. and Canadian national anthem. Debbie, thank you.

...Debbie Dowhan of Local 979 sang the national anthems of the United States and Canada.

(Applause)

GENERAL PRESIDENT HOFFA: And now something that we promised to do for our great friends in our dynamic local in Puerto Rico, we will hear the Puerto Rican national anthem.

...Carlos David Perez sang the national anthem of Puerto Rico.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. This morning we are joined by Chuck Anderson of the BLET Division of the Teamsters Rail Conference. Chuck is the BLET's network administrator and an active member of the Division 362 in La Grande, Oregon. Chuck.

INVOCATION
CHUCK ANDERSON
BLET Division 362

Good morning, brothers and sisters. Sometimes we ignore the power and influence that

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prayer can have in our lives. But here is a true story from my son, Darrell, who is a staff sergeant in the First Radio Battalion, United States Marine Corps, currently on assignment in Iraq.

(Applause)

A few weeks ago he took his men out on an operation near the town of Fallujah. Before the patrol started, he asked his men if they wanted to pray. Everyone said, "Sure, why not." So he led his men in prayer.

About an hour into their patrol, a fireball erupted next to their vehicle. All four doors were blown open and the vehicle went airborne. But by the grace of God, everyone was okay.

When they got back to base, Darrell told his men that they should pray again and thank the Lord. Of course, they were all enthusiastic about that. Please join me in prayer.

Our Heavenly Father, we acknowledge Your greatness, Your holiness, Your power. You are an awesome God, one who cannot be trifled with and one who holds us accountable for our actions. But You also love Your people with a great and undying love; and on that basis, we humbly make our petitions to You.

We first ask You to forgive us for those times when we failed to meet Your expectations of us, for those times when we have hurt our brothers and sisters, when we have not done our best, not gone the extra mile, when we've been impatient, uncaring, thoughtless or selfish. We are imperfect people and we need Your grace and favor in our lives.

O, Lord, we ask that You help us today in the work we have to do. Give us wisdom to make the critically important decisions before us. We pray for our officers at the helm of this fine union as they daily shoulder the enormously heavy responsibility of watching over our welfare and leading the charge for economic and workplace justice.

And last, we ask that You equip and enable us

so that when we leave this 27th Convention we will be better officers, better staff persons, better rank and file, more effective in serving the needs of our members. Give us strength to work tirelessly on their behalf so that they will better understand the greatness of this organization and help us to be more formidable against our adversaries who have no care whatsoever for the welfare of those who work for a living.

This is a great cause, O, Lord, and one that we cannot accomplish without Your blessing. For these things, O, God, we humbly thank You and give You praise. In Jesus name, Amen.

(Applause)

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

The Teamsters Union is all about securing our future and our family's future. Our battles for dignity and respect on the job are rooted in the promise of America, written in the Declaration of Independence and the Bill of Rights. Just as we fight for the future of Teamsters, we fight for the future and security of our great nation. We draw strength living in a secure nation and prospering because of it.

As our nation draws strength from all of us and prospers as well, the thousands of Teamsters who have served and continue to serve our nation in Iraq, Afghanistan and elsewhere, we salute those people.

This morning we have to pay tribute to a Teamster soldier. Without them, everything we have gained would be nothing.

Please join me in welcoming Paul Engel, Jr., organizer from Teamsters Local 294 in Albany, New York. Paul has served as a Blackhawk helicopter pilot in Iraq. The helicopter he flew there did the job because the Teamsters who made it are here also.

Let's hear it for Paul Engel, Jr. Come on up, Paul.

(Applause)

BROTHER PAUL ENGEL, JR.
Local 294, Albany, NY

Thank you, President Hoffa, for this opportunity. It is an honor and a privilege to be able to speak to you today about our Teamster brothers and sisters serving overseas in Iraq and Afghanistan. My name is Paul Engel, I'm the organizer for Local 294 in Albany, New York. I've been a member of that local for almost 13 years. I've worked in a variety of different jobs, but most notably, UPS and in construction.

I've also been a member of the New York Army National Guard for ten years. In May of 2004 I was activated to participate in Operation Iraqi Freedom 3 as a Blackhawk helicopter pilot, which, by the way, is manufactured by the dedicated Teamsters of Rocco Calo's Local 1150, who work for Sikorsky in Stratford, Connecticut.

(Applause)

Their hard work in assisting us to complete our missions are bringing soldiers home safe.

I was also the headquarters' company commander for the 42nd Aviation Brigade and had the privilege to lead over 100 soldiers in combat. This was the toughest job I've ever had in my life. There were hours of boredom from time to time, followed by sheer terror and excitement. Now I think about it, it was kind of like working at UPS.

(Laughter)

But believe it or not, we got used to the random rocket and mortar attacks. Those sounds just became part of the job, just like a reverse alarm or somebody slamming a truck door anyplace else in the world. And if you told me that before I left, I would have thought you were crazy.

I was blessed to serve with some great people while deployed, most notably Teamsters like fellow Blackhawk pilot Chief Warrant Officer Rene Dublea, a NetJets pilot member of Local 1149; Major Mark Blessinger, retired Teamster

with 33 years of service who worked for UPS out of Chicago; and First Lieutenant Bill Weisman, an Apache attack helicopter pilot who was also a UPS package car driver out of Dallas, Texas; and Major Carlos Bonitas out of Buffalo, New York, a UPS driver.

I saw a man shot in the chest by a sniper outside of Bagdad once. After he was hit, he immediately jumped back to his feet and continued the mission. He even wound up tending to the wounds of the guy who shot him and saved his life. The reason I know this is because I saw it on video, because when they found the sniper lying on the ground in a bloody mess, he had a video camera with him, and later on some friends of mine showed it to me. That medic is alive today because he was wearing his Sappy Plates in his vest when he was shot. The plate is made by Teamsters of John Ryan's Local 326 who are employed at M Cubed. They have the contract to manufacture those plates.

(Applause)

Those men and women at M Cubed are saving lives on a daily basis in Iraq, believe me.

But the best part was knowing that our jobs, our seniority and our pensions were going to be there when we got home. Sure, there's federal laws that protect workers when they deploy with the military but nothing like a Teamster contract. I was asked to speak today and make the correlation between being a military officer and a Teamster. To be quite frank, I really didn't think that there was one. I knew how to treat my soldiers because, heck, I'd been there, I knew from being a shop steward and dealing with some nasty employers how not to treat my people. For all intents and purposes, the commander is a company guy, I was the bad guy. But then I got to thinking about leadership.

The Army can send you to as many leadership schools as they feel like and, believe me, there's tons of them. But I always said that a leader needs to be good follower before they can

they can be a good leader.

As a Teamster, I've been following great leaders for over a decade, people who did the right thing for their people and without personal gain, people like President Hoffa and my principal officer in Local 294, John Bulgaro. Those men led by example. They set the standard for those who will come after them. I have had the privilege to follow someone for almost 40 years, and he has always led by example: My father, business agent, Teamsters Local 294.

(Applause)

Thank you, sir, for raising me and mentoring me to be a better leader, because my soldiers really appreciated it.

In closing, let us keep in mind that not only your Teamster brothers and sisters who are over there serving in harm's way deserve our thoughts and prayers, but everybody deserves our thoughts and prayers.

So I want to thank you all, and God bless America.

(Standing ovation)

(Shouts of "U.S.A.!" from the delegation.)

GENERAL PRESIDENT HOFFA: Thank you very much, Paul. We are forever indebted to you and all of our servicemen and women who serve our great nation.

NOMINATION OF OFFICERS (Resumed)

GENERAL PRESIDENT HOFFA: Our next order of business is the nomination of At-large International Vice Presidents. I call on the Election Officer Richard Mark to come up here to present the nominations.

AT-LARGE VICE PRESIDENTS

ELECTION SUPERVISOR MARK: Delegates, good morning. The business of the convention is now the floor nomination of candidates for Vice President At-large of the International Brotherhood of Teamsters. We will follow the same basic procedures that we fol-

lowed yesterday, which means that first, the IBT Constitution says that only delegates elected and accredited by the Election Supervisor may be on the floor in the business part of the convention during the floor nominations, and I ask that all others, guests and so on, and other non-elected delegates, please remove themselves from that part of the floor.

If there are any candidates who are not elected delegates who wish to be escorted to microphone No. 2 for acceptance, please meet the Election Supervisor representative at the forward door near the flag for Joint Council 9 that says Vendome on the outside. We'll give a few minutes for that to take place.

Two other pieces of business and notice before we begin with the nominations when I will review the rules. First, for everyone's information, I will announce at the session on Friday morning those officers who have been elected as a result of the proceedings at this convention, that is, those offices for which the number of nominations is the same as the number of open positions. The official announcement of that result will be made from the podium on Friday morning.

Second — and I would ask in particular that those who are nominated candidates and the people affiliated with their campaigns and slates pay particular attention to this. There is a requirement in the IBT Constitution which says in Article IV, Section 2(d), that individuals who are nominated for the ballot by the secret ballot nomination process must actually accept the result of that process.

There is a form that is available at the Election Supervisor's office for all candidates nominated for the ballot who receive more than the 5-percent threshold to fill out and to return to the Election Supervisor's office accepting the nomination.

So I would ask that all candidates who are so-nominated, please go to the Election Supervisor's office, get that form, and fill it out.

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We will follow the same procedures for nominations for At-large Vice Presidents as we did yesterday. First, we will proceed with the nomination of announced candidates. The order by slate for those announced candidates was determined as a lottery conducted on Sunday evening at the Election office.

As with yesterday, nominations will be made from microphone No. 1, and that will be a two-minute speech. Acceptance — I'm sorry.

Seconds will be made from microphone No. 3; that is a one-minute speech maximum. You will be timed for those.

Acceptances will be made from microphone No. 2. That should be an acceptance statement, again, not a policy or campaign speech. We ask that there be no candidate support demonstrations during this process.

Nominated candidates, as I said, can accept in person at mike 2. If I have a written acceptance and there is no individual to accept in person at mike 2, I will state from the podium that I have the written acceptance.

If the people who participated in the lot drawing are lined up, and then if there are any others who wish to be nominated from the floor after the announced candidates, I will call for those nominations after the announced candidates are completed and we will proceed in the same way.

Nominations are now in order, and I call on microphone No. 1. Do we have a nomination for At-Large Vice President?

DELEGATE JOSEPH MOLINERO, IBT Local 211, Pittsburgh, PA: You do. Thank you, sir. I am the President of Teamsters Local 211 in Pittsburgh. I am also the Director of the Newspaper, Magazine and Electronic Media Conference of the International Brotherhood of Teamsters. I am a 40-year Teamster and a proud delegate of the Hoffa-Keegel Slate.

It is with great pleasure that I nominate Brother George Tedeschi for Vice President At-Large on the Hoffa Slate. It was just a little over

five years ago that I first met then President Tedeschi of the GCIU. We knew then what we know now, that they were a perfect fit for the Teamsters.

They were looking for a merger partner and it was through President Tedeschi's hard work and determination that in December of 2004, the members of the Graphic Communications International Union voted to merge with the Teamsters. We immediately grew by 65,000 members, and we have Mr. Tedeschi — we appreciate what he did and we have him to thank for that.

I think it is only fitting that Mr. Tedeschi, Brother Tedeschi, be given the opportunity to be elected by the members as a Vice President At-Large on the Hoffa-Keegel Slate. Thank you, sir.

(Standing ovation)

ELECTION SUPERVISOR MARK: Do we have a second for Mr. Tedeschi at mike 3?

DELEGATE JOHN LaSPINA, GCC Local 406-C, Melville, NY: Mr. Chairman, I'm Secretary-Treasurer, Local 406, Graphic Communications Conference, home local of President George Tedeschi.

George Tedeschi has proven to be a person who can be counted upon to represent the best interests of those he is charged to protect from greedy and unscrupulous employers. The Hoffa 2006 Slate will be well-served having George Tedeschi on board.

I rise with deep, profound pleasure and pride to second the nomination of George Tedeschi to the office of Eastern Region Vice President At-Large within this great international organization. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Mike 3 — mike 2. I'm sorry, Mr. Tedeschi.

GCC PRESIDENT TEDESCHI: Good morning, brothers and sisters. I am George Tedeschi, President of the Graphic Communications

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Conference. It is an honor and a privilege to be nominated for At-Large Vice President of this great International Union.

I hereby accept this nomination on the Hoffa-Keegel Slate. Thank you very much.

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 1. Do we have a nomination?

DELEGATE AL MIXON, IBT Local 507, Cleveland, OH: Thank you, Mr. Election Officer. Good morning, brothers and sisters. I'm Secretary-Treasurer of Local 507 out of Cleveland, Ohio, a proud Hoffa-Keegel supporter.

The Teamsters Union is the greatest union on the face of the Earth. The man that I have come to recognize and have the honor and utmost respect of supporting is Randy Cammack.

(Applause)

Randy is one of the spokes on that wheel that I speak about that make this great union go around and service at the level that it does. Brother Cammack began his Teamster career in 1967 as a UPS driver. He's the Secretary-Treasurer of Local 63, which is one of the largest locals there is in the International. Randy has also been a Business Agent in the office for more than 26 years with dedication, integrity and commitment at that level.

He also serves as Secretary-Treasurer, Joint Council No. 42. He's also on the trust of the Western Conference Teamsters Pension Trust and the Western Teamsters Health & Welfare Trust.

Randy Cammack embraces the membership. He knows that the leadership is only as strong as the membership and that you cannot separate one from the other.

Randy also serves as a national negotiator on the National Freight and UPS as well as chairman on the grievance panels and the national contracts.

Randy also has it right for Teamsters diversity. He embraces and shows that to the business

agents, as a proud Teamster in his local became mayor out in Southern California. Local 63 through Randy's leadership also gave more products to the hurricane victims at the Gulf Coast.

