

PROCEEDINGS

of the

2021 Fourth Convention

GRAPHIC COMMUNICATIONS CONFERENCE
International Brotherhood of Teamsters



4TH GCC/IBT CONVENTION

SECOND DAY

JUNE 18, 2021

VIRTUAL PROCEEDINGS

of the

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International Brotherhood of Teamsters

SECOND DAY—FRIDAY SESSION

June 18, 2021

The Convention was called to order at 12:00 p.m., President Freeman presiding.

PRESIDENT FREEMAN: Good morning and good afternoon, Brothers and Sisters. Day 2 of the Fourth Convention of the GCC/IBT Convention.

I'd like to ask everyone to please rise for the playing of our Canadian and United States National Anthem.

. . . The national anthems of Canada and the United States were sung by Amy Edwards.

PRESIDENT FREEMAN: Once again, you may be seated, great rendition by Amy Edwards. Like all the presenters, it's unfortunate that there's no applause to be heard. I'm sure both days there would have been a nice applause for Amy and the rest of our speakers. Hopefully in 2026 we'll all be back live in Las Vegas.

I'd like to now call on Eddie Williams, president of Local 527-S out of Atlanta, for our invocation this afternoon.

Eddie.

INVOCATION
EDDIE WILLIAMS
Local 527-S

Good afternoon. I hope you can hear me real well.

I would like to first start out and thank President Kurt Freeman, Steve Nobles, General Board, delegates and guests, for this opportunity to do the invocation.

At this time, if you would, have a moment of silence with me for those that lost family members, lost union members, brothers and sisters, lost friends during this

pandemic. If you would for that, would you have a moment of silence with me, please.

... *A moment of silence.*

So, now, let us pray.

Heavenly Father, we just thank You for this day that You saw fit that we see, Father.

Father, we're just praying for our International Union.

Father, we are praying for our local unions.

Father, we're praying for our district councils;

That You just be with us as leaders, Father, and bless us that it will lead us such a way that will please You.

Father, we're just praying for our union members that work in the plants each day, that You just take care of them, Father, keep them safe during these uncertain times.

Father, we just know that these times are just unsafe right now with the pandemic going on, even though we realize things are getting better, but we know that people still go to work every day. We ask You to put Your arms of safety around them.

Father, just bless us. We just thank You for Your grace and Your mercy.

Father, forgive us when we fail. Sometimes we sin and do things we shouldn't; forgive us for that.

Father, just be with us, Father, as we lead in such a way that You will be pleased.

Father, again be with our officers, be with our delegates, be with our guests, and be with their families, Father. Let us do Your will and we just do things that's pleasurable and acceptable in Your site.

Father, again, forgive us for the things we do wrong and come up short on. And bless our International Union; bless us in every way.

We ask this in the Father, the Son, and the Holy Spirit.

Amen.

PRESIDENT FREEMAN: Thank you, Ed-die. Very moving. And again, we'll take that with us and certainly, the loved ones that were lost throughout the last 13 or so months has touched us all, no doubt.

An announcement to make, a couple of announcements, I guess. We do have a very important speaker coming up hopefully at 12:30. So we've got a little bit of time here.

We are going to take some time out for personal privilege. If anyone wants to come up to either the For or Against Room, those two buttons at the top of your screen, "For" or "Against." If you've got a point of personal privilege you'd like to speak on, there will be some time later on in the program for points of personal privilege. So if you want to go into those rooms, start doing that now.

I do want to announce that we did have our photograph this morning. And if you did not make it into the room, during our break this afternoon around 3:00, those rooms will be open again and you can go into the For Room and get your picture taken, and somehow we're going to figure out a way to get everybody together. So again. That will be at 3:00 when we take our break.

And just a request for any speakers in the For or Against Room. Make sure that your video is turned on just to make things go smoother.

I mentioned two special guests yesterday that we had. We have with us Larry Gold-better and David Hill. Larry is the president and David Hill is one of the vice presidents of the National Writers Union.

David and I started conversations over two and a half years ago about a way that our two unions could work together. And after we kind of got a relationship going, we kind of expanded it, and we got some executive board members, certainly the GCC

General Board was involved. And we ended up with an agreement.

Just to give you a little background, the National Writers Union is a group of about 1200 freelance workers across the United States. They have a large portion in New York, but they have people up and down the East Coast, the West Coast, and throughout the United States. There's different locals—not locals, but different chapters, I guess, throughout the United States. They are freelance workers. They write stories for publications, for articles, you know, for magazines, they do online publications.

And they are looking for a way to better their working conditions. They don't have contracts, but they have the same problems that, you know, that a lot of people have who don't have union contracts. And that's being treated fairly, getting paid fairly, and having a way to settle disputes.

So we entered into an agreement with them. You know, there is a small service fee that they pay to us, and we are helping them out on legislative issues, we're giving them assistance with some legal issues. We've been working with them on the PRO Act, on the Freelance Solidarity Project, and most recently on the 21st Century Federal Writers' Project Act. And the idea is that to grow their—help them grow their organization to the point that they will be able to become full-time members of the GCC.

I believe that this is a—it's really not something that's really all that unusual. It's very unusual for the GCC. There are these arrangements throughout the Teamster world. But it's part of our mission to help people out, help them get better wages and conditions.

We will certainly keep you updated and I will just point out that in the upcoming *Graphic Communicator*, there will be some more information in an article. And we're

just looking at this as, you know, a way to help grow not only the GCC but the National Writers Union.

So do we have some people in the—looking for points of personal privilege?

PRESIDENT EMERITUS TEDESCHI: Kurt, can I say something about Treacy?

PRESIDENT FREEMAN: Well, if you want to, but the Memorial Committee will be—

PRESIDENT EMERITUS TEDESCHI: I know they're going to do a memorial.

PRESIDENT FREEMAN: Okay. George Tedeschi, please.

PRESIDENT EMERITUS TEDESCHI: This is George Tedeschi, President Emeritus, GCC.

I just want to take a moment to just express—I feel compelled. Though a lot of our brothers and sisters have passed away since the last convention, and I know we're going to have a memorial service like we normally do, and I think that's great, and all of those people should be honored, but one person that sticks in my mind, and I bring it up because he's an old-timer that served for so many years until he was in his 80s.

There's only a few of us “80” people that stayed on as long as we did that I think of. You had Ralph Meers, you had myself, you had Joe O'Connor, and Ed Treacy.

Ed Treacy died when he was 83. He just—some months ago before he died at the end of 2020, he retired as the Chairman of the GCIU Employee Retirement Fund. He stayed active within his local even though he was supposedly retired, but he never put in for his retirement payments with a number of the plans. He paid his dues. He continued, and he died of coronavirus last December. Ed, I felt, just out of my respect to him, as well as so many others, I just had to make some comments.

So I just want a lot of you to know about Ed Treacy. He was the president of the Eastern Conference for years, president of his local, like I said, involved with the pension plans, New Jersey State AFL-CIO and a number of other things. He was a great man, well liked by all. He will be missed. Good friend.

Thank you very much for this time.

PRESIDENT FREEMAN: Thank you, George.

Just remember when you come up to the microphone, let us know your name and your local, so we can get that straight for the minutes for the proceedings.

Do we have anyone up in one of the rooms for point of personal privilege? We do not. All right.

So, what I'm going to do, I'm going to call on Steve Sullivan out of Boston Local 3-N. He's got an introduction for us for Labor Secretary, Marty Walsh.

Steve.

DELEGATE STEPHEN T. SULLIVAN, LOCAL 3-N: Thank you, President Freeman.

I'm Steve Sullivan from GCC Local 3-N in Boston. It's an honor to introduce to the delegates, members, and guests of the GCC Convention our new labor secretary, Marty Walsh.

As many of you know, Marty served as mayor of Boston over two terms prior to his appointment into the Biden administration.

As any mayor of a large city has to deal with any constituencies and special interests, especially from developers and big business whose only bottom line is profit, Mayor Walsh never wavered from his core values and belief that all workers should be treated with dignity and respect.

As mayor, he not only stood with us, he stood for us. I am absolutely positive that he will bring that same integrity to Washing-

ton, D.C., and across our nation to restore a better future for the American worker.

It's with great pride that I introduce our former mayor of Boston and a card-carrying member of Boston Laborers' Local 223, which I also point out with pride was my dad's local, our friend, United States Secretary of Labor, Martin J. Walsh.

THE HONORABLE MARTIN WALSH **United States Secretary of Labor**

Hi. I'm Labor Secretary Marty Walsh, and it's my pleasure to welcome to you the annual convention of Graphic Communications Conference of the International Brotherhood of Teamsters. I want to thank President Kurt Freeman and the conference leadership, as well as my pressman friends in Boston, for inviting me to address you.

I want to thank all of the members, delegates and guests who are taking part in this convention.

By advancing your knowledge, and strengthening your community, you are advocating for tens of thousands of workers all across the country. In the past year, your members have kept people informed and supplied with the goods during a global pandemic. They worked around the clock to get their job done under difficult circumstances. They deserve a strong voice. I know how important your role is, because my roots are in the labor movement.

I've worked in the labor unions since I was 19 years old. I have been a union president and a delegate at many conferences, and as mayor of Boston I work closely with labor to support working people in our city.

Now as Labor Secretary, I'm working to protect the rights and advance the welfare of working people nationwide, and I'm

making sure that workers are at the center of our economic recovery.

The theme for your convention is Organizing For a Stronger Tomorrow. That's what President Biden's vision is all about. It's putting power in the hands of workers to build back our economy, create good, union jobs, and grow the middle class. It's also the focus of the White House Task Force on Worker Organizing and Empowerment, led by Vice President Kamala Harris, with me serves as its vice chair.

For the first time in the United States history, a president has tasked his cabinet with expanding worker opportunities to organizing unions.

I know, as a long-time member of the labor movement that none of us can do this work alone. We move forward in solidarity, so workers' advocates, your example, your experience, and your partnership are important to this administration and our country's future.

I want to thank you once again for the work that you do, and I wish you a great convention.

PRESIDENT FREEMAN: Well, that was inspiring, and we certainly look forward to working with Secretary Walsh in the future. Thank you, Steve, for your introduction.

As many, I'm sure that we have all heard by now, Juneteenth is being celebrated as a national holiday. Joseph Biden, our president, signed the law yesterday, and just a little bit—you know, I have heard about this for the last couple of years, but you know, I certainly was never taught this when I was in school, and you know, so I've done a little bit of reading as to what this really is, and you know, the importance of it.

On Freedom's Eve, which is the eve of January 1, 1863, the first Night Watch services took place. On that night enslaved and

free African-Americans gathered in churches and private homes all across the country awaiting the news that the Emancipation Proclamation had taken effect.

At the stroke of midnight, prayers were answered as all enslaved people in the Confederate States were declared legally free. Union soldiers, many of them who are black, marched onto plantations and across cities in the south reading small copies of the Emancipation Proclamation, spreading the news of freedom in Confederate States.

Only through the 13th Amendment did Emancipation end slavery throughout the United States, but not every confederate territory would act immediately and free the slaves. So it took—it took until 1865 on June 19th, when some 2,000 troops arrived in Galveston Bay, Texas, and that's really when all of the slaves were freed.

I don't know if anyone has had the opportunity to listen or to see who we're calling the Grandmother of the Emancipation and of June 19th, but Oprah Lee, I mean, she has a very inspiring message. One is that, yes, they did free the slaves, but not everyone is free, and there's so much more work that we need to be done.

Not until we have a living wage for all of the workers, not until we have health care, and affordable health care for all of our workers, and what we learned just in the last 16 months or so is that we actually also need things like affordable and available Internet access for everyone.

And you know, so there's still a long way to go, and you know, we just need to keep fighting this fight. And we're certainly not at the end, but I certainly join in celebrating in this wonderful event that we have, and look forward to just keep building this and building this forward.

With that, Steve.

Steve Nobles. We have got a presentation on the Benevolent Trust Fund.

BENEVOLENT TRUST FUND REPORT

SECRETARY-TREASURER NOBLES: Good afternoon, Brothers and Sisters. I get to deliver some really good news today.

The Board of Trustees of the Benevolent Trust Fund, made up of Chairman Kurt Freeman, myself, Denny Fournier out of Canada, Steve Sullivan, and Pat LoPresti out of the East, Ed Williams out of the South, Israel Castro, Mike Consolino out of the Central Region, Marty Hallberg out of the Mountain Region, and Clark Ritchey from out West. We also have Alex Charles from Unifor as part of our Board of Trustees.

We made the decision that effective July 1st, 2021, we're going to be implementing increases across the board. Generally, in the past, we have moved them up for just the active workers, but these are going to go as far back as any retirees that retired prior to 1990.

As you can see on the slide I just put up there, if you are active and employed at the time of your death, what the rates are going to be. What they were; what they are going to be effective July 1st, 2021.

You can see the one below that is for the amount of death if you retired after 2016. They are the same, but there's two different classifications of workers there.

Our next one is where we go back to where we have increased it for all these folks at the top. You see retired between January 1st, 1990 and 2016. And the increases they had there from the \$2500 at the top to \$2800.

And again, for people who retired before January 1st, 1990, the max before is \$2000; it is now \$2500.

I applaud the action of the trustees. President Freeman came to me with this idea of

going across the board and taking care of all of our retirees. Like I stated before, we are trying to preserve all the benefits that those that came before us worked very hard for and fought for for many years.

You can take a look; I'll show you the last slide. By doing this, prior to 2021 our fund was 135.3 percent funded, showing a \$15.8 million surplus. By making these increases across the board, we're going down to 120.3 percent with a \$10.2 million surplus. So we're still overfunded. We still have a nice base to be overfunded; we're not cutting it too close. By doing this, we'll be able to take care of all our members. When you see any of those members, the General Board members out there, thank them.

We are trying to take care of everybody.

It's really good news.

President Freeman.

PRESIDENT FREEMAN: Thank you, Steve, Secretary Nobles.

We would like to next play an organizing video. I think we have got two more left to play throughout the day.

This next one is going to be from DC 3.