Randy is also a 2006 honoree for the Teamsters National Black Caucus Clydesdale Award.

Brothers and sisters, it's my honor, a great privilege, a man that I respect — Brother Randy Cammack is a Teamsters' Teamster with a record of integrity, commitment and service who I am proud to call and place his name as the International Vice President At-Large. Thank you.

(Standing ovation)

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

DELEGATE BOB LENNOX, IBT Local 495, Pico Rivera, CA: Yes, Mr. Chairman. I'm the Secretary-Treasurer of Local 495 in Pico Rivera, Vice President of Joint Council 42 and Director of the Industrial Trades Division in the Western Region.

I am proud to second the nomination of one of the strongest Teamster leaders that I have had the privilege to work with closely and to know throughout my 30 years as a Teamster officer. Brother Cammack is a leader in the bakery, the dairy, the food, the freight and virtually every Teamster division.

Brother Cammack is a man that delivers the goods for this membership. This is a man of vision, integrity, honesty. This is a man that I am proud to call my friend.

It's with the utmost sincerity from my heart and from the membership and from our Joint Council 42 and every Teamster leader that has had the privilege to work with this great International Vice President, I place and second the nomination of Randy Cammack as Vice President At-Large.

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I would also like to say that yesterday we heard from Brother Lucio Reyes and he talked about the Diamond Walnut strike. Well, let me tell you —

ELECTION SUPERVISOR MARK: Your time is up. Thank you very much.

DELEGATE LENNOX: All right.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2. Mr. Cammack.

AT-LARGE VICE PRESIDENT CAMMACK: My name is Randy Cammack and a proud Hoffa delegate. Three of the most important events in my life have been to accept the nomination, not once but twice, and this is my third opportunity to accept the nomination for Vice President At-Large with the greatest administration that this Teamsters Union has ever seen, evidenced by what you saw yesterday and what you're going to see in the future with the Hoffa Slate.

This is the greatest union, and only you can keep it that way. And TDU can kiss my ass.

(Standing ovation)

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

DELEGATE LUCIO REYES, IBT Local 601, Stockton, CA: I'm the principal officer of Local 601, Stockton, California. I'm proud to nominate my brother, my friend, mi amigo, Fred Gegare, as candidate for the International Vice President At-Large on the Hoffa-Keegel Slate.

(Applause)

As Fred has had 34 years of history in our union, he has been principal officer of Local 75 in Green Bay, Wisconsin. Since 1972, he is the President of IBT Joint Council 39. He is chairman of our International Dairy and Food Processing Division. He is the union trustee of the Central States Pension Fund. There's no more qualified person to run for this position.

I'd like to say that Fred was the inspiration

for the Basic Vegetable strike that lasted for two years in Salinas, California, Local 890. And he was the inspiration for the Diamond Walnut strikers, which lasted 14 years.

Fred, we love you. People that know you, you've got a big heart. God bless you.

(Applause)

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

DELEGATE TONY CORNELIUS, IBT Local 75, Green Bay, WI: Yes, Mr. Chairman. I'm the President of Teamsters Local 75 in Green Bay, Wisconsin, and a Hoffa-Keegel delegate.

I am proud to second the nomination of my brother, Fred Gegare, as a candidate for Vice President At-Large. Fred and I started together in this union over 35 years ago as rank-and-file members at Pauly Cheese Company in Green Bay, Wisconsin. Since then Fred has become the principal officer of our local union and International Vice President.

But I can tell you one thing, brothers and sisters, Fred Gegare has never forgot where he came from. He is the same tireless, dedicated fighter that I first met on the job all those years ago.

Once more I am proud to second his nomination, and thank you.

(Applause)

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

AT-LARGE VICE PRESIDENT GEGARE: Mr. Chairman, I accept the nomination as Vice President At-Large for the Hoffa-Keegel Slate.

And to my fellow delegates, I know all of you, you know me, and you've got a commitment from the Hoffa-Keegel delegation that we're here for you and your members. Thank you, thank you, thank you, and I'm humbled about this nomination. Thank you, fellow delegates. Thank you very much.

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(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 1. Do we have a nomination?

DELEGATE GREGORY FLOYD, IBT Local 237, New York, NY: Mr. Chairman, brothers and sisters. I'm the Secretary-Treasurer from Local 237 in Joint Council 16.

(Applause)

I'm an elected delegate and proud supporter of the Hoffa-Keegel Unity Slate. I am privileged and honored to nominate Carroll Haynes for Vice President At-Large.

(Applause)

I've known Carroll for 13 years. Carroll has been a Teamster for 46 years. He's the Executive Vice President of the Municipal Labor Council. He is the Vice President of the New York City Central Labor Council. He is a trustee on the New York City employees retirement system, one of the country's largest pension systems.

In 1996, he has been the director of the Public Sector Division. Since 1993, he has been the principal officer of Local 237, which is the largest local in the International Brotherhood of Teamsters.

He has been a Vice President At-Large since 2001. He's a man of honesty and integrity. He is a great champion for working men and women.

In 1967, he created history by leading the housing authority to a strike. It was one of the early strikes in the public sector. He protected 2,000 — in 2001, he protected 850 hospital police officers, and he successfully fought back the efforts of privatization by the Giuliani administration.

Once again, I am proud to nominate Carroll Haynes for Vice President on the Hoffa-Keegel Unity Slate.

(Standing ovation)

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

DELEGATE RICHARD HENDERSHOT, IBT Local 237, New York, NY: Mr. Chairman, brothers and sisters, I am the Vice President of Local 237, the largest local in this great International.

(Applause)

I am a proud member of Joint Council 16. I am an elected delegate and proud supporter of the Hoffa-Keegel Unity Slate. I am privileged and honored to second the nomination for my friend, Carroll Haynes, for Vice President At-Large.

I have known Carroll for more than 35 years. We have worked together on a variety of campaigns. Carroll is a tireless worker, a fearless advocate and a lifelong Teamster. He has never turned his back on a battle with any employer. He is committed, dedicated to his job and to the members he serves. He serves our union with distinction and class.

I am proud to second the nomination of my friend, Carroll Haynes, for Vice President At-Large, a Teamster with fire, fight, integrity and compassion, a Teamster whose vision and leadership will continue to build our great union. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Your time is up. Thank you.

Microphone No. 2, Mr. Haynes.

AT-LARGE VICE PRESIDENT HAYNES: Mr. Chairman, on behalf of the 1.4 million members in the International Brotherhood of Teamsters, the 23,000 members of Local 237, and the 29 delegates for Local 237, I accept the nomination for Vice President At-Large.

(Standing ovation)

ELECTION SUPERVISOR MARK: Mike 1. Do we have a nomination? Microphone No. 1.

DELEGATE PERRY GELLER, BMWED Local 1396, Port Clinton, OH: Good morning, brothers and sisters. Consolidated Rail System Federation, Local 1396, BMWED, and a proud Hoffa and Keegel delegate.

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I stand before you today to proudly nominate Brother Freddie Simpson for Vice President At-Large and a member of the Hoffa Slate. Brother Simpson has been a member of the Brotherhood of Maintenance of Way Employes for 32 years, an officer in some capacity for more than 25 years. Freddie currently serves the members as President of the BMWED and was reelected just last week.

From the time Freddie was first elected President of the BMWED, Freddie has been a united voice for rail labor and the Teamsters Rail Conference. He has earned the respect of the rail unions, has worked tirelessly to build bridges and friendships with our sister unions.

Freddie understands that we have to fight together in order to beat those who seek to destroy the IBT.

Freddie's guiding principle is "United We Stand," not just a slogan; for Fred, a way of life, moving together.

Freddie's career began 32 years ago as a track laborer, known in the rail industry as a gandy dancer. Brother Freddie was the kind of guy who would roll up his sleeves, grab the other end of the tie tongs to help do the heavy lifting. He has brought that same attitude to the presidency of BMWED, always willing to roll up his sleeves and do the heavy work necessary to get the job done. He will bring that same attitude and work ethic to the International Brotherhood of Teamsters General Executive Board.

I'm proud to stand before you today and nominate Brother Simpson.

(Applause)

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

DELEGATE RANDY COOK, BMWED, AEF, Hendersonville, TN: Yes. Mr. Chairman, delegates, brother and sister Teamsters. I'm vice president of the BMWED of the Teamster Rail Conference and a proud Hoffa delegate.

I proudly stand to second the nomination of Freddie Simpson, a great trade unionist. If it were not for Freddie Simpson, I would not be standing here today calling you brother and sister Teamsters. It was Freddie's vision that brought the BMWED to the strongest union in America, the Teamsters.

(Applause)

Freddie is proud to be a Hoffa Slate candidate. With President Hoffa at the helm, Freddie Simpson as Vice President At-Large, we will truly be moving forward together. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Mike No. 2, Mr. Simpson.

BMWED PRESIDENT SIMPSON: Brothers and sisters, I'm Fred Simpson. I'm a proud Hoffa delegate from the state of Kentucky. I'm so proud to be in this union, the compass and the engine of the labor movement.

I proudly accept the nomination of Vice President At-Large on the Hoffa-Keegel Slate, and I urge you to support. All railroads in North America lead the one direction. And that's the Hoffa-Keegel Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Mike 1, do we have a nomination?

DELEGATE WILLIAM O'KEEFE, IBT Local 469, Hazlet, NJ: Mr. Chairman, brothers and sisters, I'm the Secretary-Treasurer of Teamsters Local Union No. 469. I'm a proud delegate for the Hoffa-Keegel 2006 Slate. I've been a Teamster for 36 years and a business agent for 18 of those years. This is my fifth convention.

It is with great honor and respect that I rise to nominate my life-long friend and principal officer, Fred Potter, Jr., for the position of International Vice President At-Large. I'm also honored to be from the state of New Jersey, a strong Hoffa bastion that helped restore the power of our great union by voting overwhelmingly for Jim Hoffa in 1998 and 2001.

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Fred Potter and our entire local have been Hoffa supporters since the mission began to save this great International. Fred's a second-generation Teamster. He served as a business agent and executive board member for 28 years and has been the principal officer for 20 years.

Fred Potter is the most knowledgeable, tenacious, capable, and compassionate trade unionist I know. Fred's a skilled negotiator; he's a fearless fighter for our members. He's recognized throughout the state of New Jersey as a political powerhouse and advocate for all working families. He's been appointed to the transition committee for two governors, he's a commissioner on the New Jersey Sports Authority, and served on the executive committee for the state Democratic Party.

So I am proud to nominate the next Vice President At-Large from the state of New Jersey, a true Teamster, Fred Potter, Jr., for the Hoffa-Keegel Slate.

(Applause)

ELECTION SUPERVISOR MARK: Mike 3, do we have a second?

DELEGATE JIMMY NEAL, IBT Local 327, Nashville, TN: I'm a proud Hoffa delegate from Nashville, Tennessee. It's my privilege to second the nomination of Fred Potter for International Vice President At-Large.

As principal officer of the Teamsters Local 469, Fred has earned a reputation as a tireless and fearless leader throughout the nation. As a Vice President, Fred will strengthen the Hoffa-Keegel Team with his vision, energy and determination. He is a second-generation Teamster who has proven his commitment in the future of our great union.

It is my honor to second the nomination of Fred Potter for International Vice President At-large.

(Applause)

ELECTION SUPERVISOR MARK: Mike No. 2, Mr. Potter.

DELEGATE FREDERICK POTTER, IBT Local 469, Hazlet, NJ: Good morning, delegates. I am Fred Potter. I will tell you that there is no place that I would rather be than to be with you today. I am proud to accept the nomination for Vice President At-Large on the Hoffa-Keegel Slate, the real leadership in this union. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE MICHAEL H. GOEBEL, IBT Local 688, St. Louis, MO: Mr. Chairman, I've been a Teamster for 33 years, and I'm the Secretary-Treasurer of Local 688 in St. Louis, elected delegate to attend this 27th International Convention.

Local 688 was chartered almost 70 years ago by the legendary Harold Gibbons. He served on those General Executive Boards with James R. Hoffa. Mr. Gibbons was a pioneer in the fights for civil rights, he was a pioneer in the fights to establish and provide benefits for our members, health care defined benefits, retirement health care. Simply put, he worked for the members.

It is my privilege to nominate Ken Hall for the position of Vice President At-Large on the Hoffa Slate. After yesterday's session, I don't know if I really need any more introductions or accolades for Mr. Hall, but since I have two minutes, I have a couple things to say.

Ken's been a Teamsters for 30 years; he's been a business agent since 1987, president of his Local 175 since 1991. He currently serves on the General Executive Board as a Vice President and is Director of the Parcel and Small Package Division. That's where I first met Ken when he had that position under the previous administration.

In 1995 we were at a national panel in San Diego, and I voiced my opinion to him that I didn't care for the politics of that administration. He told me he didn't like the politics either,

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he simply worked for the members. And he did. Obviously, with the 1997 strike, which is probably the most legendary strike in our recent history taking on UPS, he delivered the goods.

When James P. Hoffa was elected, Ken was a political casualty and he went back to his leadership in 175. But in 2002, when Bill Lichtenwald had to give up the director position to take care of his wife Dale, Mr. Hoffa crossed the political line and put Ken Hall back in.

(Applause)

Yesterday Ken announced that he would lead us in the early negotiations of UPS. He's once again chosen to not play politics and talk about good contracts and good pensions. He lives to fight. He simply works for the members. I proudly nominate my friend Richard Ken Hall for the position of Vice President At-Large.

(Applause)

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

DELEGATE HOWARD REDMOND, IBT Local 804, Long Island City, NY: Yes, you do. I'm the president and principal officer of Local 804 in New York City.

(Applause)

It is a privilege to rise here to second the nomination of Vice President At-Large, Ken Hall. This gentleman and I worked for ten years. Him and I know what United Parcel is all about. He's put his stuff on the line, he's walked the walk, he did the talk, he does whatever you ask him to do. It is a privilege and an honor for me to second the nomination of Ken Hall for Vice President At-Large.

(Applause)

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

VICE PRESIDENT AT-LARGE HALL: On behalf of those who brought me, our members and officers who have worked and supported me over the years, it is a privilege and, indeed, an honor to accept the nomination as Vice

President At-Large as a proud member of the Hoffa-Keegel Slate.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE MIKE MCGOWAN, IBT Local 667, Memphis, TN: Yes, Mr. Chairman, I rise to nominate my brother, Scott Webber, for the office of Vice President At-Large on the Tom Leedham Strong Contract and Good Pension Slate. Brother Webber is the Recording Secretary and Business Agent of Atlanta Local 728. He is a second generation Teamster. He grew up in a home that fed and clothed him off of a Teamster contract. He's been a proud Teamster for 18 years.

With the unionized freight industry under direct attack, we need strong, committed freight Teamsters on the General Executive Board. Brother Webber has been a steward at ABF. He's fought that fight on the shop floor.

His concern over the setbacks in the 2003 freight contract, including the first ever pension cut, led him to run for office on a reform slate in Local 728. He and his slate members won the election not once but twice. He's willing to fight the fight to serve his members.

They swept two times their race to take over the leadership of Local 728, and they joined hands again and swept the delegate election right in their home local.

Brother Webber understands what is needed in our once powerful Freight Division. He is a proven fighter for the member. We need this type of leadership on the General Executive Board.

I am proud to nominate Scott Webber for the position of Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate. Give our Teamsters a choice, Scott Webber for Vice President At-Large.

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

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DELEGATE TRAVIS MAPP, IBT Local 728, Atlanta, GA: Mr. Chairman, I second the nomination of Scott Webber for the position of Vice President At-Large. I have worked day in and day out with Scott Webber. I've seen him in action as a steward. I have seen him take on the responsibilities of representing Local 728 members on the Executive Board and become a successful business agent. And I know Scott's heart is with the rank and file, not power or perks. As part of a new team at the top of our union he will help move our union beyond broken promises and into a strong fighter for justice for all Teamsters.

And I am a proud delegate for the Tom Leedham Strong Contracts/Good Pension Slate. Thank you.

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

DELEGATE SCOTT WEBBER, IBT Local 728, Atlanta, GA: Mr. Chairman, I proudly accept the nomination for Vice President At-Large, and I look forward to serving the members of this great International Union. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE DAVID THORNSBERRY, IBT Local 89, Louisville, KY: Mr. Chairman, I'm a proud rank-and-file delegate. I rise to nominate Dan Scott for Vice President At-Large under the Tom Leedham Strong Contract/Good Pension Slate. Local unions are the backbone of our union. Brother Scott leads a strong and growing local, Local 174 in Seattle, Washington. Dan has worked as a UPS package car driver, served as a steward, as a delegate, and for seven years on the Local 174 E Board and is currently principal officer of the largest trucking local in the Northwest.

Local 174 has been at the forefront of making Seattle a strong union town. When port truckers

were largely abandoned, Local 174 spearheaded battles to win them rights. When corporations like Waste Management and BFI expanded, Local 174 organized them. When corporations have pressed for concessions, as Waste Management recently did, Dan Scott mobilized to win strong contracts free of concessions.

He represents Teamsters in construction, warehousing, delivery, freight, UPS, Boeing Aircraft, and he stands up for all of them. Brother Scott is experienced and energetic in his pursuit of a stronger Teamsters Union. Dan is exactly the kind of new, young leader we need on the highest body of our union, especially now when the need for vision and a strong leadership is desperately needed. He's not afraid of new ideas. He's an innovator.

I'm proud to nominate Dan Scott for the position of Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate. Thank you.

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

DELEGATE STEFAN OSTRACH, IBT Local 206, Portland, OR: Yes, sir. I second the nomination of Dan Scott for the position of Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate.

In the Northwest, Seattle Local 174 is the standard bearer for smart, aggressive and effective trade unionism. For over 15 years they have racked up victory after victory in organizing, contract campaigns and social justice issues, and it is no accident that Local 174 has recruited and trained a new generation of leaders who are smart, effective and skilled at mobilizing members to fight and win.

Dan Scott, the principal officer of Local 174, is exactly this kind of leader. Dan's experience, skills and vision will be a huge contribution to leadership of our International Union. I am proud to second the nomination of Dan Scott for the position of Vice President At-Large.

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

DELEGATE DAN SCOTT, IBT Local 174, Seattle, WA: Brothers and sisters, I'm secretary-treasurer of Teamsters Local 174 in Seattle, Washington. I am proud to accept the nomination for Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate. Thank you very much.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE BILL ZIMMERMAN, IBT Local 206, Portland, OR: I'm a proud member of Local 206, because I know the truth.

(Shouts of "boos" from the delegation.)

I rise to nominate Ed Michael to the position of International Vice President at-large.

(Shouts of "boos" from the delegation.)

When the Brotherhood of Locomotive Engineers merged into the Teamsters, Brother Ed Michael was the first to embrace the change.

(Shouts of "boos" from the delegation.)

May I have some order, please.

(Shouts of "boos" from the delegation.)

ELECTION SUPERVISOR MARK: Quiet. Please proceed. Go ahead.

DELEGATE ZIMMERMAN: Ed is a working engineer and President of BLET Division 724 in Salem, Illinois. Ed has worked to make sure that the merger brings the greatest possible benefit to the members of the BLET, members of the Teamsters and to the labor movement as a whole. Ed is a strong voice for rank-and-file members.

Recently, BLET members voted on whether to have one member, one vote for their national officers. Brother Ed campaigned tirelessly for this democratic reform. And thanks to his efforts and efforts of his fellow activists, engineers and conductors in the Teamsters will have the right to vote for their national officers in the future. Thank you, Brother Ed.

Ed is also a leader in a grassroots movement to build solidarity across all rail unions. He knows that it takes the greatest possible unity to defeat the carriers' —

(Shouts of "boos" from the delegation.)

May I have some order, please?

ELECTION SUPERVISOR MARK: May we have order, please.

DELEGATE ZIMMERMAN: Ed is also a leader in a grassroots movement to build solidarity across the rail unions. He knows that it takes the greatest possible unity to defeat the carriers' greed-driven demands, and he knows that it will take all of us working together to defeat the Bush administration's plan to get rid of Amtrak.

I had the privilege of interviewing Ed on my weekly labor radio show nearly —

(Shouts of "boos" from the delegation.)

I had the privilege of interviewing Ed Michael on my weekly labor radio show over two years ago. His message of solidarity and membership action and democratic unionism resonated with my listeners.

I am proud to nominate brother Ed Michael to International Vice President At-Large. Thank you.

(Shouts of "boos" from the delegation.)

ELECTION SUPERVISOR MARK: Do we have a second at mike 3?

DELEGATE RANDY BROWN, IBT Local 728, Atlanta, GA: Yes, Mr. Chairman. I'm proud to second the nomination of Ed Michael as International Vice President At-Large. The carriers would like nothing better than to play truck drivers and rail workers against each other. We won't fall for that, and Ed Michael certainly won't fall for that either.

We need Ed's strong voice for us on the Executive Board. He's someone who listens to the membership and gets them involved. He's a motivator, a builder and a fighter. He'll bring the best of the BLET traditions to our union and

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he'll bring strength of the International to bear on the rail carriers. Thank you.

ELECTION SUPERVISOR MARK: Mike No. 2, Mr. Michael.

DELEGATE ED MICHAEL, BLET Division 724, Salem, IL: Mr. Chairman, I have the honor of serving as a rank-and-file working President of the Brotherhood of Locomotive Engineers & Trainmen, Division 724 at Salem, Illinois.

I accept the nomination for Vice President At-Large and am proud to be a member of the Tom Leedham-Sandy Pope Strong Pensions/Good Contracts Slate.

(Shouts of "boos" from the delegation.)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nominations?

DELEGATE LEONARD STOEHR, IBT Local 728, Atlanta, GA: Mr. Chairman, Teamsters brothers and sisters, I rise to nominate Chris Roos for the position of Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate.

We need leaders with vision and drive on the General Executive Board. In 2003, Brother Roos led a political action campaign in his home state that won overtime rights for 4,500 workers in soft drink, bakery and other route sales, the only state out of 17 that attempted to win this legislation to implement it.

We need leaders who can stand up to management's attacks and win strong contracts on the General Executive Board. Last year Brother Roos led a successful seven-day strike against Coca-Cola after management demanded health care concessions and tried to force an inferior company plan on members. He linked up with other Coke locals in that battle.

More recently, Chris Roos has taken to the streets and to challenge UPS-proposed legislation that would give pension funds the right to cut benefits that they have earned.

In a few short weeks he has gathered over 7,500 letters from working Teamsters, all

demanding that Congress do the right thing and oppose the gutting of pension rights.

Brother Roos started his Teamster career as a delivery driver. He has served as Local 1035 Business Agent; and when his principal officer grew a little soft on the job, the members elected Chris six years ago as principal officer.

I am proud to nominate Chris Roos Vice President At-Large on the Tom Leedham Strong Contract/Good Pension Slate. Thank you very much.

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

DELEGATE TOM GILMARTIN, IBT Local 559, South Windsor, CT: Yes, Mr. Chairman. Chris Roos has been an active officer of Local 1035 for over 15 years and always a staunch defender of local autonomy. From his days as a shop steward to now as principal officer, Chris has always fought for members' rights. His repeated successes in bargaining strong contracts, and today his continuing efforts to secure and protect good pensions, document his qualifications for candidate.

On Monday of this week he was attacked for having received a contribution. For your information, there was a protest filed.

(Shouts of "boos" from the delegation.)

ELECTION SUPERVISOR MARK: Proceed.

DELEGATE GILMARTIN: For your information, there was a protest filed by Brother Hoffa, and that protest was denied as being without merit.

I proudly second the nomination of Chris Roos.

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

DELEGATE CHRIS ROOS, IBT Local 1035, South Windsor, CT: Mr. Chairman, I proudly accept the nomination for Vice President At-Large on the Tom Leedham Strong

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Contracts/Good Pension Slate. Thank you.

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE SANDY POPE, IBT Local 805, Long Island City, NY: Yes.

(Shouts of “boos” from the delegation.)

Come on.

Mr. Chairman, brothers and sisters — don't forget the sisters anymore. I rise to nominate Kevin McNeff for the office of Vice President At-Large. Brother McNeff is a 25-year Teamster from Teamsters Local 82 in my hometown of Boston. The members there elected Kevin as an alternate delegate to this convention.

A strong shop steward in the trade show industry, Brother McNeff is a member who stepped up to the plate when he was needed and became a leader on strike lines to win good wages and benefits for Teamsters and their families. Kevin promotes real unity, unity in action.

Kevin McNeff understands that the power of our union lies in a strong, mobilized membership. That's why Kevin helped lead an effort to establish new democratic rights for Local 82 members, like the right of Teamster members to elect their shop stewards and bargaining committees. These and other amendments to the Local 82 bylaws were passed by an overwhelming vote of the members of Local 82 who share Kevin's vision of strong, democratic trade unionism, building Teamster power by involving Teamster members. Isn't that what our union is about?

I proudly nominate Kevin McNeff for Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate. Thank you.

(Applause)

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

DELEGATE CLIFF BAKER, IBT Local 324, Salem, OR: Yes, we do, Mr. Chairman. I rise to second the nomination of Kevin McNeff for

Vice President At-Large. Kevin knows that a strong labor movement takes strong grassroots, political action. He helped collect thousands of petitions from Teamsters to oppose the dangerous Red Zone Amendment, which, if passed, could lead to more cuts for Teamsters, standing up for the two employees against corporate politicians, that's Kevin McNeff.

I proudly second his nomination for Vice President At-Large on the Tom Leedham Strong Contracts/Good Pensions Slate.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2 Mr. McNeff.

BROTHER KEVIN McNEFF, IBT Local 82, South Boston, MA: Mr. Chairman and fellow Teamsters, I am a proud Teamster from Local 82 in South Boston, Massachusetts. I am honored to accept the nomination for Vice President At-Large of this great union. I am also honored to be on Tom Leedham's Slate. Thank you, and God bless America.

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE STEFAN OSTRACH, IBT Local 206, Portland, OR: Yes, sir.

ELECTION SUPERVISOR MARK: Proceed.

DELEGATE OSTRACH: I rise to nominate Eunice Rodriguez for Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate.

As a former Recording Secretary at the largest Teamster local, Local 237 in New York City, Eunice had first-hand experience with the broken promises of the current administration. Rather than the Teamster power that was promised, Local 237 members fended for themselves in bargaining with the City of New York.

Eunice supported Hoffa at the 2001 Convention but learned that the promises made were soon forgotten. And when promises were broken by the head of her local, she didn't take

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the easy road by going along and getting along for the sake of money or position. Instead, she risked it all, organized to oppose the failed policies and stood firmly with the members.

Eunice has served as an elected officer and full-time Business Agent in the Teamsters largest local. She was chosen to serve on the Teamster Women's Committee and chaired Local 237's annual Women's Conference.

Rodriguez knows what it takes to defend contracts and conditions for our many government employee members. We need that experience at the top of our union and we need strong, new voices in our national leadership.

A lifelong advocate for women's rights, Eunice has served on the New York Child Care Coalition fighting for the right of working families. And we need a more diverse leadership in this union, something that Sister Rodriguez will work to develop.

I am proud to nominate Eunice Rodriguez for the position of Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate. I urge you to vote to give members a strong choice in this fall. Support the nomination of Sister Eunice Rodriguez.

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

DELEGATE PAM BURGAN, IBT Local 89, Louisville, KY: Mr. Chairman, fellow delegates, I second the nomination of Eunice Rodriguez for the position of Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate.