... Israel Castro of the District Council 3 addressed the delegates via video as follows:

ISRAEL CASTRO

District Council 3

GCC/IBT

Hello. On behalf of my hardworking sisters and brothers from various industries represented by Teamsters District Council 3, I want to wish the delegates and guests of the Fourth Convention of the Graphics Communications Conference a productive and successful convention.

Although we are not able to be physically together this year, I know that we are

together in our solidarity and in our shared goal of organizing for a stronger tomorrow.

Best wishes to all from Teamsters District Council 3.

. . . A video presentation, “Organizing Lifeblood Union,” was shown to the delegates along with “Solidarity Forever.”

PRESIDENT FREEMAN: Thank you, DC 3. That was a very inspirational video. And certainly this is what the conference is all about. This is what our convention is all about. Getting out, organizing.

We do have another organizing training session coming on this—I keep saying this afternoon, but it will be this afternoon in a couple of hours. And we need to make sure we get out, not only the people who are here at the convention, the delegates out in the field, but get more of our members trained and get them out talking to non-union people.

Couple of announcements. We do have two conferences coming up both in September. The North American Newspaper Conference in Scottsdale, Arizona, September 19th through the 22nd. If you’re looking for some information on that, contact Joe Inemer. And the Eastern Conference, which will be in Atlantic City, New Jersey, you need to talk to Harry Selnow. Those dates are the 26th through the 27th.

So we are getting back out there. I know that some of the pension funds are starting to have in-person meetings. General Board will be meeting in person in October. Kind of gets back to what I had said earlier about, you know, getting your vaccine so that you’re keeping yourself safe, your family safe, your children safe and, most importantly, the people who can’t get the vaccine. So we all need to get vaccinated.

We do have another organizing video to put up. This one is from John Potts in DC 9. So if we could roll that tape.

. . . John Potts, District Council 9, addressed the delegates via video as follows:

JOHN POTTS GCC/IBT District Council 9

Greetings, Brothers and Sisters. My name is John Potts, I am the secretary-treasurer of GCC/IBT District Council 9 in Philadelphia, and president of Local 14-M Philadelphia. I’m also the chairman of the Organizing Committee for this Fourth GCC Convention.

Organizing is the lifeblood of any labor union. District Council 9 has always been active in organizing and trying to assist non-union workers in gaining better benefits, better pay under a union contract. A union contract brings important measures like seniority, grievance procedure, layoff language, the right to sit with your employer at the table and negotiate your wages and working conditions.

My last organizing effort was with a company called IDEMIA. 235 new members as of December 2019. That was a seven-year struggle to gain representation for those members against a company who was found guilty by the National Labor Relations Board of many unfair labor practice charges. We went through the appeal process for over seven years. Finally, the Third Circuit Court of Appeals ruled that the company had to sit and bargain with the union.

Took us a year and a half to get a contract, but we gained for those members guarantee of 7 percent in wages over two and a half years. We were proud to negotiate TeamCare, much better benefits than what the company was offering at a lower cost to members.

So the message is, let them know what you can do. Tell them the plain truth. It's not easy to organize, but there can be successes and we need to have more.

PRESIDENT FREEMAN: Thank you, John. It was a long struggle, but certainly worth it in the end.

We are trying to track down our next speaker. We believe that he's starting to get into queue right now.

But what we want to do is take a ten-minute break. And when we come out of the break, I'm going to see if anyone has any points of personal privilege. So if you want to get in the For Room now for the point of personal privilege, if you want to line up, that would be great. So it's—who knows what time it is?

UNIDENTIFIED DELEGATE: It's 12:33.

PRESIDENT FREEMAN: 12:33. So 12:43 we'll be back. See you then. Thanks.

(The convention stood in recess between 12:33 to 12:43 EDT.)

PRESIDENT FREEMAN: Welcome back, Brothers and Sisters.

It's my honor to be able to introduce General Secretary-Treasurer Ken Hall, who has been a second-generation Teamster since 1976.

He began his Teamster career while working in the oil fields of the Pennzoil company. In 1987, he was appointed business agent of Local 175 out of South Charleston, West Virginia, and in 1989, he became vice president of Local 175, and one year later became the president. He was elected president in 1992, and re-elected president seven times. He was appointed director of the International Union's Packaging Division in July 1995.

In 1997, Ken was named co-chair of the 50-person National Negotiating Committee for contract negotiations with UPS covering 185,000 Teamsters. When a settlement could not be reached, he helped lead a 15-day strike resulting in a contract for 10,000 new full time job opportunities for part-time Teamsters at UPS.

In May, 2002, Ken was reappointed director of the Package Division, and again named co-chair of the National UPS Negotiating Committee. Along with General President Jim Hoffa, they brought home another historic contract in 2007 when they renegotiated a five-year deal a year early to save members from the upcoming economic collapse. The contract was the most significant collecting bargaining agreement in the country, and covers over 250,000 Teamsters.

He was elected General Secretary by the IBT membership in 2011, and as General Secretary-Treasurer, he manages the union's operating budgets, investments, and other union funds.

Ken's other accomplishments include 2002 appointed International Vice President Eastern Region, 2006 elected International Vice President At-Large, and in 2007 and '08, organized 12,000 UPS freight employees, and as co-chair of National UPS Freight Negotiating Committee negotiated their first-time contract.

Ken has his entire career fought to preserve and strengthen union pensions and health and welfare benefits for all Teamsters. Ken made sure we had a healthy Strike Fund. Ken supported local region, national, and organizing efforts and bargaining.

Ken to worked to ensure that there was coordinated efforts on all segments of the union to achieve common goals. Ken was active in increasing participation of mem-

bers in their local unions, and engaging them directly with international programs.

From the first time I started working in D.C. as GCC Secretary-Treasurer, Ken Hall has shown that he's a leader and great friend of the GCC. It is my honor to introduce Ken Hall, who is speaking live via Zoom.

Brothers and Sisters, here's Ken Hall. Thank you, Ken.

KEN HALL

General Secretary-Treasurer International Brotherhood of Teamsters

Thank you very much. I appreciate that. That's sort of—I may turn that into a book since I'm going to be retiring soon.

First of all, let me say that I'm really pleased to be speaking to you at your Fourth GCC Convention. I have spoken and enjoyed visiting with your group many, many times. I have been—you guys are a special group to me because you have worked so hard to do the right things for the people you represent, and that's what a union is all about.

You know, I'm going to be retiring from the IBT after, well, probably March of next year, but I'm going to continue working in my local. I still have some things I want to get accomplished.

But hopefully someday, I've enjoyed so much with you guys, maybe you will invite me back sometime just to come and join you in one of your meetings.

You know, the one thing that I'm certain of is that your union, you have a strong team with Kurt Freeman as president and Steve Nobles as the secretary-treasurer. I would be remiss if I didn't thank my good, personal friend, George Tedeschi.

George served on the General Executive Board alongside me and others for many years, and I have to say that I have absolute,

great respect for him because he always tries to do the best thing for the people that he represents, and that we represent, and that's the Union.

I got to tell you, as GCU members, you can rest assured of one thing: If there is a contract or a piece of paper that goes out of the IBT that somebody forgot to get a bug on it for the GCU, I can tell you this: We're going to hear about it from George.

George has actually been instrumental in picking up a lot work for your union by reaching out to people, and working together with all of us at the IBT to make sure that our printers are members of the union.

You owe George a big favor for that one, Kurt.

You know, I know that—I know from talking with you guys that you have a really good organizing plan in place. And you know, all of the—I think that all of the workers in the graphics and printing industry deserve to be part of the GCC because, I mean, where else would they get the kind of benefits of being part of a nationwide network of GCC members and the brothers and sisters of the Teamsters Union?

You know, I just want to say that I wish you all good luck with your convention, and I would also say to you be sure to watch next week, the 30th International Convention of Teamsters will be taking place, via Zoom, unfortunately. It begins on Tuesday June 22nd. I hope you're all there. You wouldn't want to miss all of the action of a Teamster convention. Let's just hope we—let's just hope everyone keeps their senses and don't go crazy, and we protect our finances, and we protect our Strike Fund.

Again, it's my pleasure to join you today, and I look forward to seeing you at some time in the future. Thank you very much.

PRESIDENT FREEMAN: Thank you, Ken.

Don't go anywhere, Ken. We have got a little surprise for you, I believe.

GENERAL SECRETARY-TREASURER HALL: Okay.

PRESIDENT FREEMAN: We have a special guest that wants to talk to you.

PRESIDENT EMERITUS TEDESCHI: This is what happens, Ken, when you kind of retire. You become a special guest.

GENERAL SECRETARY-TREASURER HALL: Exactly.

PRESIDENT EMERITUS TEDESCHI: I like that. That's okay.

First of all, hi, Ken. It's always a pleasure seeing you.

We have developed a big friendship. I used to see Ken regularly in the cafeteria of the Teamsters, where we both used to eat our lunch, numerous times. I always said to my guys that if we had something to say to Ken, best time to catch him when he's sitting down eating; he can't get away. We can sit down and find out what he thinks about this issue.

We utilized that tactic numerous times, but you didn't really notice it because we had to eat two or three meals waiting for you to come in because you're always working. So we had to stay there until you decided to go to lunch.

I want to thank you about your kind remarks about me, Ken; it was greatly appreciated.

I just want to make a comment. When Ken said he had a special relationship with the GCC, he did. Actually, it was right before the coronavirus took hold. I think it must have been 2019 when we had the Newspaper Conference in Las Vegas. Ken was coming in as a guest speaker. I don't remember the particulars, but I do remember that your flight kept getting delayed. You had the perfect storm for you not to be able to get there.

But you insisted that you were going to be there, and you showed up. You were late, but you showed up. You were there just in time for our banquet that we have in the evening. It was a barbecue because we are out in Las Vegas—no, we were not in Las Vegas. We were in Scottsdale, Arizona. I'm sorry. Scottsdale, Arizona.

We were out there. You took the time to come in, and you spoke to the delegates and their guests at the barbecue. The next morning you had to fly out again because that was your schedule. You were planning on being there earlier. You said to me—I was still president of the GCC at the time. You said to me that, "Look, I wanted to be there. I did whatever I could to be here with you guys."

So for that, it meant a lot to me, and I know it meant a lot to our guys, especially our Newspaper people.

Ken, God bless you. You've been a fantastic brother. We love you, and take care of yourself. Have a happy, healthy retirement with your family. Well deserved. Take care. Stay strong.

GENERAL SECRETARY-TREASURER HALL: Thank you, George.

PRESIDENT FREEMAN: Again, Ken, from Steve and I, we appreciate all the work that you have been doing with the GCC, and we are certainly going to miss you. Enjoy your retirement; it's well-deserved.

GENERAL SECRETARY-TREASURER HALL: Thank you.

PRESIDENT FREEMAN: If we could, I'd like to switch to our—

I think we got someone at the microphone for a point of personal privilege. Dan Courtney, give us your name and your local.

DELEGATE DANIEL R. COURTNEY, Local 25-M: Dan Courtney, Local 25-M of District Council 3.

Kurt, I'd like to take the time to thank you, President Freeman, and Secretary-Treasurer Vice President Nobles for this moment.

I'd like to address the delegates and take this time to say, as a fast-approaching retiree, we need to support and continue to grow the TMRP, the Teamster Member Retirement Plan.

PRESIDENT FREEMAN: Are you there, Dan?

DELEGATE COURTNEY: Yes, can you hear me?

PRESIDENT FREEMAN: Yes, I can hear you. Yes.

DELEGATE COURTNEY: I said I'd like to take this moment to address the delegates and say, as a fast-approaching retiree, we need to continue to support the TMRP and help grow it for the future retirees.

PRESIDENT FREEMAN: I agree, Dan. We do need to do that. I know there will be a presentation coming up later from the TMRP. I know there was a Zoom meeting this morning, and there's some exciting things going on.

Thank you for your comments, and certainly enjoy your retirement.

DELEGATE COURTNEY: Thank you.

PRESIDENT FREEMAN: If I could next, our next speaker is Richard Mark. He's the Office of Election Supervisor, and he is going to be speaking to us today about the IBT election.

Richard, you're on.

ELECTION SUPERVISOR MARK: Good afternoon. Can you hear me?

PRESIDENT FREEMAN: Yes, we can.

OFFICE OF THE ELECTION SUPERVISOR REPORT

ELECTION SUPERVISOR MARK: Thanks, President Freeman. My name is Richard

Mark. I'm the election supervisor for the International Brotherhood of Teamsters relating to the election of the International Officers of the Teamsters Union.

I have been speaking at the GCC Convention now for the four times that that I have performed this supervisory role as election supervisor. Normally we're in the Flamingo in Las Vegas where, of course, it's about 113 degrees today. So perhaps we're a little more comfortable where we are located severally, even though we don't have the pleasure of being in the same room and discussing this together.

Obviously, this is a different sort of convention. I just want to give a brief overview of what we're doing and emphasize one important role that every GCC local has in making sure we get the best turnout and the most participation in the upcoming election.

You all heard a talk yesterday from Christy Bailey who talked about the power of Teamster organizing, the power of union organizing in elections that took place in 2016 across the country. Elections in your own union are no exception to that. And the idea of involvement and participation, in voicing your views about the union through casting the vote is important.

You're all leaders of locals, and your encouragement to get members out to vote, to cast their votes using the mail ballot system that we will have in place and has been used now since 1991 by the Teamsters Union, getting their full participation is important to connect them to the union. But let's talk about this election briefly.

If you could go to the next slide.

The IBT Constitution, briefly, is what sets the framework for the election of the International Officers of the union. It's a secret ballot election of convention delegates and it's conducted separately from local officer

elections. The delegates who are elected in that secret ballot process are convening, as Mr. Hall stated a moment ago, by Zoom next week to conduct the nominations for International Officers. That is also being done by a secret ballot vote at the convention.

If there are contested positions that emerge from that process, the rank and file of the union, every member of every local will get a ballot by mail to vote for the top International Officers.

Could we go to the next slide, please?