I am a proud member of Local 89, Louisville, Kentucky, home of the largest UPS hub, and it's still growing. It's no accident that my local and UPS Local 237 are supporting the Tom Leedham Slate.

(Shouts of "boos" from the delegation.)

The problems facing our great union are immense. If larger locals cannot get the full

backing of the IBT, where is the power that we've been promised? Eunice Rodriguez has given years of service as an officer and an agent in the largest local. She has proven time and again that a woman's place is not only in her union but also working tirelessly for the betterment of us all. She will be a tremendous Vice President At-Large. Thank you.

ELECTION SUPERVISOR MARK: Microphone No. 2, Ms. Rodriguez.

SISTER EUNICE RODRIGUEZ, IBT Local 237, New York, NY: Good morning, brothers and sisters, Eunice Rodriguez, 17 years proud Teamster and member of Local 237 rank and file. I proudly accept the nomination for Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1. Do we have a nomination?

DELEGATE DARRYL CONNELL, IBT Local 200, Milwaukee, WI: Thank you, Mr. Chairman. I rise today to nominate John Thyer for the position of Vice President At-Large on the Tom Leedham Strong Contracts/Good Pensions Slate. As a 32-year Teamster and 12-year principal officer of Local 604 in St. Louis, John Thyer, like many others, believed in Hoffa's promises would bring power and progress to our union. Today he stands before you as a candidate for change exactly because those promises have been broken.

Carhaul was once the flagship of our great union, nearly 100 percent unionized with an excellent master contract and militant membership. Today, thousands of good Teamster jobs have been lost, and the non-union sector growing by the day in Carhaul.

John has decades of experience in grievance handling and union administration to bring to the position of Regional Vice President, as well, he brings a determination to undo what has been lost under the Hoffa administration and return

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Teamster power to Carhaul and all of our jurisdictions. One vote, one member means nothing without a choice. Thank you very much.

(Applause)

ELECTION SUPERVISOR MARK: Mike 3, do we have a second for Mr. Thyer?

DELEGATE PHIL PENNINGTON, IBT Local 89, Louisville, KY: Yes, Mr. Chairman. I stand to second the nomination of John Thyer for the position of Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate.

The current Carhaul Director is from our local. When he led Teamster locals undercut Carhaul contract standards, John Thyer refused to sit back and let members be harmed. He took a stand and demanded that the IBT take action to respect the contract. We've seen at this convention the dangers of blind allegiance, how it can cripple democracy and union strength. John Thyer is an experienced, stand-up Teamster who combines the best qualities of leadership. I second his nomination. Thank you.

(Applause)

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

DELEGATE JOHN THYER, IBT Local 604, St. Louis, IL: Good morning, brothers and sisters. I'm from Local 604 in St. Louis, Missouri, I'm the Secretary-Treasurer. It is an honor to be here as a delegate and it is an honor to accept the nomination for Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate. Thank you.

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

DELEGATE PAT WILLIAMS, BLET, Local 40, Burleson, TX: Yes, sir. I'm a General Chairman for the engineers on the former Santa Fe Railroad. I rise to nominate a lady that was with us during our struggle to fight remote control. I'd like to nominate Dotty Malinsky for

Vice President At-Large.

ELECTION SUPERVISOR MARK: Thank you. Microphone No. 3, do we have a second for Ms. Malinsky?

DELEGATE GARRY HARPER, BLET, Local 40, Burleson, TX: Yes, we do.

ELECTION SUPERVISOR MARK: Proceed.

DELEGATE HARPER: I'm BLE local chairman, Needles, California. I'd like to second the nomination of Dotty Malinsky. Thank you.

ELECTION SUPERVISOR MARK: Microphone No. 2, Ms. Malinsky.

SISTER DOTTY MALINSKY, IBT Local 160, Rochester, MN: Thank you. I'd like to thank my rail brothers for the shortest nomination speech on record, and I proudly accept the nomination for Vice President At-Large as an independent candidate. I'm a member of Teamster Local Union 160, Rochester, Minnesota, and a proud member of the current General Executive Board. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1. Do we have any further nominations for the position of Vice President At-Large?

Are there any further nominations from the floor for the position of International Vice President At-Large?

Any further nominations from the floor for the position of Vice President At-Large?

Hearing none, the nominations are closed.

(Applause)

ELECTION SUPERVISOR MARK: Let me review briefly for you the procedures that we will follow today; they're basically the same as yesterday. First, there will be a lottery for ballot placement, and it will start 30 minutes after the end of this morning's session over at the office of the Election Supervisor, the Silver Ballroom at Bally's. Candidates, candidate representatives, observers who wish to see that lottery for

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ballot placement, 30 minutes after the end of the session.

Voting will, once again, be from 5:00 to 7:00 p.m. in the Gold Ballroom at Bally's. Only delegates with a credential issued by the office of the Election Supervisor may vote in that secret ballot election. As with last night, bring your photo ID with you. That's how we will check that you are who you say you are and are eligible.

The vote will be by secret ballot. I will announce the results, again, shortly after 8:00 p.m. in the press room, and if our photocopier is working better than it was last night, we will have copies available. The results will also be posted on the bulletin board.

Candidates who receive 5 percent or more of the delegate votes cast by secret ballot will be nominated for the ballot. Only a total tally will be released. There will be no breakdown by local union.

Please follow the directions of the Election Office staff as you enter and exit the area. No campaigning, once again, will be allowed in the voting area or in the corridor leading to the area. Again, campaign paraphernalia, buttons, hats, vests, T-shirts must be removed before entering the voting area.

Also, for those candidates and observers who wish to observe the logic and accuracy test of the tabulating machines, which we do each day that we conduct a vote, the logic and accuracy test will be done at 3:30 p.m. in the voting room. Be there if you wish to observe that. I, again, remind all the candidates that those who are nominated for the ballot with the 5 percent threshold, please pick up the form to confirm your acceptance of the nomination at the Election Office and return it.

Thank you. We will see you this evening and tomorrow. Good day and good luck. And I return the podium to the General President.

(Applause)

GENERAL PRESIDENT HOFFA: We got through all that. Very good. We're back.

NATIONAL MASTER FREIGHT AGREEMENT

GENERAL PRESIDENT HOFFA: No collective bargaining agreement has done more to lift workers into the middle class than the Teamsters National Master Freight Agreement. Today, our Freight Division represents more than 80,000 Teamsters in more than 200 Teamster local unions. The Freight contract is the cornerstone of our union. To tell us more about this, I call on International Vice President and Freight Director Tyson Johnson.

(Applause)

VICE PRESIDENT JOHNSON: Good morning. I am pleased to report to you this morning regarding our National Master Freight Agreement. As our Freight locals are fully aware, the '03-'08 agreement will expire March 31 of '08. Shortly after the first of '07, we will start preparations for the renewal of a new contract.

In 2002, General President Hoffa, former Director Phil Young, set a benchmark for the National Master Freight Agreement. First and foremost, they got back the right to strike.

(Applause)

It has certainly changed our grievance hearings; it has changed our position in local meetings — local-level meetings, business agents with the employer. And it gives us our fair share of the contract.

After being appointed Director in '03 in Washington, D.C., I made the comment that to fill the shoes of Phil Young would be a difficult task; that I was at a distinct disadvantage. But I give you my solemn promise today as we prepare for the renewal of the next Master Freight Agreement, we will set a benchmark as high as General President Hoffa and Phil Young set.

We do know the heartbeat of our members.

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Surveys will go out shortly after the first of the year, and there's no doubt in my mind the three top issues on those surveys will be health, welfare, pension and job security.

There was a lot of concern in the last round of negotiations that the wages we got would be a detriment to our National Master Freight companies.

Our employees, our members got their fair share, and I'm pleased to announce the employers are making record profits.

(Applause)

Those record profits we will hold them accountable for in negotiations. We will get the necessary monies that it will take to restore our health and welfare and to fix the deficiencies in our pension. We will protect the wages of our members, we will protect our working conditions, and we sure as hell will not be foolish enough to ever give up the right to strike.

(Applause)

Over the last couple of years there have been acquisitions. As you're fully aware Yellow Transportation purchased Roadway Express, and in the last year they also acquired USF Corporation. And through that, we received many, many calls of concerns. Would they try to walk away from the National Master Freight? Would they become too big, too powerful for us to deal with?

Just the opposite has taken place. They make record profits, yet they spent record amount of monies for those companies. With one corporation owning all three, it gives us a much better advantage because one's actions affects the others. We have found at our committees that the companies are easier to deal with.

We have not been plagued with the agitation and the threats of walking away from our benefit plans in Freight as UPS has. We will not ask for early negotiations. In fact, we will use the same model this next year as we used in '02; we will wait until the latter part of '07 to begin

negotiations, to keep pressure on the company to bring things to a closure to our satisfaction before expiration of March 31.

We will see to it that our members — the cornerstone as General President Hoffa said — and Freight is the cornerstone of this great union — we will see to it we get our fair share.

(Applause)

At this time to the right of the podium, your left, I would like to introduce a young man. His name is Mike Grzyb. He's a cartage employee from Yellow Transportation, Local 600, St. Louis, Missouri. Give him a warm welcome, please.

(Applause)

BROTHER MIKE GRZYB **Local 600**

Thank you. I would like to begin by thanking you, my brothers and sisters, and the leadership of the Teamsters for giving me the opportunity to speak today. I'm a third-generation Teamster out of Local 600 in St. Louis, Missouri, where my father and grandfather were also members.

I'm honored to speak on a topic that is very important to the American trucking industry worker. Back in 1964, General President James R. Hoffa had an understanding and a vision for what it is going to take to build a powerful International union that would benefit all union and non-union American workers alike. The result of his vision was the National Master Freight Agreement.

Quoting directly from the book, "One Hundred Years: Teamsters History," the National Master Freight Agreement caused drivers who had once been at the bottom of economic ladder see their strength and power soar as a united group. We as Teamsters in the Freight Division must realize the importance of this agreement. This agreement not only ensures good wages, benefits and seniority, but also entitles every worker to fair treatment. This

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agreement provides a level playing field between the Teamsters and the company.

We as a united group of workers no longer just have a voice in our own states, but our voices carry across this great nation. The National Master Freight Agreement helps to keep the American Dream alive and tells corporate America that we are a united group.

We as Teamsters in the Freight Division have to fight for the future of our children and our grandchildren so they may also benefit from this agreement.

In 2008, we have an opportunity to sell the National Master Freight Agreement to America as a tool to encourage and ensure homeland security. We must convince corporate America that unionized companies can safely service our country. Strengthening our union will ensure the American Dream for generations to come. We in the Freight Division have to realize that America does not move without a truck.

Brothers and sisters, I'd like to ask for one thing. Today is my birthday. What a heck of a way to celebrate my birthday. I would ask — I didn't get a cake this morning, I would like a sea of red to stand up to be my candles on my birthday cake today so I could take a picture, if I could.

(Standing ovation)

I thank you.

VICE PRESIDENT JOHNSON: Thank you, Mike.

Our next speaker is Brother Ken Starnes. Ken is a job steward from Roadway Express in Ft. Worth, Texas, and a proud member of Local 745.

Thank.

KEN STARNES IBT Local 745

Thank you, Brother Johnson. Good morning, brothers and sisters. I am a proud Teamster, a rank-and-file Teamster of Local 745 in Dallas,

Texas. I feel privileged and honored to be part of this great union.

During the five years of my Teamster membership, I've worked under the National Master Freight Agreement at Roadway, as Brother Johnson stated. Before becoming a Teamster — and I have some shame to bear here, brothers, sisters — I worked 17 years in non-union companies. So I know firsthand what it is to be a union member and how it can improve my life and all of our lives.

Our contract sets the industry standards. The Master Agreement is about respect, dignity and pride. Our members can freely associate and speak their mind openly and loudly.

We have no fear of reprisal on our job. We have security for ourselves and our families. The national contract honors seniority, recognizes the division of job classifications, secures excellent wages, working conditions, benefits, including company-paid health, welfare and pension. The national contract has strong language limiting subcontracting and preventing work diversions from bargaining unit work. No management is permitted to do our labor.

The National Master Freight Agreement recognizes the principle of a fair day's work for a fair day's pay, but we have no production standards. This adheres to the Teamsters founding members' philosophy, and I'm quoting, "Let each member do his duty as he sees fit."

We have a real grievance machinery with many advocates working on our behalf. Our contract has concrete remedies up to and including the right to strike. Not arbitration, the right to strike.

This agreement is binding. The words are our currency. When companies violate our agreement, we get paid. Our contract has stood the test of time.

As we continue to diversify and grow this great union, we should be mindful from where we have come. Our roots run deep in the Freight Division.

The struggles and sacrifices of our predecessors made our Freight Division the solid foundation from which we've grown. The national contract has been our unifying cornerstone.

Brothers and sisters, please join me in supporting Tyson Johnson, our National Freight Director, and our union negotiating committee as they prepare to renegotiate the National Master Freight Agreement. Thank you, and God bless the Teamsters.

(Applause)

VICE PRESIDENT JOHNSON: Thank you.

GENERAL PRESIDENT HOFFA: In the coming months, we'll begin preparation for the negotiation of the 2008 National Master Freight Agreement. To lay the groundwork for these talks, Assistant Director of the Freight Division, Gordon Sweeton, will introduce the "National Freight Negotiations" resolution. That's Resolution 19, page 32, in your resolution book.

Gordon.

ASSISTANT DIRECTOR SWEETON: Thank you, General President Hoffa. Before I introduce the resolution on the 2008 National Master Freight Agreement negotiations, I want to share some information about the USF Reddaway contract.

The four-year contract was ratified last July and covers more than 700 members. Thanks to the efforts of the Freight Division and USF Reddaway contract negotiating committee, road drivers, local cartage drivers, and dock workers won substantial wage increases. We secured full maintenance of benefits for health insurance through the life of the contract. We reduced the wage progression from three years to two years for road drivers. We won substantial increases in pension contributions for all the workers. And after a long, hard fight, we won an expedited election process, which will boost organizing efforts in that area.