In the past, the voting for nominations was done at the convention in Las Vegas in person using paper ballots, gold standard for security and auditability. We're not able to do that this time. And so we have selected a web-based electronic voting system that will be used to cast ballots to nominate candidates to the referendum ballot for the fall election.

This is a new process for everybody to be involved in. We did pick it with the objective of ease of use, security, of course, and assurance of privacy of each delegate's vote.

For those of you who may also be delegates to the International Convention, we did produce and distribute a training video for people to familiarize themselves with the voting process. I hope you've all taken advantage of that to see how this system works, so that when the time comes to vote, to nominate candidates next Thursday, you'll be fully familiar with the system and be able to use it.

There are separate PIN codes that are used by each delegate to log in to the system. Those will be distributed by email and text shortly before the actual voting starts on Thursday for the nomination ballot. And once people enter the system, they're able to cast the ballot.

Once the ballot is cast, there is no record, there is no record of the delegate associated with the ballot. It's just like filling out a paper ballot and dropping it into a ballot box. It is anonymous in that way. And all the delegates should be assured that that is the process that we are going to follow at the Teamster Convention next week for nominating candidates to the ballot.

Could we go to the next slide, please?

What's the same in 2021 will be that the referendum vote for contested elections will take place using a mail ballot system. It's easy to use. People get ballots at their home addresses and they cast the ballot, put it in a secrecy sleeve, return it by postage prepaid mail. They will be collected in a central location, most likely in or around Alexandria, Virginia, and we will count the ballots in November. Ballots are mailed in October, counted in November.

It's the same system that's been used in every IBT election since 1991. It's secure, it's reliable, and assures the secret ballot opportunity to every member in the union.

Leading up to the ballot distribution, there will be, and we have already scheduled one candidate forum for the top candidates that emerge from the nomination process next week. Publicity will be distributed about that. So all members will have an opportunity to see, probably by live stream, a debate between candidates for general president as it occurs in Washington, D.C.

There may be other debates; that's being work, on right now. But there will be at least one. It will take place on September 1st. People will be able to see that live, and it will also be recorded and distributed and available on the web for people to view later.

The one thing that I want to emphasize in terms of locals' roles to make sure that all members can participate is what is the eligi-

bility standard for participation in the fall election, and what locals have to do to make sure that their members are reflected as eligible in the database.

Could you go to the next slide, please?

The basic standard in the Constitution is that a member needs to have their dues paid up through the month before the month in which the election is held. The election count being in November, dues have to be paid through the end of October.

Significantly, no member whose dues have been withheld by an employer for payment to the local pursuant to his or her voluntary authorization, meaning a check-off, shall be declared ineligible to vote if there's a delay in payment by the employer.

So if people are on check-off, and very many of them are, the fact that dues haven't actually been receipted by the local union will not deny someone eligibility.

But if there are cash payers or other systems for getting dues in, it's very important that those dues records be current.

Next slide, please.

To be eligible to vote in the election, you have to have dues paid through the month prior to the election.

The ballot count is in November. That means dues have to be paid through October 2021. And if someone is in a position of being a cash payer or whatever, the dues don't actually have to be paid by the end of October. If the dues are paid before the date of the election, and usually our cut-off date will be around November 8th for this, the eligibility roster will reflect that that person is eligible to vote.

Next slide, please.

The way we perform the eligibility check is every return envelope is bar coded with information about who that individual is that returned the envelope. We scan those

bar codes. They're tied to the Teamster database, TITAN database, that we import for our own use for purposes of the election along with the record of the dues. If someone is in that database and reflected as eligible, then the envelope is further processed for the vote.

Next slide, please. Actually, you can go to the next one after that.

So most of the data comes from the IBT's TITAN system. Over the last three election cycles, more and more units within the GCC have gotten onto TITAN, and that really facilitates our collection of the dues' information about members.

So locals that are not on TITAN, we will be contacting you after the convention to arrange for to you submit data in a form digested into our database so that we know what the member's dues status is and we can validate their votes for purposes of the election.

Next slide, please.

For TITAN, it's easy. The dues just get entered as they regularly do whether by cash or by check-off or other system, and it's critical that those records be updated, as I said, so that the dues records are current through November 8th, and hopefully reflect everyone being paid up through October 31st. That will make everyone eligible.

Last slide.

Accurate dues information facilitates participation, and obviously, if people want to participate, but they don't have that correctly stated on the records, then people will be declared ineligible and so forth. So the role of the local, make sure that those records are current so that everyone will be eligible.

But really, as I said at the start of this, the further role that you all have as leaders within your locals is simply to encourage members to participate, to recognize that their votes in this union for their leadership

are just as important as every other vote that they cast for a civic election, whether in their towns or cities or federally, to express their views on the direction of an entity that's very important to them, that negotiates their contracts, that sets standards for their livelihoods, and so forth.

This is your opportunity to participate, and we encourage everyone to take advantage of it, and I thank you for the opportunity to address the convention.

PRESIDENT FREEMAN: Thank you, Richard.

We do have opened up our chat room here, so let's give it a minute or two to see if someone comes up with any questions for you.

ELECTION SUPERVISOR MARK: I'd be happy to answer, I'm sure.

PRESIDENT FREEMAN: My cameraman is saying if you can sing and dance, that would be appreciated at this point.

ELECTION SUPERVISOR MARK: It doesn't look good with a virtual background because of the green screen effect.

PRESIDENT FREEMAN: I understand.

Just remind the delegates while we have got a little lull here. Again, if you missed the photograph this morning during our break, which will occur sometime around 3:00 Eastern, if you go into the For Room, we will have that open for additional pictures in case you missed it.

Again, if anyone has any questions for Richard Mark, if you could type your question into the chat.

ELECTION SUPERVISOR MARK: Let me add one last comment which is, again, for those delegates to the GCC Convention who may also be delegates to the IBT Convention, if you have not yet gone through the sample election to test out the system for voting for the nomination ballot at the election, please do that. If you need assistance,

there is an 800 number that is reflected probably in the email or text that you received for assistance in using that system. The number is 877.324.7655.

That's for people who will also be delegates to the Teamster Convention if you want to take advantage of using the sample election to familiarize yourself with the system in advance of voting next week.

PRESIDENT FREEMAN: That kind of qualifies for song and dance.

Here we go. We got a question. See? It worked.

How many votes does a candidate need to be nominated?

ELECTION SUPERVISOR MARK: The IBT Constitution provides that candidates need to get at least 5 percent of the votes from the area in which they are seeking to be nominated. So for an at-large candidate, that's 5 percent of the total delegate body. For regional candidates, it's 5 percent from the region.

What is significant is that it is 5 percent of the votes cast in the election. There are 1,629 certified delegates to the convention next week. By my calculation—although I will check my math before actually announcing the result—for example, an at-large candidate would need 81 votes in order to qualify to the ballot if every delegate votes. That number will change depending upon the actual number of votes cast in each of the elections. We will have to calculate that number only after we know how many people have voted.

In the past, the threshold has proved that while many candidates obviously surpass the 5 percent threshold, others do not. So it is a screening device to make sure there is some minimum level of support for candidates before they are put to a referendum ballot across the union.

PRESIDENT FREEMAN: It looks like, Richard, that's it for the questions. No one else has popped up.

Again, I want to thank you for your presentation and your time.

ELECTION SUPERVISOR MARK: Thank you. You're welcome.

PRESIDENT FREEMAN: We are waiting for Kevin Toomey of the Resolutions Committee for their report. We do have Janice here.

I think we should maybe wait another minute or two. I know we are trying to track Kevin down.

COMMITTEE SECRETARY TOOMEY: I'm here.

PRESIDENT FREEMAN: Kevin's here.

COMMITTEE SECRETARY TOOMEY: I'm here. At your convenience, Kurt.

PRESIDENT FREEMAN: At my convenience, all right. All I had to do was say it and you would show up, huh, Kevin?

We have got the Resolutions Committee. Chairwoman Janice Bort from Washington Local 72-C; Secretary Kevin Toomey from Boston Local 3-N; Sergio Franco, Chicago Local 14-S; Michael Floyd, Seattle Local 747-M; and Oscar Lopez, Houston Local 4535-M.

Chairwoman Bort, your report, please.

RESOLUTIONS COMMITTEE REPORT

COMMITTEE CHAIRPERSON BORT: Thank you, Chairman Freeman.

Good afternoon, Officers, Delegates, and Guests. The Resolutions Committee met on June 7 at 12:30 p.m. Eastern time. All committee members were present. Also present were Kurt Freeman, Steve Nobles, and Israel Castro of the GCC Board. The committee went over each resolution submitted.

I'd now like to have Secretary Toomey read the report.

COMMITTEE SECRETARY TOOMEY: Okay. Good afternoon, Brothers and Sisters. Fraternal greetings from Boston Local 3-N.

Do you want me to just go through the resolutions individually from the Therefores, or do you want me to read the entire report, Janice?

COMMITTEE CHAIRPERSON BORT: Read them from the Therefores.

COMMITTEE SECRETARY TOOMEY: I got you.

Resolution G-6, Teamster Members Retirement Plan.

. . . Committee Secretary Toomey read the following:

RESOLUTION No. G-6 TEAMSTER MEMBERS RETIREMENT PLAN

NOW THEREFORE, in order to ensure that all members of the GCC/IBT have a secure and comfortable retirement, IT IS HEREBY RESOLVED

That Kurt Freeman, President of the GCC/IBT; Steve Nobles, Secretary-Treasurer of the GCC/IBT; the General Board of the GCC/IBT; Pat LoPresti, the Chairman of the Teamster Members Retirement Plan; and the Board of Trustees of the Teamster Members Retirement Plan wholly and unequivocally support the Teamster Members Retirement Plan and commit their full efforts to its success; and

That Kurt Freeman, President of the GCC/IBT; Steve Nobles, Secretary-Treasurer of the GCC/IBT; the General Board of the GCC/IBT; Pat LoPresti, the Chairman of the Teamster Members Retirement Plan; and the Board of Trustees of the Teamster Members Retirement Plan encourage all GCC/IBT District Councils and Local Unions to take action to ensure that their members

participate in the Teamster Members Retirement Plan so they can take advantage of the unique benefits that the Plan has to offer and safeguard their retirement; and

That the Officers, Representatives and General Board Members of the GCC/IBT and the Board of Trustees of the Teamster Members Retirement Plan will work with GCC/IBT District Councils and Local Unions to achieve full participation of all GCC/IBT Members in the Teamster Members Retirement Plan; and

That the Officers, Representatives and General Board Members of the GCC/IBT and the Board of Trustees of the Teamster Members Retirement Plan commit to continuing the Plan's strong financial position into the future by growing the Teamster Members Retirement Plan through increasing participation in the Plan by all Teamster members across the International Brotherhood of Teamsters.

COMMITTEE SECRETARY TOOMEY: The committee approved, recommended adoption, and I so move.

COMMITTEE CHAIRPERSON BORT: I second.

PRESIDENT FREEMAN: The committee recommends that you vote in favor of Resolution G-6. Is there any discussion?

I do believe that I saw someone in the For Room.

Is there any discussion on Resolution G-6, the TMRP?

Please state your name and your local.

DELEGATE PERRY L. KETTNER, Local 577-M: Perry Kettner, Local 577-M.

PRESIDENT FREEMAN: State your piece.

DELEGATE KETTNER: You know, we all recall that in our last convention there was a long discussion regarding the TMRP. I'm speaking in favor of this resolution because there's still a lot of GCC locals that are not

involved or participating in this fund and need to do so for the benefit of their members and to help us grow this conference.

We have done all the work. We listened to the folks that spoke, that had trepidation about joining the TMRP back then in 2016. We have taken care of all of those concerns.

This fund is on track to grow, and I implore all GCC locals that are not currently participating to get your members in this plan and to organize any future members into this plan also.

Thank you.

PRESIDENT FREEMAN: Thank you, Perry.

Anyone else on discussion? While we're waiting, if there's someone else in the queue, I just want to point out that although I appreciate the waiving of the Whereases being read, there's a couple I do want to point out.

The first WHEREAS where it says, "25 percent to 35 percent of Americans will be unable to replace 75 percent of their pre-retirement income at retirement age at age 70, and

"WHEREAS, the cost of retirement is increasing every year due to longer life spans, inflation and more expensive health care and long-term care, and

"WHEREAS, Social Security benefits have lost 30 percent of their buying power since 2000, and

"WHEREAS, overall retirement expenses for the average American are expected to rise between 2 and 4 percent annually."

And with that, it looks like we have another—someone else at the microphone, please state your name, and local.

DELEGATE DESMOND COX, Local 25-M: Desmond Cox, Local 25-M, District Council 3.

PRESIDENT FREEMAN: Okay. What do you have to say, Desmond?

DELEGATE COX: I just want to say I do support TMRP. One of the main reasons is because it's for the people and by the people, so that's us doing it together. That's what we—that's what union is all about.

So I hope everyone out there feels the same and joins in and supports the TMRP. That's all I have.

PRESIDENT FREEMAN: All right. We may have one more in the queue.

We're done. Okay. No more discussion.

Well, we've got one more in the queue. I see Pat LoPresti. State your name and local.

State your name and local.

DELEGATE PATRICK LOPRESTI, Local 1-L: Pat LoPresti, Local 1-L, New York City.

I just want to speak briefly on certainly supporting the Teamster Members Retirement Plan.

As chairman on the Board of Trustees, and working as diligently as we have been collectively as a good Board of Trustees pursuing every ongoing effort in every way in which we can acknowledge and get the plan acknowledged for the relief that the other plans have received, but more importantly, let's not forget this was started in 1950, and after 71 years, there is still too many of the original locals that gave birth to this plan that do not participate in the fund.

When you're talking about a benefit that was created by the Union, exclusively for Union members, and you also state that a very important part of what this plan needs is the support of the members, there should be no question as to how you answer that question. That question is answered, well, how do I help? Helping is to participate, and being involved.

Certainly, the 10,700 members from the original GCIU who continue to not participate in the plan, even if all of them come in,

we're not 100 percent solvent, but we're in a lot better shape than we are now.

We have survived 71 years. We have paid out over 4.5—almost \$4.5 billion in benefits. That certainly does not sound like a plan that's failing. It's a plan that needs help.

And if one of the more important elements of help that it needs, most important, is participation, we've got that. We don't have to go on the outside and pay for it, even though we are trying in every which way to lobby and to market the plan, which all types of strategies to get it in front of the leadership that will take it to their members and encourage their members to join. We have that element. We don't have to go on the outside for it.

So I would seriously ask that everybody reconsider that's not participating in this plan because it has the potential of being probably one of the best benefits we can ever ask for collectively as doing it ourselves within our own union International.

That's all I have to say. Thank you. I certainly hope it gets unanimously supported, President Freeman.

PRESIDENT FREEMAN: Thank you, Pat.

With the reading of the resolution, you certainly know that Secretary-Treasurer Nobles and myself stand squarely behind this plan. And we are working to ensure the longevity of this plan, and bringing in new participants is how we do that.

And participants coming from the GCC, coming from the greater IBT is what is going to make this plan a viable plan into the future.

So the question is on the adoption of Resolution G-6. So those in favor of the resolution, vote For. Those opposed to the resolution, vote Against.

Again, remember, you scroll down to the bottom underneath the chat line. There is a

button that says “Vote.” You click on that button that says “Vote,” and then you get the opportunity to vote for or against.

With that, we’ll open the polls.

... The delegates proceeded to vote.

PRESIDENT FREEMAN: All right. Voting is concluded. Very good. The results are in, and it’s overwhelmingly “For,” and the Resolution G-6 is adopted.

COMMITTEE SECRETARY TOOMEY: Okay. Next resolution.

PRESIDENT FREEMAN: Next resolution.

COMMITTEE SECRETARY TOOMEY: Next resolution is Resolution No. G-7, Publication of Declaration of Candidacy.

... Committee Secretary Toomey read the following:

RESOLUTION No. G-7 PUBLICATION OF DECLARATION OF CANDIDACY

NOW, THEREFORE, IT BE RESOLVED that Article XIII, Section 2 be amended as follows:

Section 2. Any member who desires to be nominated for office in the Graphic Communications Conference may have his or her Declaration of Candidacy published in the official publication of the conference by advising the conference Secretary-Treasurer in writing of such fact by certified mail, or by e-mail with receipt from the Secretary-Treasurer, postmarked not later than October 5th of the year in which the nominating meetings are to be conducted. Such Declaration of Candidacy shall not exceed 50 words, and shall be published by the conference in the succeeding issue of the official publication of the conference. Failure to submit a Declaration of Candidacy for publication, as above provided, shall not preclude any member from seeking nomi-

nation for any elective office of the Graphic Communications Conference.

COMMITTEE SECRETARY TOOMEY: The Committee recommends adoption, and I so move.

COMMITTEE CHAIRWOMAN BORT: I second.

PRESIDENT FREEMAN: Okay. We’ll open it up for discussion. Obviously, the intent here is just to bring the declaration into the 20th century or even the 21st century, and something that I think we’ve already been following to a certain extent.

I don’t know if there will be any discussion on this, but I will give it a little bit of time just to make sure.

All right. Looks like there’s no discussion.

So the question is on the adoption of Resolution G-7. And again, those in favor of the resolution, vote For. Those opposed, vote Against. Same procedure. Scroll down underneath the chat bar, hit the “Vote” button, and then make your for or against vote.

Let the voting begin.

... The delegates proceeded to vote.

PRESIDENT FREEMAN: Okay. The voting has ended. Give us a couple minutes.

That was a quick return. Everyone voted “For,” so G-7 has been adopted.

Kevin, G-8.

... Committee Secretary Toomey read the following:

RESOLUTION No. G-8 NOMINATING MEETINGS OF LOCALS

NOW THEREFORE BE IT RESOLVED THAT ARTICLE XIII, Section 3 be amended as follows:

Section 3. Each Local Union, in November or December 2023, and in November or

December of every fourth year thereafter, may, either at its regular meeting, nominating meeting, or at a special meeting called for the sole purpose, nominate candidates for office in the Graphic Communications Conference.

A Local may not nominate more than one candidate for each Conference Executive Office. A Local Union may nominate as many candidates as there are positions to be filled from that Region on the General Board. If more than one candidate is placed before the Local Union membership meeting for any one office or there are more nominees than there are positions on the General Board from that Region, the Local Union shall conduct a secret ballot election to determine the nominee or nominees.

COMMITTEE SECRETARY TOOMEY: Committee recommends adoption, and I so move.

PRESIDENT FREEMAN: The committee recommends that you vote in favor of Resolution G-8, and I'll call for any discussions.

I'm sorry, Janice, did you second this?

COMMITTEE CHAIRPERSON BORT: No, actually I didn't. I second this.

PRESIDENT FREEMAN: Thank you, Janice.

Is there any discussion?

And it's just a matter of, you know, we have some locals that don't necessarily have meetings in December, so we're kind of opening up the window just to make it a longer period for nominations.

And I think I'm being told there's one person. All right, they changed their mind. Oh, the person's coming back. I think we have a two-strike rule.

Ralph, I understand you would like to speak on the question? Ralph, turn on your camera, please.

Eddie, are you in the room?

There was somebody in the For Room, and microphone and camera was not on and we're unable to get in contact with them and have a discussion. So we're going to move on from that.

I'm going to call the question. The question is the adoption of Resolution G-8. Those in favor of the resolution, vote For. Those against, vote Against. Again, the "Vote" button down at the bottom of the screen; for, "For," and against, "Against." So we can let the voting begin.

. . . The delegates proceeded to vote.

PRESIDENT FREEMAN: Just give us a second or two to tally the results.

And 100 percent for. Resolution G-8 is adopted.

Kevin, G-9.

. . . Committee Secretary Toomey read the following:

RESOLUTION No. G-9 ELECTIONS AND QUALIFICATIONS OF DELEGATES

NOW THEREFORE BE IT RESOLVED THAT ARTICLE XV, Section 4 be amended as follows:

Section 4. Delegates shall be elected for a term of five (5) years. The nominations of delegates and alternate delegates shall take place at a regular or special meeting, or by referendum of each Local Union. The election of delegates and alternate delegates shall take place by secret ballot at a regular or special meeting or at polling places or referendum whichever is designated by the executive board of the Local Union no later than the fifteenth (15th) day of March preceding the Date of the Convention.

In case of dispute in the election of delegates to the Convention, all facts pertaining thereto shall be submitted for decision to

the Conference President by April 1 preceding the Convention. The decision of the President shall be final.

No member of a Local Union shall be eligible to be a delegate unless he/she is regularly employed in the trade or in the service of the Union, and unless at the time of such election he/she holds a working or valid membership card, and is an active member in good standing in such Local Union, and unless he/she shall have been an active member in continuous good standing in such Local Union for at least two (2) years immediately preceding the date on which the election is held.

A Local Union that has been organized and in existence for two (2) years or more shall be entitled to have delegates seated at the Convention.

No member of the Graphic Communications Conference shall be a duly elected delegate to the Conference Convention and have credentials to same from any Local Union unless he/she is a dues-paying member and is on the per capita tax list of that Local Union.

No employer or owner and no other person acting exclusively on behalf of an employer in an enterprise subject to the jurisdiction of the Conference shall be qualified to be a delegate.

A. Each Local shall provide for alternate delegates to serve in the case of the inability of regular delegates to attend or serve. Each alternate shall have the same qualifications of eligibility as the regular delegate for whom he/she is an alternate.

COMMITTEE SECRETARY TOOMEY: The committee recommends adoption and I so move.

COMMITTEE CHAIRPERSON BORT: I second.

PRESIDENT FREEMAN: The resolution has been moved and seconded and the committee is recommending the adoption of G-9. Is there any discussion?

This is just as a way of explanation. It just makes things a lot easier on the conference level to get any possible administrative issues, we get everything in earlier, a month earlier, in April as opposed to May.

So if there's any discussion on that, please go into either room.

It looks like we don't have any discussion.

All right, I'm going to call the question. The question is on the adoption of Resolution G-9. Once again, those in favor of the resolution, vote For. Those against, vote Against. Scroll to the bottom of your screen, the "Vote" button, and then for or against.

Let the balloting begin.

. . . The delegates proceeded to vote.

PRESIDENT FREEMAN: It's closed. We're getting these quick. We're getting good at this.

So 100 percent in favor. The question on the adoption of Resolution G-9 is passed and the resolution is adopted.

Kevin, G-10?

. . . Committee Secretary Toomey read the following:

RESOLUTION No. G-10 CERTIFICATES OF ELECTION OF DELEGATES

NOW THEREFORE BE IT RESOLVED THAT ARTICLE XV, Section 5 be amended as follows:

Section 5. Each delegate shall be furnished, for presentation to the Conference Secretary-Treasurer, with a certificate of election to which the seal of the Local Union, embossed thereon, shall be affixed.

The blanks for such certificate shall be furnished by the Conference, and shall be in the following form:

To the _____
 We hereby certify that _____,
 a member of Local Union No. _____, was
 elected a delegate from _____
 Local Union No. _____ to the Convention
 of the Graphic Communications Conference,
 on the ____ day of _____, 20 __,
 his/her term of office to begin on the first
 day of the next Graphic Communications
 Conference Convention.

Given under our hand and seal of the Local
 Union this ____ day of _____, 20 __.

President
 (Seal)

Secretary-Treasurer

Certificates of election shall be made in duplicate. After the election of said delegates, the Secretary-Treasurer of each Local Union shall send one copy of the certificate of election for each delegate elected to the Conference Secretary-Treasurer not later than sixty (60) days before the opening of the Convention. The name of the alternate delegate shall be given to the delegate prior to his/her departure for the Convention. The delegate must present his/her certificate of election to the Conference Secretary-Treasurer in the registration office of the Convention to receive his/her delegate's badge and Convention material and to be seated in the Convention.

COMMITTEE SECRETARY TOOMEY:
 Committee recommends adoption, and I so move.

COMMITTEE CHAIRPERSON BORT: I second.

PRESIDENT FREEMAN: The committee recommends that you vote in favor of Resolution G-9. Is there any discussion?

I'm sorry, G-10.

Is there any discussion? All right. Seeing no discussion, the question is on the adoption of Resolution G-10. Those in favor of the resolution, vote For. Those opposed, vote Against. Again, scroll to the bottom of your screen and hit the "Vote" button, and hit for or against.

Let the voting begin.

. . . The delegates proceeded to vote.

PRESIDENT FREEMAN: And the "Fors" have it. Resolution G-10 is adopted.

Kevin.

COMMITTEE SECRETARY TOOMEY:
 G-11. This resolution is lengthy, for good reason. It has been requested by the committee to be read in its entirety.

Resolution Number G-11. It's a resolution honoring George Tedeschi for his service to the Graphic Communications Conference of the International Brotherhood of Teamsters.

. . . Committee Secretary Toomey read the following:

**RESOLUTION No. G-11
 RESOLUTION HONORING
 GEORGE TEDESCHI
 FOR HIS SERVICE TO THE
 GRAPHIC COMMUNICATIONS
 CONFERENCE OF THE
 INTERNATIONAL BROTHERHOOD
 OF TEAMSTERS**

WHEREAS, it is the tradition of the Graphic Communications Conference of the International Brotherhood of Teamsters to

honor those who have served the Union and who have made the Union stronger through their service;

WHEREAS, George Tedeschi joined Local 406-C of the International Printing Pressmen and Assistants' Union in 1959 after he was hired into the Press Room as a Flyboy at Newsday on Long Island;

WHEREAS, George Tedeschi prior to joining the Union honorably served his country in the United States Marine Corps;

WHEREAS, George Tedeschi was elected Vice President of Local 406-C in 1965, Secretary-Treasurer of Local 406-C in 1968, and President of Local 406-C in 1972. As a result of his leadership skills, he was re-elected President for subsequent terms until he became International President of the Graphic Communications International Union in 2000;

WHEREAS, George Tedeschi served on the General Board of the Graphic Communications International Union and the Graphic Communications Conference of the International Brotherhood of Teamsters from 1983 to 2019;

WHEREAS, George Tedeschi was elected President of the Graphic Communications International Union in 2000 and subsequently reelected as President of the GCIU and its successor, the Graphic Communications Conference of the International Brotherhood of Teamsters without challenge for four additional terms in 2004, 2008, 2012 and 2016;

WHEREAS, George Tedeschi was elected as a Vice President of the International Brotherhood of Teamsters in 2006, and has won two subsequent terms in 2011 and 2016 thereafter;

WHEREAS, George Tedeschi successfully merged the Graphic Communications International Union into the International Brotherhood of Teamsters, making the

Graphic Communications union stronger while at the same time preserving its identity and autonomy;

WHEREAS, George Tedeschi made it one of his missions to ensure that the Union was on strong financial footing, enacting cost cutting procedures and ensuring unnecessary expenditures were eliminated, knowing the sacred trust that members place in the Union with their dues money;

WHEREAS, George Tedeschi has been a staunch defender of members' pension rights and an outspoken advocate of the Union's pension funds, such as the Teamster Members Retirement Plan;

WHEREAS, George Tedeschi has always put the rank-and-file member and his or her interests first, always asking whether a decision was in the best interests of the members and never forgetting where he came from;

WHEREAS, George Tedeschi worked tirelessly to preserve the District Councils and Local Unions of the GCC/IBT to make the Conference strong;

WHEREAS, George Tedeschi's work as negotiator and advisor in contract negotiations with major GCC/IBT national and international employers resulted in Union members and their families being able to enjoy secure middle-class lives and innumerable benefits set forth in Union contracts brought about as a result of George's negotiating skills, fortitude at the bargaining table and determination to improve the lives of this Union's members;

WHEREAS, countless members, District Council and Local Union officers, labor leaders and others look to and seek out George Tedeschi for his advice and assistance with addressing problems that they know that only George can help with through his unique ability to see the big picture and understand what various constituents need;

WHEREAS, even after his retirement from the Presidency of the Graphic Communications Conference, George continues to work for and serve his Union in the capacity of President Emeritus;

WHEREAS, George Tedeschi has dedicated his entire working life to this Union, to improving the lives of its members, to providing workers with the opportunity to obtain respect and dignity on the job, and to fighting for economic justice for workers everywhere;

WHEREAS, George Tedeschi could not have accomplished his work without the support, understanding and assistance of his loving family;

WHEREAS, George Tedeschi is a beloved friend, colleague, leader and inspirational figure whose nickname, "King George," is richly deserved;

WHEREAS, there are insufficient words to thank George Tedeschi for the devotion he has shown and goals he has accomplished on behalf of printing trades workers;

NOW THEREFORE BE IT RESOLVED, that the General Board of the Graphic Communications Conference of the International Brotherhood of Teamsters wishes to honor and thank George Tedeschi for his service and dedication to this Union and its members and wishes George a long and healthy retirement to spend with and enjoy his family.