Now here's the "National Freight Negotiations" resolution.

...Assistant Director Sweeton read the following:

NATIONAL FREIGHT NEGOTIATIONS

WHEREAS, the delivery of food and supplies to families and businesses in the United States is dependent on a safe and efficient trucking industry; and

WHEREAS, Teamster members in the trucking industry formed the historical foundation on which the International Brotherhood of Teamsters was built; and

WHEREAS, the Teamsters-represented freight carriers are currently making record profits; and

WHEREAS, Teamsters freight members are the most productive, skilled, and safest workers in the industry; and

WHEREAS, the National Master Freight Agreement sets industry standards for more than 100,000 drivers, dock, yard, maintenance, clerical, and other Teamsters-represented workers in the freight industry; and

WHEREAS, the superior industry standards established by the National Master Freight Agreement are used to organize the nonunion sector; and

WHEREAS, the wages, benefits, and working conditions provided to Teamsters freight workers creates a reliable and stable workforce; and

WHEREAS, the Teamsters and its represented freight companies have entered agreements creating new operations to service not only the longhaul market, but also the same day, next day, and second day markets; and

WHEREAS, the trucking industry is experiencing a shortage of drivers which must be addressed by the creation of additional Teamsters affiliated training programs; and

WHEREAS, the opening of the United States' borders by international trade agreements threatens the wages and benefits that Teamster members rightly deserve; and

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WHEREAS, the current National Master Freight Agreement is scheduled to expire on March 31, 2008, and negotiations for the next Agreement will begin in 2007; and

WHEREAS, the Teamsters' goal in the 2007 negotiations is to continue providing freight workers quality health care, strong pensions, wages which allow them to improve their standard of living, and safe working conditions;

THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters and all of its affiliated bodies pledge their full and complete support to the upcoming National Master Freight Agreement negotiations and the effort to bargain for superior wages, benefits, and working conditions which the hard-working Teamsters freight workers have earned.

ASSISTANT DIRECTOR SWEETON: Mr. Chairman, I move the adoption of this resolution.

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

DELEGATE KEVIN McCAFFREY, IBT Local 707, Hempstead, NY: Mr. Chairman, I'm the President and principal officer of Local 707 in New York.

(Applause)

Ten years ago two-thirds of our members, our 3,000 members, were freight members working under the National Master Freight Agreement. Today, probably less than half of our 3,000 members are freight members. We faced many challenges in the Freight Division over those years. Our local has risen to those challenges.

Most recently in 1996, when asked to organize Overnite freight, we did that. We represented the workers there. We took them to the Labor Board when Overnite fired the workers, cut their pay, winning their jobs back and winning over \$100,000 in one settlement for back pay for those workers at Overnite.

(Applause)

When asked to take them out on strike in 1999, we did. All but two of the workers went out on strike with us. With the help of locals throughout the country, especially our joint council who gave us money, people on the picket line, we carried that strike out until it was ended. In fact, our local was chronicled on the HBO special. I'm happy to hear yesterday's news of what was announced yesterday about the card-check neutrality. It looks like I can finally come back to my members and tell them there may finally be a happy ending to that movie.

In 2002, I had the opportunity to serve with yourself and Tyson Johnson and many other distinguished members of the Executive Board on the Freight Negotiating Committee. As Brother Tyson Johnson said before, there was many gains that we made in there. We got record wages into our benefit plans and, most importantly, the right to strike, the hammer. That is something we can never give up.

As we move forward into these next negotiations with this rejuvenated freight movement with the great news we heard about Overnite and all the good things that are happening throughout this great union, I look forward to working with yourself and the rest of the committee and this great union in getting what we really need to get done in this next freight negotiations.

I wholeheartedly second the adoption of this resolution. Thank you, Mr. Chairman.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Kevin.

Mike 2.

DELEGATE BILL HAMILTON, IBT Local 107, Philadelphia, PA: General President Hoffa, I'm out of Teamsters Local 107 in Philadelphia. We are the largest freight local in Philadelphia. We, too, have experienced the Overnite drama and the terrible cost to our members and the lawsuits that followed.

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We, too, support this Freight Division. We believe that Tyson Johnson and the entire Freight Division is doing a wonderful job. We will do everything in our power to encourage the future successes that we are about to enjoy under their leadership.

There's only one apprehension that I have moving forward, Mr. President, and I want to avoid — avoid the mistakes that were made in the past by some people that are rogue candidates today that put 15,000 Red Star people on the street, and I lost 170 Red Star people. I don't want anybody in that position again to be asleep at the wheel.

We support the Freight Division, but we certainly don't support the irresponsible way that the Red Star strike was conducted. And the people that did that should be held responsible for it.

Thank you, Mr. President. And I second the motion.

(Applause)

GENERAL PRESIDENT HOFFA: All right, thank you.

All right. Go ahead.

DELEGATE GARY BOLEN, IBT Local 174, Tukwila, WA: Hello, President Hoffa. I'm from Local 174 in Seattle, a proud Hoffa-Keegel supporter. We had a heck of a fight up in Seattle for the delegate election. I just wanted to let you know that we did beat out Dan Scott of TDU. He's here as a non-delegate.

(Applause)

I'm here to talk about — stand up for this amendment — or this National Master Freight Agreement resolution. I want to thank you from the bottom of my heart for getting the hammer back for us. It's a great accomplishment.

Our cost-of-living increase that we got is another great accomplishment that I want to thank the administration for getting us back. It was ten cents but any cost of living is better than no cost of living. Hopefully we can build on that

cost-of-living agreement.

I just want to thank you again, President Hoffa.

GENERAL PRESIDENT HOFFA: All right, thank you. I think — okay, mike 2.

DELEGATE HENRY PERRY, IBT Local 667, Memphis, TN: Mr. Chairman, I'm President of Teamsters Local 667 and a candidate for International Trustee on the Hoffa-Keegel Slate, move to close debate.

GENERAL PRESIDENT HOFFA: Well, I appreciate you closing debate. Did anybody else want to speak on this?

What is that, mike 6?

DELEGATE SANDY POPE, IBT Local 805, Long Island City, NY: Yes.

GENERAL PRESIDENT HOFFA: Mike 6.

DELEGATE POPE: I'm speaking in support of this resolution. I started out in Local 407 working under the Master Freight Agreement as a city cartage driver and dock worker. I experienced the strength, the top part of this union, the highest point, when our local had 8,000 members in the 1980s. And then we proceeded to lose thousands of members because of the actions of the government and deregulation. This union was — our Freight Division was so strong then.

I think the reason that I'm getting up now is because I'm in a white-paper local now, but we still get our strength from the Freight Division. The truck drivers in this union, the freight drivers are the heart and soul of this union. When regular other workers, warehouse workers and other types of drivers, think about the strength of the union, they think about the freight drivers. That's where it comes from.

We need all of us, whether we're in freight or not — all of us have to support the efforts in this freight contract to keep our Freight Division strong and to grow it back to what it once was. Thank you.

GENERAL PRESIDENT HOFFA: All right,

thank you. I'd really like to vote this. I think we ought to move along.

Go ahead, mike 2.

DELEGATE DAVID A. PIETROFORTE, IBT Local 25, Boston, MA: Thank you, President Hoffa. I'm a proud Teamster for 30 years, a proud Teamster from Local 25 in Boston for 30 years.

I've been a freight man my entire life. I taught the early ways, the only way to learn how to be a good freight guy and a strong Teamster back in the early '70s with the strength and the power we had in the Freight Division. The Freight Division has took an enormous hit. I, also, was a 12-year member at Red Star out of Boston and was devastated as my brothers and sisters in my company throughout the whole East were.

I stand here to acknowledge the hard work of Tyson Johnson and the International and the desire to bring forth the strength that we need for the freight. I have become a dinosaur in the Freight Division. I am the only one here of my delegates as a freight person representing that.

I speak on behalf of all the freight guys in this great union of ours to back this resolution, to keep your faith strong in our International and the great, great leaders that we have now in office who have guaranteed us — guaranteed us that they'll work as hard for us as we will for you. I thank you on this matter.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Brother.

Okay. The freight resolution has been made and seconded. I will now want to vote it.

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

Anybody opposed?

It is adopted.

(Applause)

Thank you. As you know, we've seen a very active and effective issue of cross-border trucking. It's been a big issue for the Teamsters. I

now call on the Director of the Freight Division, Vice President Tyson Johnson, to read the "Cross-Border" resolution. It is No. 6 on page 15 of your resolution book.

VICE PRESIDENT JOHNSON: Thank you, General President Hoffa. Early last year a report was issued by the Office of the Inspector General of the Department of Transportation, which supported the Teamsters Union's position on cross-border trucking. The report concluded that the Mexican government and the country's motor carriers have not met the safety requirements and the preconditions outlined in the North American Free Trade Agreement and, therefore, should not be granted long-haul operating authority in the United States.

Our main concern with cross-border trucking is the safety issue, and we will continue the fight with this issue.

As General President Hoffa said, this resolution is No. 6, found on page 15 of your resolution booklet.

...Vice President Johnson read the following:

CROSS-BORDER TRUCKING

WHEREAS, the Teamsters Union continues to be concerned about the ability of Mexican trucks to meet all U.S. safety standards; and

WHEREAS, , the Bush Administration announced in January 2002, in response to a dispute resolution ruling that the United States was in violation of the North American Free Trade Agreement by banning all Mexican trucks, that it would allow Mexican trucks to travel anywhere in the United States beginning in 2002; and

WHEREAS, , the Congress responded to the impending threat to highway safety by passing the Murray-Shelby amendment to the Fiscal Year 2002 Transportation Appropriations bill; and

WHEREAS, , the Murray-Shelby amendment prohibited the expenditure of funds to be

used for the review or processing of applications by Mexican motor carriers to operate beyond the currently permitted commercial zones until the Federal Motor Carrier Safety Administration implemented certain safety requirements; and

WHEREAS, those safety requirements included, but were not limited to, on-site safety examinations of Mexican motor carriers before conditional operating authority is granted, verification of a drug and alcohol testing program, verification of compliance with hours-of-service rules, including hours-of-service records, verification of proof of insurance, the positioning of weigh-in-motion systems at certain border crossings, and that the Inspector General periodically report on the progress of these requirements; and

WHEREAS, the Inspector General issued a Follow-up Audit of the implementation of the North American Free Trade Agreement's cross-border trucking provisions in January 2005 and reported that several deficiencies in safety requirements need to be remedied before the border is open, including reaching agreement with Mexico to permit on-site safety reviews by U.S. inspectors, the inability of the Mexican government to perform the new criminal history record checks for Mexican drivers who haul hazardous materials, the need to improve the system for monitoring Mexican driver records in the U.S., the lack of operational weigh-in-motion scales at the ten busiest crossings; and

WHEREAS, the Inspector General's report went on to cite five additional areas that need attention to fully comply with requirements that Congress enacted into law, including more accurate data on Mexican carriers, providing proof of valid insurance, drug and alcohol testing of Mexican drivers, replacements of existing inspection facilities and enforcement of a certification requirement that indicates Mexican trucks meet all applicable federal safety requirements;

THEREFORE, BE IT RESOLVED, that the Teamsters Union will continue to make its members and the public aware of the continuing danger of unsafe trucks from Mexico being permitted to travel on U.S. highways; and

BE IT FURTHER RESOLVED, that the Teamsters Union will call upon the President and the Congress to delay the implementation of the NAFTA cross-border trucking provisions until such time that all provisions of the Murray-Shelby amendment are met and that the Inspector General's audit report indicates such compliance; and

BE IT FURTHER RESOLVED, that the Teamsters Union will insist that Mexican, Canadian, and U.S. officials strive to ensure that the highest level of safety standards be maintained for the three NAFTA countries; and

FINALLY, BE IT RESOLVED, that with the Teamsters Union's greater commitment to organize under the Change to Win Federation, that it will work with Mexican unions, elected officials, and workers to develop a strategy of "cross-border organizing" to increase the wages and working conditions of our Mexican brothers and sisters.

VICE PRESIDENT JOHNSON: Mr. Chairman, I move for adoption.

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

DELEGATE FRANK PERKINS, IBT Local 657, San Antonio, TX: Thank you Mr. Chairman. I'm principal officer of Local 657 in San Antonio, Texas, which our jurisdiction includes Laredo, Texas, which is the busiest inbound port on the border. About 6,000 trucks a day cross the border, and one percent of those trucks are inspected. This is unacceptable, and the government's doing nothing to change it. The drivers do not have to meet the standards that our drivers in the United States have to meet, so they're giving them an unfair advantage.

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But I'm here to report to you that I did report on this at the 2001 Convention, and I'm here to proudly report, because of the fight of the International and the local unions, the borders are still closed in Laredo, Texas, and along the Mexican border.

(Applause)

Today we have more threats since 9/11. Now the 25 percent of the Mexican trucks that cross the commercial zones now carry hazardous materials. They can go 26 miles into the United States, and their hazmat loads can be used to endanger the general public.

So with that, I would like to second the motion and thank you for your attention to this matter.

GENERAL PRESIDENT HOFFA: Thank you, Frank. We have a second.

(Applause)

Okay. 4. Mike 4.

DELEGATE DARRYL CONNELL, IBT Local 200, Milwaukee, WI: Thank you, Mr. Chairman. I gladly support this resolution. It's about time that we hold Mexico accountable with the government with their trade regulations. We get along just fine with Canada; we have no problem with their safety records. They sold us a bill of goods with regards to a CDL driver's license, hazmat training, and now they turn around and want to hold us accountable even for a DWI when you're not even on your vehicle, holding us accountable to being on duty, basically, 24/7.