COMMITTEE SECRETARY TOOMEY: The committee recommends adoption of this resolution, and I so move.

Mr. Chairman.

COMMITTEE CHAIRPERSON BORT: I'm very happy to second Resolution G-11.

PRESIDENT FREEMAN: The committee recommends that you vote in favor of Resolution G-11. Is there any discussion?

Assuming that we will have some people getting up to the microphone to discuss this, I just want to take a second to recog-

nize George as a role model of leadership and integrity in both the GCC, the Teamsters, and the labor movement in general.

In nearly 60 years of service, George has set a high standard for courage, hard work, and service to individual members and their locals. What do you say to a man who has spent nearly 60 years displaying the determination to represent workers constantly fighting to better their working conditions, fighting for better health insurance and better pension plans. Fighting to get them dignity in the workplace. Fighting to get them collective voice when dealing with their employers. Fighting to organize the unorganized.

George is a true leader, and the fighting, never-give-up mentality is a trait that we should all aspire to achieve.

And I also want to, I guess, thank him for his belief in me when Bob Lacey retired, and he appointed me along with the General Board as the Secretary-Treasurer of this great Union, and that he had the belief that I could—you know, that I could succeed him as president. And I—you know, just appreciate all of the guidance that he has continued to give us throughout the years.

Do we have someone? All right. Looks like we do have someone. I'm told they're coming.

So when you come in, if you just give us your name and local, please.

Name and local, please.

DELEGATE DESMOND C. COX, Local 25-M: Desmond Cox, Local 25-M of District Council 3.

PRESIDENT FREEMAN: The floor is yours.

DELEGATE COX: I just wanted to say thank you to George Tedeschi. I don't know if he remembers me. He hired me into the pressroom at Newsday in Melville, New

York, started my career in printing. Started my career in the union.

I want to say thank you for the years and the dedication you put into this union. You're a big part of why I am here right now.

So thank you.

PRESIDENT FREEMAN: Thank you, Desmond.

Your name and local. Looks like a couple names there, Clark.

BROTHER CLARK RITCHEY, District Council 2: Yeah, I got one of my guys on here. I think Mike Floyd.

This is Clark Ritchey from District Council 2.

I just wanted to thank George for everything he's done for this conference.

[Technical difficulties]

PRESIDENT FREEMAN: We're going to let them rebuffer, and we're moving onto our next person at the microphone. Please state your name and local.

DELEGATE STEPHEN T. SULLIVAN, Local 3-N: Good afternoon, Brothers and Sisters. Steve Sullivan, GCC Local 3.

I wanted to thank President Emeritus George Tedeschi for all of his support for Local 3 in Boston.

On a personal note, I want to thank George for all his guidance over the years. There was no issue too big or too small that you couldn't call George any hour of the day.

I remember taking rides to shops and just picking up the phone and getting advice and wisdom from George, and just continuous support. You called him, he got right back to you. He's been a great mentor and a great leader for our conference.

We love you in Boston, George. Take care of yourself.

Thank you.

PRESIDENT FREEMAN: I'll tell you who missed the ice cream social last night, and

that was George. Although he probably had some ice cream at home.

Please state your name and local.

DELEGATE RALPH MEERS, Local 527-S: Ralph Meers, Secretary-Treasurer of Local Atlanta Graphics Communications Conference 527-S.

It was a pleasure for me to have this opportunity to again say a few words about George. He and I go back for many years, really just the time that he went into his local.

George has always been a very strong advocate of organizing. Spent a tremendous amount of time working the southern area through the different conferences, Southern Conference, North American Specialty Conference. All the other conferences. We had Paper Handling Conferences and Commercial Conferences, along with, well, the Newspaper Conference.

Always been a major part of growing the union, helping people. I've had that distinct pleasure of, even though there's been times, rough times, George and I have always managed to have a brotherly feeling for one another and shared facts that we have the same strong belief.

But it's a pleasure for me to talk about George because, you know, many times leaders, we're leaders really because we don't sit back, and we have things to say that's on our mind. Sometimes people get offended when you speak your mind and you say things that needs to be said and then you move on. You get things going.

That's what I found about George, is that he never held grudges. Those of you been around for many years can attest to that because of some of the areas that we've had differences.

But you know, I also would be remiss if I didn't say that one of our conferences, one of our conventions, I normally was always

against per capita tax increase. George came to me and says, “I need your help. We need this per capita tax increase.”

I couldn’t believe it. “What? You’re asking me to support a tax increase? You know I don’t support those tax increases.”

He said, “Well, I’m asking you to. Look at this.” He said, “I believe once you look at the program, you’ll support it.”

Doggone if he didn’t—he tied me down with it. I had to look at it, and it was fair in my mind, and he was trying to strengthen the union. As a result of that, we supported and followed to make it happen, and it did happen.

Going into when George was elected president in 2020 [sic], he asked me, he said, “Ralph, what do you really want to be doing?”

I said, “George, I’m content where I’m at.” I said, “What I really would like to do, though, is be in an area on the pension fund so I can take some of the experience I’ve gained in my own experiences and be of some value there.”

And George and Ed Treacy got on that thing. And the best they could do for me—because there was a lot of politics involved, but best they can do for me is get me on as an alternate trustee. You know, I served in that capacity up until—I’m still listed as an alternate, but I’ll be leaving that because you got good people on there. You got Clark Ritchey, you got Steve. You’ve got Eddie on there and you’ve got the brother from, I think, Chicago. We got people on there now that can make this thing work and will do good for us.

Anyway, George has been a part—

You know, when he put together this merger on the Teamsters umbrella there, I had planned to go to Nashville with George at the time of the 9/11. That blew everything

apart, the best I could see it, with any discussions with the other international union.

When George came, again, back to the Southern and back to the Pacific, he wanted to know what our thoughts were about merging with the Teamsters.

Anyway, George put things together.

PRESIDENT FREEMAN: Ralph, just so you know, you’re in bonus time now.

DELEGATE MEERS: Okay. George didn’t let me say that much when we attended his retirement up in New York, so I guess that’s why I’m trying to get it out of my system now.

Anyway, thank George. The resolution is a great one. I appreciate everything he’s done and appreciate his friendship over the years.

Thank those of you who have saw the same thing, expressed your feelings.

Thank you. Godspeed.

PRESIDENT FREEMAN: Thank you, Ralph.

I think we have got one more. At least.

Clark, you’re back?

BROTHER CLARK RITCHEY, District Council 2: Yeah, Kurt, I’m back. Apologize for the technical difficulties we had.

Hey, I just want to speak on George. George has been just a superstar to the conference ever since we merged with the IBT. George facilitated that merger. He brought us into just a whole new generation.

George has been a mentor to me, mentor to Dan Cabada, mentor to a lot of folks with District Council 2. Has shown us how to run a labor union. I go to George—still do today—when we have issues that we need help with a major employer, George has always been there, always helped.

We love you, George. Everything—again, everything you’ve done for us, you’re the reason that District Council 2 is the position that we’re in today, and I know you’re the

reason why the conference is in the position that we are in today.

We, as leaders of the conference, moving forward are going to take what we have learned from you to continue this conference in a strong direction for the future.

Again, you're my friend. You're District Council 2's friend.

Thank you, George, for everything you've done for us.

PRESIDENT FREEMAN: Thank you, Clark.

We have got, I'm being told, at least one more.

Please state your name and local.

Is your audio on, Nick? Hello, Nick?

Hello, Nick. Are you there?

How about we move this to a point of personal privilege.

The question is on the adoption of G-11. Again, the committee recommends that you vote in favor. Those in favor of the resolution, vote For. Those against, vote Against. And I want to know who your name is if you vote against.

Please scroll down to the bottom underneath the chat line. Hit the "Vote" button. Then hit for or against.

Let the voting begin.

... The delegates proceeded to vote.

PRESIDENT FREEMAN: Okay. The voting has ended.

The resolution has passed. G-11 is adopted.

It took a little arm-twisting on my part, but I was able to convince George to come up and say a few words.

Before we do that, I want to thank the committee for doing a wonderful job. Chairwoman Janice Bort, Secretary Kevin Toomey, Sergio Franco, Michael Floyd, and Oscar Lopez. Good work. You are released.

George.

GEORGE TEDESCHI

President Emeritus

Graphic Communication Conference

Thank you, Kurt.

First of all, Kurt told me that I can have this privilege of addressing the convention, which I take it as a great privilege to do this at this stage of my career. But I had to limit it to five minutes. As Kurt knows and some of you may know, that that's going to be extremely hard for me to do.

But in order to try to live by the rules that are set for me, I wrote what I wanted to say because when I speak, I normally speak with no notes; I just speak.

That's what gets me to keep talking. In fact, at my retirement dinner, my closing remarks, my son, who was the emcee, had to come up after an hour and say, "Look, the hotel is closing. We got to get out of here." But others said, "No, keep talking because as long as you're talking they kept the bar open," and the bar was free.

I also want to make another comment. I thank Kurt and Steve for the kind remarks they said about myself and Secretary-Treasurer Bob Lacey in trying to turn this organization around financially. It was a chore; we did it. I don't think we really hurt anybody in doing it. We didn't fire people; everything was done through attrition or just changing items.

Simple thing, you heard Kurt talk about the ice cream social. The ice cream social had a little story to it. At the convention there used to be this elaborate dinner dance with a big orchestra, about a 15-piece orchestra, prime rib meals and liquor. Everything that pressmen and union leaders kind of like.

But most of the time not many people showed up. So when I became president I talked to Richie Worth, who was my execu-

tive assistant then, and said, “We can save a ton of money,” because we were looking to save money. I said, “Let’s scrap the dinner dance, and we’ll have an ice cream social,” which also included an open bar, food, and other things.

We got criticized by some individuals saying nobody is going to show up. Well, the ice cream social, as we called it, was such a hit, was mobbed, we couldn’t get the people out of there. We had to pay the band, which was a small band, like three- or four-piece band overtime to keep them there. Every year thereafter we have had it in our convention. It was a huge success.

The first time we had it, General President Hoffa came with a number of the Teamster Executive Board were there, and they didn’t want to leave. And General President Hoffa did so many photograph ops for delegates; it was a huge success.

We tried to do it without hurting anybody.

I also want to say Desi—we call him Desi—but Desmond Cox, Jr., yeah, of course I remember you. I remember your dad who also worked there. He was journeyman pressman; you came in behind him. Both of you were good union people. Strong. And I’m so proud of you to be where you are today in District Council 3.

I understand that Israel sought the expertise in you and the drive that you have, and he’s making you a full-time staff member and an organizer. I wish you the best of luck. Good luck; I know you can do it. You got good people in DC 3. You’ll do well with their tutelage and help.

You’ve heard a lot about organizing in this convention. Rightfully so. It’s important, so important you’ll hear a little more about it from me.

You should all know that the lifeblood of a union is organizing. Without growth, your

local may attrit, whither, and die. If you don’t think it’s possible, my home local had over 1500 full-time union members. But through downsizing, due to digital printing and the closing of all our production departments, there is only about 150 members left.

And you know what, we still have a local union, and the reason we have that is because years ago, we organized. And it’s those workers that we organized at that time that is left in the local union today. It’s survival.

A very compelling reason to organize, but there’s also a moral one. You volunteered to be a leader. Accept the responsibilities and obligations that go with the title: Union officer, labor leader, president, secretary-treasurer, chairman, organizer, representative.

It’s a big part of that job is to protect your union, grow it, and make it strong. I’d say most of you were never involved in an organizing campaign, but if it wasn’t for the retirees, those who came before us, who organized the shops that we now work in and you represent, you wouldn’t be here, as you would not have a union to be part of.

Think about it: Organize. Create a legacy. Leave your mark on how you strengthened your union.

The next thing I want to talk about is why it’s important for you, who you vote for. I have a list of reasons, but one of the most that you can relate to, reason that you can relate to, is money.

Let’s start with some of our GCC multi-employee retirement plans; the National Pension Fund, the GCIU Employer Retirement Fund, the Joint Pension Trust Fund, all were in critical status, which means that future benefits would likely be cut. This affects thousands of our retirees and actives because then they would receive less money in their monthly retirement checks. Not a pretty picture.

Dating back some years, labor unions and the Democrats, our friends, tried to get Congress to pass bills that would grant the government to give funds to alleviate this form of organizing, but under Republican control nothing was accomplished, and its passage was non-existent.

Fortunately for us, voters elected Joe Biden as president and gave the Senate majority to the Democrats. The Biden administration now, with Democratic control, took steps to immediately pass a bill to protect the pensions and benefits of our union members, which included most of the GCC plans, saving our members from insolvency cuts.

In addition, millions of Americans got desperately needed financial assistance due to the coronavirus crisis of as much as \$1400 per eligible person. That's including the \$600 they already received.

The bottom line, Joe Biden and the Democrats are pro-workers and pro-union. The Republicans are not. They are not going to help us, so why vote for them? As GCC retired representative, Mike Huggins, used to say, elections have consequences. Don't forget that next time you go to the polls.

It's hard to believe this is my 15th consecutive convention. At my first convention as president of the GCC, I was anointed, as people call me, King George, and I received a crown back then by two very esteemed labor leaders from New York, Joe Scimecca from Newspaper Local No. 2, and Julie Seide from Commercial Local 51 in New York. And they anointed me King George. They came up, and they placed a crown on my head.

For those of you who were there and remember in 2000, that took place in Las Vegas, our first convention as my presidency. And the name stuck, and periodically—I kept the label, and people kept giving me different crowns.

I'm proud to say that the President Freeman and Secretary-Treasurer Nobles, they gave me a cape, a crown cape, beautiful crown cape, and a scepter to rule. I didn't want to bring the cape but I brought the scepter. I thank those for giving me that honor and that wonderful gift. So that's the story, really, about how the crown came.

I pointed out my first convention, that was way back in 1964, and it took place in Washington, D.C. The International Printing Pressman and Assistants' Union.

After a series of mergers with the Stereotypers, the Platemakers, and the Graphic Arts International Union, we became the Graphic Communications International Union in 1983. Then, with our merger with the Teamsters in 2005, we established the Graphic Communications Conference of the International Brotherhood of Teamsters. That's a lot of history.

I have been a union member for 62 years. I am a journeyman newspaper pressman by trade. I served as New York Local 406-C vice president, secretary-treasurer, and president. I was secretary of the Eastern Conference for over ten years. President of my beloved Newspaper Conference for 20 years. A General Board member for 36 years, from 1983 until 2019. President of our great GCC, and GCC—GCIU and GCC—see, that's what happens when you read—for 19 years. And a Teamster vice president at-large for 15 years.

Yes, I've been around a while. I remember when they called me, "Hey, kid." But those days are long gone. They went by fast. All of the meetings, travel, negotiations, organizing, strikes, and just hanging out with the members, there were good and bad times, wins and losses; when you were worn out and discouraged, other times you're feeling great and happy. Nothing used to make me

more satisfied than when I saved somebody's job, and occasionally, I even saved people's lives by putting them on the right track.

I loved my work, and I didn't mind the long hours and being away from home so often. I thank my wife, who was always there for my three children because I wasn't. She did a great job, as they all turned out well. As adults, they understand what I do, and the importance of a union that they still are dues paying members in, which makes me proud of them.

I have to thank all of you and our members who put me here, the GCC staff, the GCIU staff, representatives, organizers, General Board members, and officers; in particular, Richard Whitworth, my executive assistant, who was my right hand for so many years as my presidency, Kathy Self, my executive secretary for 18 years, who educated on me how the GCIU worked. She was working there since she graduated from school.

Bob Lacey, secretary-treasurer and vice president, who we worked together diligently to help streamline the organization, and keep it in the black.

I have complete faith in both Kurt Freeman and Steve Nobles in being able to continue that legacy and protect this organization, and make it grow. They're starting off on a wonderful right foot to do that.

My General Counsels Marty Ganzglass and Peter Leff. They kept me out of trouble and provided me with guidance on important issues. I also have to thank the members, officers, and legal counsels of Local 406, and the numerous other organizations I led. I thank you for those.

I'm not done. Just got to find it. Okay. I found it. But I'm almost done.

This is all history now and time for me to retire as the IBT, International Brotherhood of Teamsters vice president at-large next

March when my term expires. That does not mean you still can't call me for advice or if I can help you somehow. I'll always be there for you as you have always been there for me.

I thank you all sincerely. It's been a great ride and I love your organization and I love you all and God bless you. Thank you.

(Applause)

I'll take my crown, my scepter, and get into my carriage.

PRESIDENT FREEMAN: They're not going to take a picture, it's a streaming shot. It's there.

Thank you, George, or King George, I guess.

I believe that we have someone with a point of personal privilege, if we can patch them in.

DELEGATE RICHARD MONTESANO, Local 432-M: Good morning, Kurt.

PRESIDENT FREEMAN: Not you, Larry. No.

Okay. Richard, is that you?

DELEGATE MONTESANO: Good morning, Kurt.

PRESIDENT FREEMAN: Good morning, Richard.

DELEGATE MONTESANO: As a point of personal privilege, I'd like to thank George Tedeschi for helping us here in San Diego.

PRESIDENT FREEMAN: Okay. Rich, if you could just, your name and local, please.

DELEGATE MONTESANO: Richard Montesano, San Diego Local 432-M.

Thank you, Kurt. And I just wanted, as a point of personal privilege, to thank George Tedeschi for all his help in sending representatives to San Diego to help us in our struggles.

I have no camera so it's just going to be my voice. And so greetings from San Diego from myself and secretary-treasurer

85-year-old George Huber sends his best wishes for a good conference.

Thank you once again, and I'm going to make this brief. Thank you and good-bye.

PRESIDENT FREEMAN: Thank you, Richard.

Do we have anyone else? That's it? Okay.

Next on the agenda we have guest speaker Larry Mitchell, fund administrator of the Teamster Members Retirement Plan.

Hello, Larry?

Sounds like we've got another reverb. Talk a little bit.

Okay. We've got a short video to show while Larry gets straightened out over there.

. . . *A video from American Income Life was shown to the delegates.*

PRESIDENT FREEMAN: That was a video from one of our sponsors, American Income Life. You'll notice on the bottom of the convention page, there's a couple of sponsors listed there.

So I think we got Larry back?

FUND ADMINISTRATOR MITCHELL: Yes, Kurt.

PRESIDENT FREEMAN: Very good, Larry.

TEAMSTER MEMBERS RETIREMENT PLAN REPORT LARRY MITCHELL

Fund Administrator

Teamster Members Retirement Plan

I'd like to start out by thanking the conference leadership, Kurt Freeman and Steve Nobles, for allowing me this opportunity to give you an update on the Teamster Members Retirement Plan and I would like to thank the delegates for their overwhelming support of the resolution on the TMRP.

Just a touch on what we've been doing. The Teamster Members Retirement Plan has

recently contracted with a new marketing firm that's going to help us rebrand our image to make the fund more Teamster-centric, not just for the IBT as a whole, but for the GCC as well.

With the passage of the American Recovery Act that included the Butch Lewis Act, our fund, being a 501(c)(18), we are excluded from protection from the Butch Lewis Act. But the trustees have, in their diligence, hired a lobbying firm that's going to help us try to amend the Butch Lewis Act to include the Teamster Members Retirement Plan.

The Teamster Members Retirement Plan, as I mentioned, is a 501(c)(18), and we're the last 501(c)(18) left in the United States. Besides the efforts of hiring a marketing firm that's going to help us rebrand our image and hiring a lobbying firm that's going to help us try to amend the Butch Lewis Act to include us, we have been making efforts in bringing in new groups.

Just to mention a some few recent successes we had: Out of IBT Local 142 in Gary, Indiana, we brought in a grocery chain called Strack & Van Til, we're bringing in over 600 members. They're going to be contributing at \$100 a week in contributions.

We've also brought in, out of Dover, Delaware, from IBT Local 355, a Kraft Foods plant. We have 118 members joining, which they're coming in in three different segments: at a 3 percent rate, a 6 percent rate, and a 9 percent rate.

Also out of IBT Local 299 in Detroit, we're bringing in a segment from Group Auto Part, we're bringing 160 new participants at a rate of 6 percent.

We had a Zoom call this morning just to discuss our efforts with the plan, and a question was asked by Brother Toomey if these new groups are either helping or keeping pace with our attrition. With our

attrition rate, that's how many members we lose per year due to retirement, death, job loss. We're actually outpacing what our net attrition rate is and we're adding members to the Teamster Members Retirement Plan.

I know that the majority of you already know how the plan functions, how it acts. I would really like to open this up for questions, if anyone has any specific questions on our plan and the efforts that we're currently undertaking.

PRESIDENT FREEMAN: Yes. Asking questions is—I don't know if we can get the chat room up. Chat room is up. So if anyone has any questions for Larry.

FUND ADMINISTRATOR MITCHELL: Something I know that Chairman LoPresti touched upon earlier when the resolution was read, the Teamster Members Retirement Plan has been in existence now for 71 years. This is a plan that's—

**(VIDEO FROZEN—
TECHNICAL DIFFICULTIES)**

PRESIDENT FREEMAN: If someone has an interest in this, Larry, how do they contact you? What's the process for that?

FUND ADMINISTRATOR MITCHELL: The best way, if they have plan interest is to contact the plan office or contact any of our trustees.

If they want to contact the plan office, we're located on Carol Stream, Illinois. You can reach us through our website, which is www.TeamsterMRP.org, or you can reach any one of our trustees.

I'm very fortunate that for our board, unlike a traditional Taft-Hartley fund where it's made up of half union and half employer, our board is 100 percent union trustees. These are all people that not only are trying to represent their membership, but they also

have skin in the game in which they're participants and are part.

So these are members that are sincerely trying to live the principle, make sure our members have the best source of retirement income possible.

Let me keep in mind, too, with the Teamster Member Retirement Plan, this plan is to dues-paying members only. So if you're in a right-to-work state, and members are non-dues paying we can legally carve members out and just have this exclusive benefit for dues-paying members.

PRESIDENT FREEMAN: Is there a vesting period?

FUND ADMINISTRATOR MITCHELL: With our plan to become vested in the Teamster Member Retirement Plan, you have to have a minimum of \$260 plan (*indiscernible audio distortion*).

The reason for the \$260 contribution rate is rate is (*indiscernible audio distortion*) \$52 to \$5 out of the (*indiscernible audio distortion*) dollars. Unlike the Taft-Hartley Plan, that has a vesting schedule of five or seven years, once a member has \$260 in a plan, they're 100 percent invested.

Say if a member has less than \$260 in our plan, and they separate service. What the pension plan would do is cut them a check for the undistributed contributions. There's absolutely no give-back to the Teamster Members Retirement Plan.

All right. Larry, I'm not seeing any more—here's another question.

They're asking for the status of the ACH transfer.

FUND ADMINISTRATOR MITCHELL: That is something that we're currently working out with the Bank of Montreal. We sent paperwork for their approval. We can have the ACH up and running within a week's

time. We just have to have their legal department sign off on the proposed paperwork.

When it comes to the ACH, what that's going to circumvent is the employer with withholding the contributions. If the employer does not want to withhold the contributions like they do with dues checkoff, we're working on a system where we could take at contributions directly out of our members' checking account or savings account.

PRESIDENT FREEMAN: I don't see any other questions coming in, Larry, so if you want to wrap up your presentation.

FUND ADMINISTRATOR MITCHELL: Yes, sir.

I would just like to begin by thanking the convention leadership for allowing us to talk to you this afternoon with the resolution, this period of time now, and just to remind everyone that this is a fund that stemmed out of the GCC.

This is a fund that's been around for over 71 years. We have over 791 million in assets. We paid out over \$4.4 million in retirement income to our members, and this is a fund that's exclusive not only to the GCC but at IBT. No one else has a 501(c)(18), and this is something that we can use using an organizer, too, as well. We can walk into a first contract and offer a defined benefit plan.

I'll leave it at that. If anyone has any questions, they can please feel free to contact myself or any of the trustees. We'd just like to thank all of the delegates and the leadership for this opportunity.

Thank you very much.

PRESIDENT FREEMAN: Okay. You're welcome, Larry. And thank you for the presentation.

Okay. We are actually running a little bit ahead of schedule, but we're going to take our break now, a 15-minute break. Just remind everyone that if you haven't had your

picture taken, you weren't able to get in this morning at 11:00, if you go to the For Room on the convention web page, we will have someone there that will be able to take your picture.

So we're going to take a 15 minute break, and I know there will be a running clock here, but figure it's somewhere around almost 3:00.

So 2:58 I guess is the exact time. We'll see you in a little bit.

(The Convention stood in recess from 2:43 p.m. EST until 2:58 p.m. EST)

PRESIDENT FREEMAN: Welcome back, delegates and guests. I think we're in the homestretch here.

We have our next presenter, Greg Chockley, he's an organizing coordinator. He's going to put on our second part of our organizing training for this convention. Greg did put one on in one of our regular Zoom training classes that we had and did an excellent job.

With that, Greg, I'll turn the floor over to you.

IBT ORGANIZING DEPARTMENT Training Webinar

ORGANIZER CHOCKLEY: Thank you very much. I appreciate it, Brother Freeman.

My name is Greg Chockley with the International Brotherhood of Teamsters Organizing Department, and I am the National Campaign Coordinator for our department and proud to be there. Also a proud 41-year Teamster. I just want to thank you so much for the opportunity to attend your conference, attend your convention.

I want to thank Kurt and Steve, both, for their indulging us to have this opportunity to talk to so many of you at once.

I know my compadres who were on yesterday, both Jarrod and Curb, and I hope you enjoyed that. When we sat down and talked about what we would present here, we thought we should go with part of our model. It is something that our Organizing Department has put together. No matter what, we kind of follow this roadmap to the wins that we have had. I hope that they reiterated that we have had a lot of wins over the years.

We certainly want to thank General President Hoffa and, at that time, General Secretary-Treasurer Keegel, who had the vision to make the Teamsters an organizing union. I will say, this is my 41st year in the Teamsters, my dad was 42 years in the Teamsters prior to me. I've always been a Teamster kid, I guess.

But we didn't always have that vision. We didn't always have that focus on organizing. I just must commend your leadership because I saw what your theme is, and organizing into the future is exactly what we're all going to be doing.

We are seeing a bit of a swing of folks interested in unionization. I hope that you'll enjoy what we're going to talk about today.

I did say I work for our Organizing Department, but I'm going to zip through some of these slides from yesterday because I want to touch on them just a little bit.

We have comprehensive campaign stages, five of them exactly. You should have touched on recon, and then identifying leaders. We are going to talk a little bit about building committees, building to majority. And then, of course, winning that election. I'll throw in a couple of other things as we go through it too.

But I've been fortunate enough, too, to do a lot of our global work. In other words, I work through the International Transport Workers Federation. They are a large orga-

nization. It's an umbrella group not unlike the AFL-CIO is here in America, but they represent some 20 million transport workers. We do have a base out of our Organizing Department to where we're dealing with unions across Europe too.

Very interesting, fun, and I tell you, what, you learn a lot.

So I want to continue on, though, with our conversation on organizing. I think where you ended up yesterday is Phase 3 of our organizing model.