It's about time that somebody stands up to hold them accountable, for Mexico. It's our roads and their roads, and we owe it to those Mexican drivers and those other unions struggling to get on. I gladly support this resolution. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE MIKE SCOTT, IBT Local 769, Miami, FL: Thank you, Mr. Hoffa. I'm principal

officer of Local 769 in Miami and a proud supporter of the Hoffa-Keegel Team.

Opening the U.S. borders to Mexican trucks that are unsafe and don't meet the U.S. safety standards threatens the safety of thousands of Teamsters who earn their living on the highways. It would put Teamster family members in harm's way if they share the roads of these unsafe trucks if the borders are opened.

Thousands of unsafe trucks cross the border every day traveling from California, Maine, to my home state of Florida. Anywhere in the country would put our highways in an unsafe condition and put our people on the highways at risk.

Many of these Mexican trucking companies don't have proof of valid insurance, and this could cause extreme financial hardship to anyone involved in a vehicular accident with them.

I say we keep the trucks operating in commercial zones until they can meet every safety standard within the U.S. I encourage the delegates to support this resolution.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much. It's been moved and seconded.

With regard to support of the resolution on cross-border trucking, all of those in favor signify by saying aye.

Anybody opposed?

None being heard, the resolution is adopted. Thank you.

(Applause)

VICE PRESIDENT JOHNSON: At this time I would like to introduce Ken Bryant. Ken is President of Teamsters Local 745 in Dallas, Texas. He's also Southern Region Freight Coordinator, and he has a report regarding USF Bestway.

DELEGATE KEN BRYANT
President, Local 745

Thank you for the introduction. I'm pleased

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to announce that after eight long months of negotiations with USF Bestway, as of Friday, June the 16th, we have a tentative agreement subject to the ratification of the membership.

(Applause)

I've been asked to give you some of the highlights of that agreement. First, we're moving workers from a company-paid insurance plan into Central States upon ratification.

(Applause)

Prior to this, the previous agreement required up to a \$15 weekly co-pay; the new agreement is zero co-pay.

(Applause)

Pension will increase almost 50 percent by the end of the term. There will be a \$1,200 weekly protection for line drivers against subcontracting. There are also comparable protections in the National Master Freight Agreement in regards to change of operations requiring the employer to pay for the move.

Also, there are protections for the employer to be forced to apply previous National Master Freight decisions and interpretations.

When General President Hoffa and Freight Director Tyson Johnson requested the Freight Division to negotiate a go-forward contract, we did exactly that. Wages are increasing to \$20.57 an hour up \$1.57.

Upon the demise of USF Dugan, card check and employer neutrality was stipulated to in conjunction with the opening of 13 new USF Bestway terminals. This has enabled the Teamster Union to organize ten of those new terminals, an office clerical unit, and one additional garage unit, equating to more than 300 new members in Sherman, Texas; Little Rock, Fort Smith in Arkansas; Ardmore, Tulsa, and Oklahoma City; Meridian, Mississippi; Baton Rouge, Shreveport in Louisiana; an additional hundred members or so in Dallas and Houston.

This go-forward contract will open the door for organizing an additional 1600 members in

the Western and Central Region. If the employer opens a terminal in any region, we're ready. Contrary to the rumor the employer's already put on the streets, we did not drop the ball on organizing campaigns in Central and Western Regions. We made that language stronger. If there's an additional terminal organized outside the Southern Region, than these negotiations will be subject to regional benefit plans, work rules, and dispatch rules.

When the directive came from General President Hoffa and Freight Division Director Tyson Johnson to negotiate a go-forward contract, we aggressively took that to task, and in 2008 when the National Master Freight expires we'll be there for you too.

I have nobody else to think for this but General President Hoffa, Freight Director Tyson Johnson, and Assistant Director Gordon Sweeton. It wasn't any of those TDU derelicts negotiating this contract.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Thank you.

Mike 2.

VICE PRESIDENT LYTLE: General President Hoffa, I'd like to request a point of privilege, if I may.

GENERAL PRESIDENT HOFFA: Certainly, Walt, go ahead.

VICE PRESIDENT LYTLE: Yesterday morning's session, what took place was a nomination for Regional Vice Presidents and Trustees to this great International Union. During that presentation, there were two candidates nominated and seconded for the position of Trustees on the Leedham Slate. Ms. Pope assured the election officer, as well as the delegates, alternates and guests to this convention, that two of those individuals had done what was proper and accepted the nomination in writing in their absence.

As everyone here knows now, that was not

true. And I would like to request that Ms. Pope come to a mike and make a personal apology to the Election Officer.

(Standing ovation)

To make that personal apology, Mr. Chairman, to the Election Officer, the delegates, alternates and guests to this convention, and probably more importantly, to her own slate members who she outright lied to.

Thank you.

Ms. Pope, if you would, step forward to a mike for your apology.

(Applause)

Ms. Pope, I guess, has left this delegation as TDU usually leaves us with lies and deceit once again. Thank you.

GENERAL PRESIDENT HOFFA: Okay. All right. All right. Thank you, Walt. All right. Let's move on here.

I now call for the co-chairs of our Political Action and Legislative Committee, Roger Insprucker, President of Joint Council 26 in Ohio, and Fred Potter, President of Teamsters Local 469 in Hazlet, New Jersey, to read their report.

REPORT OF THE POLITICAL AND LEGISLATIVE COMMITTEE

COMMITTEE CO-CHAIRPERSON POTTER: Good morning. Thank you, General President Hoffa.

Brothers and sisters, as it was stated, my name is Fred Potter; I'm President of Teamsters Local 469 which is located in Hazlet, New Jersey. Along with my friend and brother, Roger Insprucker, President of Local Union 114, President of Joint Council 26 and President of the Ohio Conference, a man who led the unprecedented political effort in Ohio in 2004, I have the honor of serving as the Co-Chairman of the Political and Legislative Committee for this great convention. I want to thank all the members of this committee for their participa-

tion and their input last week.

Our committee's members represent so much of what makes this union great. It consisted of rank-and-file members, staff, local union and joint council officers from every region in America. One of the best aspects of a Teamster convention is the opportunity to meet with brothers and sisters that share the same passion for politics and the commitment for passing legislation that protects workers and their families. In our committee, we addressed issues that strike at the heart of the challenges we face in America, Canada and, in fact, around the world.

We discussed the ongoing struggle for fair trade. We stared down the barrel of yet another Bush-supported trade deal with Oman, Peru, Vietnam and South Korea, even as we witnessed new record trade deficits each year.

With resolutions on cross-border trucking and immigration, we discussed the controversial issues of a growing immigrant workforce and the realities we face every day because of the constant push for cheaper labor driven by the greed of multinational corporations.

Resolutions on transportation safety, pension protection, and the six-year struggle by our brothers and sisters on Amtrak represent the most basic of our demands. A safe and equitable workplace and a belief that employers should honor the commitment they make: Fair pay, secure pensions, and health benefits, and the right to a contract that's negotiated in good faith.

Since we met last time in this hall in 2001, we have seen our country suffer a brutal attack at the World Trade Center and the Pentagon, and we've seen heroic acts of those passengers that ended tragically in a field in Pennsylvania. For purposes of the convention and our committee, we discussed the inevitable changes the attacks of September 11th have brought and will continue to bring on our members in the workplace. In ports, on the rails, on the highways or in the

air, our members are at the domestic frontline of this war on terror.

In our resolution on national security, we dealt with our struggle to ensure that the rights of workers aren't decimated as a result of these changes.

This is my second opportunity to serve as Co-Chair on this committee. I did so in 2001, and I thank General President Hoffa and Secretary Tom Keegel for this opportunity. I'm tremendously proud of the development of the Political and Legislative Program in our great union in the last five years. For that, we need to commend Mike Mathis, Chuck Harple, Fred McLuckie and the entire staff of the Governmental Affairs Department.

(Applause)

Thank you.

In local unions and joint councils throughout our union, we refuse to accept the status quo. We refuse to sit still while corporate America tries their best to buy our government. We have trained more activists, we have educated more members and their families about the real issues facing them today, and raised more money for DRIVE than ever before.

The political and legislative power of the Teamsters is greater now than ever. And no one is a better example of that than the commitment of Roger Insprucker. With that, Roger. Thank you.

(Applause)

COMMITTEE CO-CHAIRPERSON INSPRUCKER: Thank you, Fred. Brothers and sisters, I want to thank President Hoffa for appointing me as a Co-Chair to the Political and Legislative Committee and giving me an opportunity to work with some of the truly committed political activists in this great union. It's truly been an honor.

I stand before you today, a man of conflicting feelings when it comes to politics and when it comes to discussing politics. On one hand, I was

tremendously disappointed on November 2nd, 2004, when despite all of our efforts across the country and specifically in Ohio, George Bush was reelected. But it was those efforts and the commitment that I saw in the months leading up to that day that made me realize what we could do together as a union.

You know, we can diagnose and dissect the reasons and the results of the election for years. But there's certain facts that we know for sure. We as leaders — and we're all leaders in this room, in this hall — are more vital to political success than we sometimes realize. When we talk to our members about the things that truly matter to them, they do listen. We are in a position to help them sort through the haze of lies and deceit and half truths that dominate all the political campaigns that go on today.

We try to get them to focus, and we know that they focus on the things that mean the most to them, such as good jobs, good wages, good pensions, good benefits, a safe workplace, and leaving a better future for their children and their grandchildren.

You know, one of the reasons why our members don't get involved, because we don't ask them to get involved. In 2004, we decided to ask our members. In Ohio, we made voter registration the number-one priority into the 2004 election. I'm proud to tell you today that while the labor movement averages 50-percent voter registration, in the state of Ohio we have over 70 percent of our members registered to vote.

(Applause)

We've committed to building a stronger DRIVE program so we will have the funds to compete and fight corporate America. As a result, we have increased our DRIVE totals by 30 percent in the last two years in the state of Ohio.

(Applause)

We've asked our local unions and our members to support the Driving America's Future

Program so we can elect Teamsters to political office. And as a result of that, in Ohio, we now have Teamsters currently in office or running for office in almost every level of state and local government. We're very proud of that. We're very proud of that in Ohio, very proud.

(Applause)

Thank you. In 2004, with the assistance of A. J. Stokes from Government Affairs; Cheryl Johnson, special assistant to the General President; my mentor, Vice President Les Singer, we put out the call to all of our officers and our members as never before, establishing weekly conference calls, updates and setting targets and goals for participation. The response was truly inspiring throughout the state of Ohio.

Yet, in the end it wasn't enough. We just didn't have enough union members in the state of Ohio for John Kerry. Last year when the decision was made to leave the AFL-CIO, largely because of their lack of commitment to growth, President Hoffa and other leaders noted that if Ohio's union density had been 26 percent instead of 16 percent, John Kerry would be our president today. I don't even want to think about what a few more percentage points would have meant in Florida in the year 2000.

When it comes to political action, as Fred said earlier, we cannot accept status quo. In our committee we addressed the importance of the new Change to Win Federation and the renewed commitment to growing our union that is the foundation of the first new labor federation in 50 years.

Organized labor's shrinking numbers demand bold action, innovative thinking, and the kind of action the Teamsters have always been known for, and especially in the state of Ohio.

Brothers and sisters, I believe strongly that these issues — politics and growth — cannot stand alone. We cannot have a strong political voice that American and Canadian workers must have without growth. But we definitely

will not have growth without a strong political voice. So in just four months, on November 7th, we will be judged again on our ability to elect our friends, defeat our enemies, and give voice to American workers. And on November 8th, the race for the president of the United States in 2008 will officially begin: A 24-month campaign with almost 30 potential candidates in the mix and the future of organize labor in the balance.

The next two-and-a-half years will be a crucial and historic period for working families. Labor, unorganized and organized, cannot win this political battle without a strong and dynamic, committed Teamsters Union.

Again, Mr. Chairman, I want to thank our committee, I want to thank one of the hardest-working Teamsters in the United States, my Co-Chair Fred Potter.

Mr. Chairman, I thank you, and this concludes the report of the Political and Legislative Committee.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you for your report.

American workers are waking up to the importance of political action. We're taking matters into our own hands and working closely together to make sure we take America back. One of our close allies is Senator John Edwards. Please turn your attention to this video.

...A video presentation regarding John Edwards was shown to the delegation.

GENERAL PRESIDENT HOFFA: We're fortunate today to have with us Senator John Edwards. John Edwards is out here in the front-lines talking to working families across the country. He has joined in the fight for working people, and he may be moving back to Washington in the near future so he can fight for working people.

Let me just say this about John Edwards. We were together down in Florida, and we led a

march to get 500 janitors the right for collective bargaining at the University of Miami. You know, this is a guy that talks the talk and walks the walk. Let's have a very special Teamster welcome for our friend, Senator John Edwards.

(Standing ovation)

HONORABLE JOHN R. EDWARDS

Former U.S. Senator

(D) North Carolina

Thank you, thank you. That's a good welcome. Thank you.

I knew there was a reason I came to Las Vegas. I am happy to be here with all of you. Let me begin by giving you a quick report on how my wife, Elizabeth is doing. Some of you met her, all of you know her; she was diagnosed with breast cancer the day after the presidential election. The good news is about two weeks ago we had a whole series of tests; the doctor came in after the tests were done and said, "I know you have a lot going on in your life, I know you're busy, but you don't have cancer." So she's doing great.

(Standing ovation)

Thank you. Thank you.

So, Elizabeth and the kids and I are now living in North Carolina where we're very happy. I'm running a poverty center at the University of North Carolina at Chapel Hill, work that I'm very proud of. It's been an interesting transition to leave Washington and be back in North Carolina.

My two kids — most of you remember my two younger children. You just saw them on this videotape. Emma Claire and Jack. Emma Claire is now 8, Jack's now 6. Well, they were on the same baseball team this spring. So I went to their first baseball game. Emma Claire is in center field, Jack's in right. Second inning, close game, a guy hits the ball directly between Emma Claire and Jack in center field and right field. A fight then took place in the outfield.