As I said, this is kind of a roadmap, if you will, to success. We put it together in the very beginning. I was fortunate enough to be at the onset of our Organizing Department creation and have been there ever since.

I will say, I spent the first little over a year convincing our own local unions that doing house calls and organizing in this manner would work because I am not afraid to tell everybody here, at the very beginning when I was a local union leader, and I was that prior to becoming working for the International, I didn't know if that would work. But I am here to tell you today, my God, it works. This model and this format has been able to organize workers all over North America.

So you've talked about Phase 1. You've talked about Phase 2. You've identified the leaders. Now we're going to build our committee. Something that has to happen is you set goals in committee building. As you can see, 10 to 15 percent of the bargaining unit. Let's make it simple. If you got a hundred people, you need 10 or 15 that are willing to stand on the soapbox; that are willing to pass their message amongst their coworkers and can't be afraid. Of those 10 or 15 people out of a hundred, they need to be identified leaders. I know you talked about that yesterday.

We are giving you the CliffsNotes, of course, of our organizing program. I know

our department would be ready, willing and able anytime Kurt would request to help out with any other trainings or anything your conference needs. That's for certain.

So we're going to build committee. Let's talk about it. How do you do it? Well, you've identified leaders, so you've got a list already of folks that the coworkers say, "Hey, I listen to them."

I'm going to go back in time there. They are the EF Hutton, if you will. Some of you will understand what I'm saying, some of you will not. That used to be a commercial. "When EF Hutton speaks, everybody listens."

That's the guy you want to find, and that's the lady you want to find. One-on-one committee recruitment of leadership. It's an interesting conversation. In fact, it's a tough conversation some days, but you need to have it. You've got to be able to talk to these folks, tell them about what the whole organizing means, tell them why they are doing it because they might not have the same concerns as everyone else.

Why the coworkers want to organize. You've got to sometimes enlighten them that they are truly respected and looked up to by their other coworkers. I've had that conversation many times and say, "You know, your coworkers, they listen to you."

The person I'm talking to looks me in the face, says, "Oh, nah, they don't pay any attention to me."

I'm telling them, "Yes, they do."

That's what—you got to explain the campaign; you got to explain why you're doing it. Then you've got to go to educating this committee and the inoculation. We've talked a little bit about inoculation, but what it is, I must tell you, is just like a shot you would get. It's putting a little bit of the poison right into them, telling them what's coming down the road.

So you want to warn them ahead of time of what the employer will do, what the employer will say. You got to let them know and hear it from you first because then it's not quite so scary when the employer does it because all of them do the same thing. So we have to use a strict inoculation process; in other words, over and over again. We tell workers what's the next thing coming. What's coming down the spike. It's going to be, "They are going to insult you over unionization; they are going to say dues, strikes, third parties; we're going to close the joint."

All those things will come at them time and time again.

I'll be honest, if a person has not heard that before or if they don't know that's coming, it will scare them. That's what all this organizing really is based upon is if people are scared, rarely will they have enough gumption or enough bravery, I guess, to get the organizing job done.

That's why we have to be in there ahead of time, and alleviate some of that fear. If we can take that fear away, you're going to be able to be successful in your organizing.

So when you're recruiting these people to committee, you have a one-on-one committee recruitment conversation with the leadership. You have to educate them and inoculate them so they understand what's heading down the pike. And why do you want that? Because they will bolster your message.

Here, let's just think about it. Many of you have probably never met me before or seen me ever, anywhere. The guy next to you, or the lady next to you that you've punched a clock with for the last 10 years or 5 years or 20 years, they hold a lot more credibility than I do to you.

We understand that, and that's just the truth of organizing. You need that commit-

tee to be able to spread your message because that's instant credibility to the coworkers.

What else does the committee do? They meet with allies. What do I mean by allies? Maybe the clergy, maybe elected officials. Maybe even other unions that can help.

That committee has to be the face and the voice of the campaign. You don't make it about organizers, and the organizers should really not be out in front. You want your committee. It's about the workers. I'll be honest. If you're an organizer, you're probably already a union member. They are not, and it has to be the voice of that committee, a voice of those workers; otherwise it's just another union/company argument. We don't want that. We want the workers to take hold. After all, how many times have you heard it, they are the union, right?

Of course, during Phase 3, we're continuing our research. We're continuing list work. We're continuing leader ID. Don't think you found the first two leaders, and you're done. That's not how this works. Leaders develop through time, and you're going to find more folks as you—before you ever get to an election or demanding or filing for an election. You want to continue that type of work because other people will pop up.

I tell you, you've got to let the committee know how important they are. You've got to let them know their order, I guess, and what they need to be unafraid to do. And how do you do that? You sit and you just have conversation after conversation with them.

They are the leadership. They need to reflect the bargaining unit. And what I mean by that is you need folks from every shift, every department, every ethnicity, every gender. It has to reflect the group that you are organizing.

And I've seen this happen, and it's a mistake. I've seen it to where you might have

one ethnicity wants to be on the committee. Well, you're never going to win that because they're not representative of the entire group. I hope that makes sense to everybody, and as organizers we have these conversations every day about this.

What else does the committee need to do? Well, of course, keep under the radar as long as they can because the minute that you let the employer know you have an organizing campaign going, they're going to be calling in the dogs. I'm telling you. Everybody anymore is using anti-union union busters. They're using consulting firms. They're using attorneys from other facilities to come in and talk to these workers.

So the longer that we can keep it under the radar, your organizing campaign, and we can continue talking to workers, the further ahead we get, the better chance we have of winning that campaign.

And think about that: We're always—our committee is kind of our eyes and ears. They're our communication into the workplace, and we have to train them. No one knows how to be a committee member just because you deem them such. It's up to the organizer to train them into becoming organizers.

That's really what we do. There's no better gratification than having your committee—when you hear them talking, they're using your phraseology, or they sound like a union organizer, because that means they're picking it up, and that way you know they're taking the right message back into the workplace and talking with their coworkers. That's where we want to go.

So we have to teach them how to do that. We have to teach them, what else? Oh, they're going to answer all kinds of questions. We're going to have to teach them how does the union work. Not everybody knows that.

I'll tell you, as a guy that's been—I consider myself a Teamster I guess my whole life considering I was born under the same Teamster insurance plan that all my kids have been, so in that instance, we have to not assume that folks know how a union works. We have to be able to teach that.

The last thing you want to do is put a committee in place, and then just let them—let them spread throughout the place under their own devices. They need to understand what a union is, how it works. What a contract is, how it works.

I mean, let's face it, I'm not afraid to tell you, some of our own membership, I'm not sure, know how a contract works. And we're always trying to educate even our own membership on what it means, what these words mean, how this all works together.

Now think about somebody that's never been in a union before. We have to educate them. And what we want to happen is our committee becomes our eyes, ears, and voice to that working group that you're trying to organize.

And how do we do it? I'm telling you, we hold classes. We teach them. We train them. We train them on the election process. We train them on their rights of work. If there's something hot and heavy that's come up, we teach them how to address it because, again, they have that—they are already known by that work—by those workers so they have that credibility.

I've told organizers time and time again, organizing is about education, and it's about relationships. It's about the relationships that are already built within the work force. And it is our job to educate the folks, not that they're dumb, but they just don't know about these items, but

So in other words, we want to stay under the radar. We're not passing out cards. We're

not even—we're not going to the gate and handing out flyers at this time. We're recruiting a committee, and I hope that's understandable to everybody.

The committee, if we can get that to happen—and I've had some organizing campaigns that it works slick as anything. Rather than us doing blind or cold calls, cold house calls, if your committee, if they really have the reach you think they do, if they really have the ear of the people, have them bring workers to you. There's nothing that says a house call has to take place in a home. You can say, hey, grab these two people or these three people or just one at a time, bring them down to the McDonald's down at the corner, bring them by the union hall, bring them to the hotel, bring them to wherever you can sit and have a conversation with folks.

But if your committee really is into this, really working, they will bring coworkers, and they will know who safe coworkers are, and they will bring safe coworkers to you, to the organizers, so you can have these type of discussions. And the more you have these discussions with workers with a committee person present, the better they get at relaying that message.

I hope all of this makes sense, but repetition is our friend. We will say the same thing a hundred times a day, it seems like, but we have to continue that because we've got to get those thoughts into those workers' minds and also into our committees' minds.

And then, of course, evaluating our campaign benchmarks, and I'm sure Curb and Jarrod talked about this. We set benchmarks all the way through the campaign and those are goals. We might not have all the addresses of the folks yet. We might not have cell phone numbers. We might not have all the names or what shift did they work. We're always trying to meet the bench-

marks of gaining all of that information before we would go to another phase.

So if you think back, we've done the recon, we've learned all about the company. In Phase 2 we have identified leaders in the workplace. And we don't identify them, but the safe workers that we can talk to, they will start identifying those leaders. And then we, as organizers, go to those leaders who have been identified and/or those activists that are ready to form a union tomorrow, we start having these one-on-one conversations to build a committee.

And something as an organizer, one of the premier things that you can do and a pivotal point in every organizing drive is, I'll be honest, if I'm talking to committee people, I don't spread names around amongst each other because you just don't know who you can trust yet; right? So a pivotal point that I always get such a kick out of is the very first committee meeting.

In other words, the very first time that you're going to get all these people that you've recruited one on one that are soon to be your committee, they're going to be your fighters, they're going to be your leaders, they're going to be your quarterbacks. And how I look at that is, the organizer's the coach, the committee are quarterbacks, and of course they're going in to recruit the rest of the team. And that's exactly how this works. I hope a football metaphor or analogy is okay during baseball season. I hope that's all right.

But what we need to do is get that committee ready and fired up. And they're under the radar, they're not out shouting from the rooftops that we have a union drive going. But we certainly want to get them trained up. And that's something that has to happen prior to us moving forward.

So like I said, we've reconed, we've identified leaders, and now we're building the committee.

But I want to get back to the pivotal point that I think works every time. You've recruited all these folks and you've called for your first committee meeting. And I've got to tell you, the coolest thing is when people start walking in the room and they go, "God, I didn't"—workers will go, "God, I didn't know that they supported it," and they probably didn't, and they're totally surprised.

And when you've got a crew of folks sitting in a room that are your committee, they're from every ethnicity, they're from every gender, they're from every department, they're from every section of the workforce, people, you can just see their chest puff up. They feel empowered because they see what we've done. And that's true organizing work. We brought the army together, so to speak.

And at that first meeting when you see that surprise on their face and they go, "Man, we can get this done," that is worth its weight in gold, and it's a pivotal point as you push forward in your campaign.

And that's what Phase 3 is all about, in bringing all of this together and still trying to keep it underground. It's tough to do, but that's certainly what we attempt to do.

I want to move on. I don't want to spend too much time on any one thing because I have a feeling, before this is all done, we'll probably have some questions to answer, and I'm fully able to do all of that.

So we've got a committee built now. At Phase 4, now we've got to build a majority. In other words, now is when we're starting to open up and letting the boss know what's going on.

You guys have to set this benchmark. You guys as organizers, depending on the unit,

but we have a very minimum of we need 65 percent support of the workers once assessed. And without that, we don't believe you can win a campaign.

What do I mean by that? Well, we will have assessed workers one on one and figured out if they want to be union or not, and we better have a minimum of 65 percent support or there's really no need to go forward in that campaign. Here's why. You always have falloff. You always have falloff. Because some people, no matter if they've told you ten times that they're for you, if the boss gets to them and they get scared, they're walking away from you.

In some campaigns that we run with especially egregious employers, we set that benchmark at 70 percent.

And the thing of it is, those benchmarks, we tell that committee right up front. Because what do you do? What do you do if you don't hit that 65 percent? What if you don't hit that 70 percent but you've got a committee in place? You've got to be able to go to them and say, "We're not where we need to be to file an election. We can't win it at this point." And those are hard conversations, but we've had to have those.

You've got to put the facts out to your committee so they understand this whole organizing processing and they too will understand that, God, if we're not there, if we've only got 52 percent or 55 percent, I don't think we should run an election if we can't win it.

And that's a big deal. It's no fun, for one thing, to lose one. But also, you're putting workers sometimes at risk. If you take a little bit extra time, you can work real hard to get up to where you need to be to win.

So we're in Phase 4. I don't know if you've heard of this or not. Of course, the last year or 15 months we haven't done any house

call blitzes. But what we have done as an organizing department especially on larger campaigns, or you can do it on smaller campaigns if you've got some trained-up organizers. You've got your committee in place and now you want to get a true assessment of the rest of the workforce; right?

And one of our goals, one of our benchmarks is we want to talk to 80 percent of the units. So if you've got a unit of 100, you want to talk to 80 people. And out of those 80 people, you want to have a minimum of 65 percent support to move forward to the next step.

How I always I think it, and I used to have a big, old three-story house, and I think of my kids running up and down the stairs. How—if you try to go from the landing to the third step, usually somebody falls down and they're crying or there's a problem, they've skinned their shin; right?

You got to think of organizing kind of in the same way. The only way to get to the next floor is you've got to do it a step at a time, a step at a time. And that's why we have these phases that we go through. You don't skip something in Phase 3 to jump to Phase 4, because all you're going to do is fall on your face, and we don't want that ever to happen.

So we can set a house call blitz on the entire unit. In other words, if it's a small unit, sometimes if you bring enough people in, you can get the entire unit assessed over a weekend. Wouldn't that be a shock for the boss, come Monday or Tuesday morning, you're filing for election because you know you've got the support. But that's yet another part of Phase 4.

And this is where, if you're going to sign cards, this is where card signing, and we become public. This is where we come out, so to speak. And if cards are going to get signed, this is the phase that you do it. In other words, we've built a foundation by

identifying leaders, building a committee, and now it's time to—where the rubber meets the road, I guess, and where the signatures need to take place. And this is the time we do it.

Many times we have the committee move the cards. I'll be honest, it has been years since I've touched an authorization card, because the committee ends up moving them for us.