(Laughter)

Hitting, knocking each other down, screaming at each other, the whole time the base runner is rounding the bases. Before anybody picked up the ball, he had touched home plate.

So I said to the coach, I said, "Listen, it's fine for my kids to be on the same team; you can't put them close to each other in the field."

(Laughter)

But we're very happy, very happy in North Carolina.

I want to say before I begin — I want to say a word about my friend, Jim Hoffa. This guy is not just a great leader of this union. He is such an important and dynamic leader in the entire organized labor movement in the history of the United States.

(Applause)

Speaking from my perspective, the reason this union has 1.4 million members, the reason this union has a hundred million dollars in the bank, the reason this union now has a card-check agreement with UPS Freight is because of the leadership of Jim Hoffa.

(Applause)

I was backstage when I heard him introducing me. I remember very vividly — I've had the pleasure of going all over the country and helping in organizing campaigns and walking strike lines, picket lines. But he and I were together in Miami, not on a specific Teamsters effort, but on an effort to organize workers at the University of Miami who were being treated unfairly, who were not getting the kind of wages and benefits that they were entitled to.

I remember very well — it wasn't long ago — that they were being ignored in their efforts to organize. The two of us were on a stage in Miami; it must have been a hundred degrees. It was so hot. But I want you to know every one of you would have been so proud of your president. He spoke out loudly, passionately and ferociously for the right to organize. I was proud

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to be there with him. I was also proud when we won that fight and those workers were actually able to organize.

(Applause)

So I want to begin today by asking a question. What kind of America do we actually want to live in 20 years from now? What's the kind of country that we believe in? What kind of country do we want to live in and our children, our grandchildren to live in 20 years from now?

For me, this is not a complicated thing. I want to live in an America where every single American has a chance to live the American Dream. I want to live in an America where every single American has health care coverage.

(Applause)

By the way, I'm not talking about, you know, access to health care, more affordable health care, all those weasel words that politicians like to use. I'm talking about universal health care for every single American so we know that everybody has health care coverage

(Applause)

I want to live in an America where we're on the way to eliminating poverty in this country. You know, I don't see this as very complicated. Thirty-seven million of our own people wake up every single day worried about feeding, clothing and housing their children. We're better than that. America's better than that.

I also want to live in a country where we're not sacrificing our freedom and our liberties in the name of freedom, which is what we see every single day under this administration.

(Applause)

And I want to live in a country where we have free trade and fair trade, where we don't have agreements like CAFTA and NAFTA.

(Applause)

I watch what this president has done to our country, and it's a frightening thing. I just want to give you one example — one example — a very stark example. This president submits a

budget to the Congress — the president does that every year — submits a budget to the Congress where he calls for more and permanent tax cuts for the richest people in America. On top of that — this is the part that really gets me — on top of that he calls for billions of dollars of your money — subsidies, tax breaks — for the biggest oil companies in America.

Now, I don't know about you, but I've been very worried about whether Exxon's making enough money, right?

In the same budget — the same budget — he cuts money for nutrition programs for seniors, nutrition programs for disabled, nutrition programs for poor children, cuts billions of dollars from Medicaid, health care for poor kids. Now, think about this for a minute. These people try to claim the moral high ground. This president is giving billions of dollars of money to Exxon at the same time he's taking health care away from poor children. It is immoral. It's absolutely immoral what this president has done to this country, what he's continuing to do to this country.

(Applause)

I don't know about you, I don't want to live in the United States of America where there's just a few rich people and everybody else. That's the place George Bush is taking us.

Now, I want to say a word about my party, the Democratic Party, because whether we're able to go where this country needs to go is so dependent on what our party does. I want to talk for a second about what kind of Democratic Party I believe in. I believe in a Democratic Party of big ideas. I believe in a Democratic Party that actually has backbone and courage and strength that will go out there and lead and fight.

I believe in a party that will stand up and fight for the people that we have always fought for: The poor, the disenfranchised, the forgotten middle class. I believe in a Democratic Party that is not afraid to say the word "union."

(Standing ovation)

We have to fight for those who are out there trying to organize in the workplace. I want to tell you what kind of Democratic Party I don't believe in. I don't believe in a Democratic Party of triangulation, half ideas, baby steps, trying to figure out how we navigate our party to the political center. How about if we go out there with a little backbone and courage and fight for the people that we've always fought for? How about if we go out there with a little backbone and courage and fight for all those things that we have always fought for?

(Applause)

So if this is the kind of country we want to live in, if this is the kind of Democratic Party we believe in, how do we get there?

How do we get from where we are today to that place? How do we get to an America where the middle class is once again growing, where the middle class is not struggling, where wages aren't stagnant or going down, where the cost of everything is not going up every single day. How do we strengthen what makes this country great?

I want to say something to every single one of you, and this is heartfelt. You know, I said a few minutes ago what kind of Democratic Party I believe in. You need to hold these politicians accountable. I'm dead serious about this. They should not — they should not — be just coming in front of you and talking about organizing and the right to strike and then go everywhere else and never mention it. The truth of the matter is we need leaders, not just politicians. We need leaders in this country that believe in your cause, that believe in the right to organize, that believe in a strong and growing middle class. People always talk about — yeah, I hear it all the time — “We're worried about the loss of manufacturing jobs in this country.” Sure we are. We ought to be worried about it. But people say, “Oh, those manufacturing jobs, they help build

the middle class in America.” It's true. But what everybody seems to forget, those manufacturing jobs weren't good jobs before the union. It was the union that made them good jobs. It was the union that created good wages. It was the union that created good benefits. It was the union that helped build the middle class in America.

(Applause)

I don't know about you, but I'm tired of politicians who come before you and talk about the right to organize and the right of the union and never talk about it anywhere else and never act on it. We need leaders who actually believe in your cause.

So, how do we build an America that we believe in with a strong and vibrant middle class? Very simple answer: Organize, organize, organize. So that working people actually have a voice.

(Applause)

The truth is the greatest anti-poverty movement in American history is the organized labor movement. There's so many obvious things that we ought to be doing besides organizing. I'm going to come back to that in a second. Things like ending the embarrassment of our national minimum and raising the minimum wage in this country. Should have been done a long time ago.

(Applause)

I spoke earlier about the need to have health care coverage for every single American. We need to help people be able to save and create some assets. So many people have nothing, absolutely nothing to fall back on.

But the absolute critical piece of this — and I believe this; I'm telling you, I believe it — I'm spending most of my time these days fighting to do something about poverty in America, something I care deeply about, something I think America cares deeply about. But the critical piece of this is to organize in the workplace. It's not all that complicated. You know it's really not. The truth of the matter is, you go out — and

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I know I'm preaching to the choir here — but you go out and try to organize, they bring in these union-busters, they violate the law. If anything happens, it's two or three years down the road, they get a slap on the wrist. What we really need in this country is we need real labor law reform. We need to put labor law on the side of working people.

(Standing ovation)

I'll tell you something else. I'll tell you something else. I have a really simple way of thinking about this. If anybody in America can join the Republican Party by signing their name to a card, any worker in America ought to be able to join a union by signing their name to a card, doing exactly the same thing. This is nothing but democracy in the workplace. We're for democracy in America. We should be for democracy in the workplace for those who are trying to organize and give voice to working people.

(Applause)

Another thing we ought to do, when these employers violate the law, they ought to be held accountable. There ought to be swift punishment when they violate the law. They ought to be treated for what they are. On top of that, we ought to ban the hiring of permanent replacements for strikers and we ought to make that the law of the land.

(Standing ovation)

And if we really want to grow this effort, if we really want to strengthen this struggle, the other thing we have to do is we have to stand up and fight against those who try to call employees independent contractors, when everyone knows they're not independent contractors.

(Applause)

We have to stand up and fight against those who want to use the bankruptcy courts and the bankruptcy laws to avoid their contractual obligations in their union contracts.

(Applause)

But I want to say to all of you — and I want you to know this. This is very personal for me. I take this very, very personally. It's not an accident that I've been all over America helping organize. It's not an accident that I've walked picket lines. I have seen in my own family how important the work you do is. My mother and father only have health care today — God bless them, they're still living — the only reason they have health care today is because of the union.

My younger brother and his family — he's my only brother — they have health care today only because of the union. Here's the truth: The truth is, those men and women on Wall Street, they didn't make America great, you made America great, and we need to get out there and stand up for you and fight for you.

(Applause)

So this is part of the America that we believe in. This is the kind of country we want to live in. This is the vision of a strong America, of a strong, vibrant, growing middle class. This is what made America great in the past. It can make America great again. But it will not happen — it will not happen without us out there in the struggle, in the fight and leading, without you, all of you, out there organizing so that working men and women actually have a voice; so that we have a real middle class in America; so that we don't become a country of just a few rich people and then everybody else. We're better than that.

So I want to say to you today, I tell you, every single one of you, I am with you in this cause every step of the way. I am with you in this struggle. If you have a strike, I want to be on your picket line. If you are organizing, I want to be organizing with you. This struggle is not just your struggle, it is my struggle, it is a struggle for the future of America, and we are going to continue this struggle until we prevail. God bless you all. It's my honor to be with you today, my honor to be with your great President,

Jim Hoffa. Thank you all very much for having me.

(Standing ovation).

Thank you all very much.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, John, that was a great speech.

I now want to call on our great friend, our great Secretary-Treasurer Tom Keegel. Come up, they're going to talk about health care and pension reform.

GENERAL SECRETARY-TREASURER KEEGEL: Good morning, everybody. I thank you, Jim. You know, millions of Teamster members and their families depend on health care benefits and pensions that our Teamster brothers and sisters fought for and won. Our employers never gave us anything without a fight. And today we are fighting like never before to protect our benefits. To better understand what we have to do to win, I call on Rome Aloise, Secretary-Treasurer of Local 853 in San Leandro, California; and Local 120 Vice President Brad Slawson, Sr., to deliver the Pension and Benefit Committee Report.

REPORT OF THE PENSION AND BENEFIT COMMITTEE

COMMITTEE CO-CHAIRPERSON ALOISE: Thank you, Secretary-Treasurer Keegel.

You know, before I start, I've got to take a personal point of privilege here and get something off my chest. This phony use of our pension plans as a political football makes me sick.

(Applause)

Now, our pension plans are the glue that holds the past, present and future of our organization together. It unites the retirees, it unites those of now that are the caretakers, and it unites those people that are going to take over for us in the future.

To use this as a political game drives me out of my mind. How dare anyone who calls him-

self a Teamster lie, misrepresent, and give untruths about our most sacred, important thing that we own here, our pensions. How dare you guys do that.

(Applause)

How dare anybody say this in front of our retirees that have got enough to deal with, when they're living on a fixed income in this day and time, and scare them and make them think their pensions are going to go away for political purposes. I don't know how you do that. I don't know how you can live with yourself.

How can you do that to our current members? How can you make them lose confidence in their union and their pensions by your lies and your bullshit? I can't get over how you can do that.

(Applause)

And worst of all — worst of all, how can you give our enemies the ammunition and the assistance to destroy our pension plans and then, of course, destroy us as a union. Shame on you guys. Just shame on you guys.

(Applause)

Leave our pensions out of your political games. Because if you don't, if you don't leave those pensions out of your games, your day of reckoning is coming.

(Standing ovation)

Because our members are smart enough to figure you out. And you won't only be kissing Tom Keegel's ass, you'll be kissing 1.4 million members' asses.

(Standing ovation)

God, I feel a lot better now. Thanks.

(Laughter)

I'm here and honored to give the report from the Pension and Benefits Committee. You know, we work with a lot of people in this union, and almost everybody from the biggest Teamster plans is on this trust. I have to say I'm proud to deal with people like Brad Slawson, Fred Gegare, Tony Lock, John Bulgaro, Dave

Lawson, that are men of integrity who work hours and hours on these plans, bleed and sweat with anxiety over the changes we have to make sometimes. And you couldn't have any better trustees than some of these guys on these plans. You should give them a hand for the decisions that they make.

(Applause)

Okay. I'm going to read the report to the 27th International Convention by our committee, which, by the way, Tom Keegel set up last convention and we've met eight or nine times during this five-year period. We've pledged to meet more often to put more things together in the future.

...Committee Co-Chairperson Aloise read the following:

PENSION AND BENEFITS COMMITTEE REPORT

Good pensions and health care benefits are what set our members apart from their non-union brothers and sisters. Almost 90 percent of the union members receive health and pension coverage. In the non-union sector, these numbers are closer to 50 percent. The Teamsters have been and continue to be the leaders in providing superior benefits to our members through our hard work at the bargaining table.

The current economic climate continues to put our health and pension plans at risk. The continued rampant inflation in health care costs, poor investment returns from 2000 to 2002 and a low-interest-rate environment have put unprecedented strains on the contribution rates we have negotiated to sustain our benefit plans. Defined benefit pension plans are collapsing all over our nation in almost every sector of the economy. Our own multi-employer defined benefit plans are struggling but have managed to remain intact. Many plans have had to make significant changes to preserve the benefits offered to our members.

Despite these challenges, the Teamsters continue to preserve and move forward in providing the best possible benefits to current, future and our retired members. We have the size, the strength and the leverage to make improvements in our members' working lives and in retirement even with the anti-worker administration that has been in power in the White House and on Capitol Hill since our last convention.

In our meetings over the last few days, the Pension and Benefits Committee discussed many of the difficult benefit issues facing Teamster members. We reflected upon past experiences, pooled our knowledge and applied both to the challenges before us.

We discussed the complex area of pension funding as well as pending legislation that could have a significant impact on the financial status of our pension plans. Knowing that this legislation could affect each pension plan differently if passed, we resolved to meet again soon to discuss strategies for dealing with any potential new pension funding rules actually enacted into the law. We revisited the issues of spiraling health care costs and specifically focused our attention on the issues of retiree health care and some possible funding solutions through the new Medicare prescription drug program.

It was decided that a group be formed under the auspices of the committee to discuss the current National Reciprocal Agreement and to develop ways in which the agreement itself and its administration can be improved. This new group should help us in our efforts to encourage more pension fund participation in the National Reciprocal Agreement. Our Teamsters National 401(k) plan was touched on as an excellent vehicle for our members to supplement their existing defined benefit pension plans.

Other matters discussed included group purchasing of benefits through national programs that Tom Keegel has set up that has been a big benefit to many of our health trusts, sharing

benefit information with the International for the purpose of coordinating bargaining and corporate governance, improving retiree pension benefits, and reforming the U.S. health care system. These matters are referenced in the following four resolutions in our pension and benefit booklet.

COMMITTEE CO-CHAIRPERSON ALOISE: I'd like to introduce my co-chair, who I was proud to serve with on this committee, Brad Slawson.

(Applause)

COMMITTEE CO-CHAIRPERSON SLAWSON: Welcome, delegates. I would like to take this opportunity to thank General President Hoffa, General Secretary-Treasurer Keegel for allowing me the privilege of being the co-chair on this most important committee.

The No. 1 issue at the bargaining table today is health and welfare. In my local, the last ten strikes we've had have all been over benefits.

We have an aging workforce which creates new problems. We have our detractors that want to criticize us for the decisions we make as trustees instead of standing in the trenches and trying to help us.

When the General President and the General Secretary-Treasurer formed this Benefits Committee two years ago, I was honored to be asked to be on that committee. They're trying to find the solutions to our problems, not run away from them. It's a very large problem and not getting any easier.

Instead of sitting back and blaming administrations in the past for what they didn't do, they're standing here trying to correct the problems that are in front of us today.

(Applause)

I have been enriched by the opportunity to be in a room with the trustees of Western States and Central States and the other plans that helped me with my plans letting me know what they're thinking and how they're handling cer-

tain situations. That wouldn't have happened without our two great leaders standing in the trenches and putting together this committee.

I am honored to address you. I'm honored to be a Hoffa delegate. And I'm honored to call all of you my friend. Thank you.

(Applause)

GENERAL SECRETARY-TREASURER KEEGEL: Thank you for that report. You know, I was very fortunate to grow up in a Teamster family. I first went to driving a truck and working on the dock when I was 17 years old. I really didn't understand the importance of having a Teamster contract when I was 17. I knew I made a hell of a good living and I could go out and have a little fun once in a while. I had some money.

Then I got a little smarter. I found out I could raise a family. The Teamsters Union brought me into the middle class. That allowed me to live the dream of every single American, to own a home, to have a car, to be able to raise your children, and that maybe some day, when my work is done, to retire with dignity.

These days, there are a lot of people trying to take away our right to retire with dignity. Every time I open a newspaper, there's another story about workers getting screwed, a company cutting back or freezing its pension plan or a company going under and leaving it to the government to step in and take over that pension. You know what they do? They cut the benefits for the men and women who spent years working for a pension and were counting on it when they retired.

It's not just companies like Delphi, GM and the airlines. We have profitable companies like IBM, Verizon, Hewlett-Packard and ALCOA, they're freezing their pension plans for their workers as well.

Many people forget that pensions are not some gift from employers, they are deferred wages. We have to fight tooth and nail for our

pensions and our health care. We traded wage increases to win them and we're not going to give them back to anybody. No way.

(Applause)

Fortunately, as Teamsters, we are protected by union contracts for many of those problems. Most Teamsters have defined benefit pensions. That means we can calculate exactly how much we're going to get each month when your pension checks come. Today defined pensions are not an endangered species. Only 44 percent of American workers have some form of an employer-sponsored pension. The others, 86 percent, 70 million people, rely completely on their savings and Social Security checks for their retirement income. We all know how hard it is to save money, especially today.

And we've seen Bush going after Social Security as well. Without a real pension, you can kiss retirement security good-bye.

We do have it better than most people because we are Teamsters. But, as we have seen, union workers are not immuned. That is why we need to take action. If we don't, you know that Bush and his fat-cat corporate backers will continue their attack on our retirement security. We cannot allow that to happen.

(Applause)

Now, we also have some Teamster companies that would love to get their hands on our pensions as well: You know, UPS, Coke, Allied, Disney, to name a few.

But our fund trustees all over the country are working hard to make sure that Teamster pensions survive the national crisis. They are doing their best to maintain benefit levels in an increasingly difficult environment. That is why the Teamsters Union is calling upon Congress to provide legislative relief to multi-employer pension plans like ours.

In the video that you're about to watch, we'll hear from Teamsters across the country talking about how important their pensions are and why

we need to step up our fight to protect retirement security. CEOs and senators shouldn't be the only people left with defined benefit pensions.

We have a tremendous challenge. We have forces out there that want to take away everything that we've fought for, they want to take it away from us. We have corporations that only give a damn about one thing, how much money they can put in their own pockets. They could care less about working people. We can change that. It's not going to be easy. We'll have the same tough battles, but you cannot stop what's right. You cannot turn your back on what's really important for our country.

And, brothers and sisters, the Teamsters Union stands as the conscience of working people in this great country. Everyone deserves to retire with dignity. By God, they're not going to take that away from us. We're going to fight to keep it. They're not going to get it from us.

(Applause)

Please turn your attention to the video screen. ...A video presentation entitled, "Retirement Security," was shown to the delegation.

(Applause)

GENERAL SECRETARY-TREASURER KEEGEL: We will now hear from some members and a retiree about the importance of a Teamster pension.

First is Jim McAvoy, a recently organized Redi-Mix worker from Local 853 in San Leandro, California.

(Applause)

**BROTHER JIM McAVOY
IBT Local 853, San Leandro, CA**

Thank you very much, Secretary Keegel. I'm Jim McAvoy, and I've been a proud Teamster of Local 853 under the leadership of Rome Aloise for seven years.

Before I start, I'd like to say that it's a privilege to speak in front of a president who lives in

Washington, D.C., and who actually cares about the working men and women of North America. Thank you, President Hoffa.

(Applause)

Eight years ago my employer Reddaway Redi-Mix was organized by Local 853 through a strong and positive campaign of what life as a Teamster could be like. This included the prospect of better wages, a better pension, a better health plan and professional representation.

After a difficult campaign, we prevailed in the election. The key component in that election was the Teamster Pension Plan. And the major enticement of the Teamster Pension Plan was past service credits. I had worked at Reddaway for ten years, and based on a complicated formula, which I won't trouble you with, I received credit for those ten years that I was not a Teamster while I worked at Reddaway.

At last count, those past service credits are worth between eight and nine hundred dollars per month to me just for joining the Teamsters and having the Teamster Pension Plan negotiated into our first contract.

(Applause)

In addition, we've taken advantage of PEER/84, and I'm pleased to say for seven straight years we've allocated a significant percentage of our hefty pay raises into our pension plan. At this point, myself and my fellow co-workers have well over \$5.00 an hour going into the Teamster pension plan.

(Applause)

Eight years ago Local 853 made one promise to us, that they would work as hard for us as we were willing to work for ourselves. That was a promise made and that was a promise kept. After seven years, I have a fantastic contract with better wages, a great pension, a Cadillac health plan with MOB; and with two small children, that's worth its weight in gold. But most importantly, let me stress this, that none of this happens without the best representation a

Teamster could hope for, and that's the men and women who work for Local 853. They made this happen for me.

(Applause)

So I would just like to thank President Hoffa, Secretary-Treasurer Keegel, Secretary-Treasurer of Local 853, Rome Aloise, my business agent Bill Morgan. And let me be real careful when I say this because I want to get it right, but most importantly, I want to thank you and the members you represent and their Teamster families in 100-some-odd years of Teamster members. It's because of you that me and my family have a higher standard of living and a greater sense of health and well-being and security than if I was not a member of the Teamster Union. And for that I am eternally grateful. Thank you very much. Have a great convention.

(Applause)

BROTHER JOE ROBINSON
President, Joint Retiree Chapter for Locals
295 and 851

Good morning, brothers and sisters. My name is Joe Robinson, I'm President of Joint Retirees Chapter for Locals 295 and 851 in Valley Stream, New York. I am a 40-year member of the Teamster Union, and the last ten years I've been a retiree.

As a retired Teamster, I am taken care of financially and medically. Most people I know don't have the security that I do. And so it's all because I am a Teamster. They weren't always so admiring. None of my friends realized how the union that looked after me on the job would also be looking after me after I retired.

We fought to keep our medical, and our medical is a big thing, as you all know, in this day and age. You cannot wait until retirement to think about your retirement and thinking about what you need to keep your retirement going.

You must prepare now. All that I have is because I am a Teamster. My wife and I are

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enjoying a great life as a retiree from the Teamster Union. What I have now is strictly from being a Teamster all these years, and we are enjoying ourselves. I look upon all of you here and say to you that I hope I live long enough to see all of you get the kind of financial and medical background that I am enjoying right now. God bless you all and thank you very much.

(Applause)

GENERAL SECRETARY-TREASURER
KEEGEL: We're going to move on. I now call on Local 305 Secretary-Treasurer Tony Andrews from Portland, Oregon, to read the "Preserving Our Pensions," Resolution No. 31, page 54, in the resolutions book. I recognize mike 2.

DELEGATE FRED POTTER, IBT Local 469, Hazlet, NJ: Thank you, General Secretary-Treasurer Keegel. I am a proud elected delegate from Teamsters Local 649 and a proud member of the Hoffa-Keegel Slate.

I move that we dispense with the reading of the resolution, move immediately to the question to approve the resolution. Thank you.

GENERAL SECRETARY-TREASURER
KEEGEL: Tony, would you read the heading of the resolution.

COMMITTEE CO-CHAIRPERSON
ANDREWS: Sir, I would be happy to, and thank you, Mr. Chairman. And I can assure you that I read very quickly. "Preserving Our Pensions." That is the heading.

(Laughter)

GENERAL SECRETARY-TREASURER
KEEGEL: Very good, sir. Is there a second? Is there a second? Who made a second?

All right. Mike 4.

DELEGATE CHUCK WHOBREY, IBT Local 215, Evansville, IN: Mr. Chairman, I second the motion.

GENERAL SECRETARY-TREASURER
KEEGEL: Very good. The motion being made

and seconded to dispense with the reading. All those in favor, signify by saying aye.

Those opposed?

Carried.

...The following resolution was voted on.

PRESERVING OUR PENSIONS

WHEREAS, the number of workers who enjoy the security of a defined benefit pension is declining, slipping from 41 percent of the workforce in 1978 to 21 percent today; and

WHEREAS, greedy corporations that once offered some of the largest and most generous plans are dumping their pension obligations and undermining the retirement security of their workers; and

WHEREAS, even those defined benefit plans that remain in place face a combination of critical funding challenges, including unprecedented stock market declines in 2000, 2001, and 2002, low interest rates and an increasing number of workers who are retiring earlier and living longer; and

WHEREAS, the insurance fund for pensions – the federal Pension Benefit Guaranty Corporation – is facing a growing deficit; and

WHEREAS, Teamsters are entitled to receive the pension benefits they have earned; and

WHEREAS, the International Brotherhood of Teamsters, Teamster Local Unions, and Teamster Pension Funds have a proud history of working to ensure members' retirement security and to maintain the defined benefit pension system; and

WHEREAS, approximately 10 million American workers and retirees and 700,000 Teamsters are covered by multi-employer pension plans that provide employees with portability to earn continuous benefits as they move from job to job within an industry; and

WHEREAS, Teamster multi-employer pension plans provide good benefits and a strong

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and secure retirement for all Teamsters, including those who are no longer plan participants; and

WHEREAS, Congressional negotiators are currently working to reconcile House and Senate versions of legislation that would significantly alter the rules governing multi-employer pension plans; and

WHEREAS, under consideration is a proposal detrimental to Teamsters' retirement security that would allow trustees of troubled pension plans, in certain circumstances, to reduce certain vested benefits earned by Teamsters, including those who have retired for less than one year; and

WHEREAS, also under consideration is a dangerous provision that would make it easier for the eighty percent (80%) of Teamster employers with 500 or fewer employees to abandon their pension obligations, thereby jeopardizing and destabilizing the very foundation of a multi-employer fund;

NOW, THEREFORE BE IT RESOLVED, that the Teamsters Union will continue to oppose any legislation that jeopardizes the retirement security of our members, and will continue to fight to preserve the defined benefit pension system that is the foundation of this retirement security; and

BE IT FURTHER RESOLVED, that the Teamsters will fight in all contracts and upcoming bargaining to preserve defined benefit pensions for Teamster members.

GENERAL SECRETARY-TREASURER
KEEGEL: Now we'll have a motion to accept the recommendation of the Resolution Committee regarding the pensions.

Do I have a motion?

Mike 2.

DELEGATE FRED RANDALL, IBT Local 938, Mississauga, ON, CAN: I'm proud to move that motion.

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

Mike 4.

DELEGATE DAVE HAWLEY, IBT Local 137, Redding, CA: I'm a proud Hoffa supporter. I second that motion.

GENERAL SECRETARY-TREASURER
KEEGEL: Thank you. Motion properly made and seconded to adopt. All those in favor, signify by saying aye.

Those opposed?

Carried.

Thank you.

ANNOUNCEMENTS

GENERAL SECRETARY-TREASURER
KEEGEL: All right. I have some announcements to make before we go to lunch. The Constitution Committee will meet at 1:45 p.m. after lunch in the same place that we did last time, over here in front of the stage.

This Convention will now stand in recess until 2:00 p.m. See you back here at two. Thank you.

(At 12:03 p.m., the Convention was recessed, to reconvene at 2:00 p.m.)