Activity around worker issues. Yes, we are public. So this might be a time where we—if a big issue of the unit is, we'll say, insurance, to where we do some work around insurance. We have a gate action, we have a leafletting, we have videos going out, whatever that might be, around the workers' issues, which is the motivator for them to even organize. We would start some activity like that, some sort of show of support.

We'd escalate pressure against the employer, embarrass the employer if we have an opportunity to do. We put pressure on them from other entities if we can. This is the time to do it, because we are building to majority to be able to file. I hope that makes sense.

But all during this time during Phase 4, we still continue to do research, you still continue your list work to make sure you've got every person identified, know where they're at. You're going to have committee meetings. I would have committee meetings at this point once a week, once every other week to make sure that everything—you're on top of everything and they're learning to report back to you, they're telling you what their coworkers have been saying.

You evaluate your benchmarks. In other words, have we reached that 65 percent of support? Have we spoken to 80 percent of the unit? Do we have all the addresses? Do we have all the cell phone numbers? Do we have the proper shift that they are in? All

those items continue to percolate during this time. So we have got to continue it.

Then we move on to Phase 5. We got to maintain that majority. We can't let the boss's campaign beat us back. Right? So during the time of when we would have that blitz or when we're assessing workers—and you've heard us talk about assessing.

In other words, in the Teamsters we have a five-point assessment system. When you're talking to a worker one on one, we assign a number to them. We want 1s and 2s because 1s and 2s are our vote. 1s are your committee. 2s are our vote. They might not be as out in the open, but they are our vote. 3s, under our assessment, are—we call them fence sitters. It's whichever way the wind is blowing that day is they are for us or against us. 4s and 5s are leaning against unionization. The 4s are leaning against but they still have issues with the company. 5s, they are just vehemently anti-union; they are not going to be your vote ever.

We are assessing those folks. Right? That's how we know if we reached that 65 percent benchmark.

We have got to maintain that. So every one of those one on ones, we are inoculating the people. We are inoculating those workers, telling them what the company is going to say, telling them how the company will try to scare them. If we do a good-enough job, nothing is going to make them waiver. Right? So we have got to continue on.

So we're ready. We're filing for an election, we're moving towards winning, and we're moving towards recognition election and certifying a new bargaining unit.

We run our campaign plan, and that's something we usually put together prior to. We know where we're headed. We know what—we have identified what the issues the workers will respond to. We run our

campaign plan. That campaign plan could include a meeting or a rally where political leaders speak, clergy speaks, maybe workers from a unionized facility. We could have a number of items in our campaign plan.

Maybe we have union members from other places come talk to workers. That's always—and help do house calls. That's always a big deal.

Committee meetings. Committee activity in the workplace. This is where we pop out with the T-shirts, the pins, the hats, signs on the lockers. Whatever it might take. I'm just thinking of a few—signs in the cars in the parking lot. Those are just a few of the items that you might want to start moving to maintain your majority, proving that you're strong, and proving that you can win an election.

Let's face it, nobody wants to be part of a losing team. During this time, the company is going to come out with their anti-union stuff. They are going to come out with their anti-union committee.

But if it looks like we are in the majority and we are holding strong, that's when the anti-union folks tend to quiet down because everybody wants to be part of the winning team. Right? I would hate to be the only Green Bay Packer fan at a Chicago Bears game. I'm talking Midwest because that's where I'm from. Some of you will understand the significance of that. But you want to be with the winning team.

Escalating events and actions, acting like a union, some of those things I just talked about. Maybe you even get to the point where you've got a committee that's willing to march on the boss with a petition demanding recognition. Or maybe something over an issue. Maybe they fire somebody, maybe they discipline somebody, and it was unfair. You create that mountain out of that molehill and take on the boss. That's the

time to have that, what most of us call is fun, all those type of big events. They are scary, but they are fun.

Keep on the offense. We don't get into a paper war; we do not answer the boss's message because we should have already inoculated our folks on the boss's message. That's for certain.

We want to stay on the offense. We got a communication plan. This is something we do usually as we're heading up to filing for an election. You kind of know what you want to put into your communication. And you got to think how you're going to do it. Are you going to do a home mailing? Are you going to do everything on Facebook? Are you going to do texting? Are you going to do Hustle? Are you going to, you know, to start your own Facebook page maybe? Are you going to do phone banking?

All those communications—videos, of course, are the most popular thing right now, if you can do a series of videos. But to do all that, you need cell phone numbers because you want it to get into their cell phone. See, I hope that shows early on you need that information to be able to make everything else flow from it.

If you're at this point and you don't have the cell phone numbers and you don't have the addresses to go talk to them, you've kind of overshot. You've got a problem here. Then you're running back to a different phase to try to catch back up. Don't let yourself do that.

It takes discipline on the organizer's part be able to not jump ahead, especially when you've got workers that are going, "Let's go, let's go."

That's not—you can't let them run you, can't let them run you. If you've been honest with your committee and shown them and talked to them about how the process needs

to work to be successful and to win, they'll understand that. Yes, it's a hard conversation, but you can make it happen.

So with your communication plan, it can be grand and exciting and national, or it can be for 30 people at a facility or ten people at a facility. But you have got to have a plan ahead of time.

Don't do it on the run.

Also, by this time, you better be cleaning up that list, and you better know where every person is, who every person is, where they stand. And then we're headed into what we call a disciplined GOTV.

GOTV is the same thing whether it's a political race or a union organizing race. It's getting out the vote. You can be the best organizer in the world and do all of these things, but if you can't get your people to mark the ballot in the right spot, you got a problem.

So what we have to do, and we set up, we have a lot of fun with our GOTV. And what it means is we have to get our folks that we know support us to mark the ballot.

I'll be honest, during the pandemic, it's been pretty crazy because the mail has been—hosed. If it's a mail ballot, which that's all the board had been running up until I think just the last couple of weeks, you had to make sure that folks got the ballot in early. We were even telling people, take it to the Post Office. Don't rely on just the mailman to make sure it gets in within the time period.

So all of these things mean something, and I hope it makes sense to all of you that you have to have that disciplined GOTV to be able to win these elections. That's where we're at.

We evaluate our benchmarks: Did we meet them all? Did we talk to 80 percent of the unit? Did we have a strong 65 or 70 per-

cent support? Are we getting our folks out to vote? Did we have a strong committee of 10 to 15 percent of the entire unit working hard for us every day inside?

Is the message that's coming out of the facility ours, or is it the employer's? If it's employer's at this stage of the game, we have a problem. If it's our message, you should be headed—you should be headed in the right direction.

So all of these things, and I hope that even through this CliffsNote presentation of all of our programming and all of our models, our organizing models, all of these things move from one step to another step to another step to another step, and they all fit together to culminate in a winning election at the end of the day, and that's where we all want to be.

I hope this all makes sense to you.

And there's something else I wanted to talk about, too. I think that you will get a kick out of it, and I thought I would bring it up here.

Residual Unit Organizing, same thing. Same thing applies to this, but I don't know if this is a fact, but I have a feeling it probably is. I know it is in many Teamster bargaining units, and possibly in many of your conference's bargaining units.

What I'm talking about: Do you have a place where you have a contract in place, but then there are other folks within the facility or near the facility or working for the same employer; in other words, those that have a community of interest that maybe are not unionized yet.

Well, we call those residual units. I mean, those are the folks that are left over after we have one contract in place. There's a way to organize them, and I wanted to touch on that very quickly. I hope Kurt will allow me. I think I'm still doing okay on time.

So how do you do that? Well, one way you might consider if you have the support to do it is you would negotiate a new group into the unit. You bargain to organize. I myself, I was an officer of local unions for many years. I was a business agent. I negotiated at least 100 Teamster contracts over the years. Sometimes you can get this done, sometimes you can't. But it is a way to gain other folks into the bargaining unit.

You can request recognition for a new group if they really want to be a part of it. Sometimes an employer will listen, sometimes they won't. Negotiate neutrality or card-check for a new group. That's a possibility.

Leverage a company for recognition of a new group. Maybe there's a company that's done something. Maybe the company is wanting something from the original unit. A number of things and conversations can take place there, so I encourage you to consider grabbing those other groups.

Or you can use something NLRB recognizes. It's called a Globe-Armour election process. I know that sounds weird, I'm sure, but what it is, it's a way to garner these residual units. I encourage those of you that are local union officers, and actually, I encourage Kurt to and Steve to think about this, too. We can help—we can certainly help in talking about it.

An Armour-Globe election occurs when a group of employees vote on whether to join a previously existing bargaining unit.

All I did—this is the legality on it. As a young business agent many years ago, I ran across this from an old NLRB attorney. This is still in place at this time. In fact, I had our legal team at the IBT check on this, that during past administrations, if anything had changed in regards to this law.

Globe and Armour, and you can use it either way, Armour and Globe, those are

the precedent-setting cases that allow this to happen under the National Labor Relations Act, and through the National Labor Relations Board.

What this does, thus an Armour-Globe election, it permits employees sharing a community of interest with an already represented unit to vote on whether to join that unit. So what that means is if you have a contract in place, you can organize folks that are within the same community of interest, and they immediately come under the agreement that is in place. They're immediately protected, and they—then you just negotiate any items that pertain solely to them. And an employer is obligated to do that under this law or under this precedent. And then they would become part of the original bargaining unit.

I wanted to just put this out there to raise awareness. I think it's—nothing is a silver bullet, but I think it would give you all something to think about, and to question about, and of course, we could help, you know, answer any of those questions. But I thought it kind of an interesting thing talking about residual units.

That's kind of the crux of what I wanted to bring to the GCC convention today as part of an organizing presentation.

And in fact, I don't think that the folks will mind, I'm going to stop sharing my screen so you don't have to look at this the whole time. But anything that the organizing department can do to help Kurt, to help Steve, to help the GCC, I think you know that we are all-in on that.

I appreciate your leadership. They've been nothing but great gentlemen and great union supporters and supporting of our department. We'll help however we can. And thank you for the opportunity of being here today. It's a pleasure, and it's certainly an honor.

Kurt.

PRESIDENT FREEMAN: Greg, that was a very informative presentation, and I can back that up because we've got a number of questions here for you.

ORGANIZER CHOCKLEY: Okay.

PRESIDENT FREEMAN: Obviously, you kept them engaged, and you got their minds thinking.

ORGANIZER CHOCKLEY: I'll do my best, my friend.

PRESIDENT FREEMAN: Okay. The first question is: Can we get a copy of the organizing model presentation?

ORGANIZER CHOCKLEY: Certainly. I don't think that's a problem at all. Also, just so you know, we have it in a booklet form. I mean, the IBT right now isn't fully opened, and Kurt, I don't want to put work towards you, my Brother, but all we need to do is contact the Organizing Department, and we can do it through Kurt or through Steve or through whoever you need, and we can get some of those model books to your conference, if you would like.

PRESIDENT FREEMAN: Okay.

ORGANIZER CHOCKLEY: Would that help?

PRESIDENT FREEMAN: I think.

ORGANIZER CHOCKLEY: And it's all in writing.

PRESIDENT FREEMAN: That will help, and if it's printed, that always makes us happy, too.

ORGANIZER CHOCKLEY: Well, I figured so. It's got beautiful pictures in there. In fact, I know who printed it. It's you.

PRESIDENT FREEMAN: Okay. President Freeman well, we appreciate that.

Another question is: Do you continuously work with the committee, or do you take a break and come back to them? I'm assum-

ing this is a situation where you've lost some support, or you can't get it over the goal line.

ORGANIZER CHOCKLEY: No. You really got to stay—keep them engaged. As you move through a campaign, I mean, like, at beginning maybe you have a committee meeting once every couple of weeks, and as things heat up, as you get closer to filing, you're doing it every week.

I mean, if things are cracking, or if the company is really pushing back, you might have a committee meeting a couple of times a week depending on availability.

Something—and I just wanted to tell everybody, and I did forget to say this—if you have, and we're running into this more and more and more, to where if there's ever any type of translation needed or something, I'm just telling you as organizers, do it.

I don't know if you've figured it out, but I'm a Midwest farm kid. I don't speak Spanish, but I can read the hell out of a Taco Bell menu. That's all I know, and I'm being a smart aleck there, and I apologize.

I don't speak Spanish, but I bring somebody in to help because I don't want any of my committee to feel like they're not getting the full message or anything like that. So I encourage organizers, know your limitations, but help out that committee.

I hope that makes sense, Kurt.

PRESIDENT FREEMAN: Okay. It does to me, so if he wants to respond with another question, he will.

Here's another question: Do you want 60 percent of the 80 percent contacted, or 65 percent of the 100 percent of the work force?

ORGANIZER CHOCKLEY: Good question. What you need is you want to speak to 80 percent of the unit. A minimum. If you can get the whole unit, you know, if you can get 100 percent of them, that's a wonderful

thing. If you can't, we set that benchmark of a minimum of 80 percent spoken to.

No, you want 65 percent of the entire unit. So in other words, if you have 100 people in the unit, you want to have support of 65 of those people out of the 100.

PRESIDENT FREEMAN: I'm assuming that's at least, right. You don't stop when you get to 65, right.

ORGANIZER CHOCKLEY: You know.

PRESIDENT FREEMAN: Keep going.

ORGANIZER CHOCKLEY: Some of the campaigns that have run, that our folks have run lately, we have been bumping that up to 70 percent because we're seeing a little bit more falloff just because the employers, the union busters are some of them are pretty damn good at what they do right.

PRESIDENT FREEMAN: Yes. You're right.

Another question: Do you recommend a march on the boss before filing for the election?

ORGANIZER CHOCKLEY: What we usually do is you usually time it with filing. That's kind of a cool way to really set it off. Usually we don't do a march on the boss prior to the filing, because unless—because you got to have your support in place. The filing is kind of a—what I do want to say, kind of a defining moment, and it also raises the level. It raises the level for the workers, and it raises the level for the employer because when you file the paperwork, it's real.

So that usually kind of coincides, and then you can do—you can do multiple marches after, that but usually if you're going to do one, you do it when you're getting ready to file because it excites everyone.

PRESIDENT FREEMAN: All right.

You were talking earlier about, you know, forming the committee, and you know, you get one or two people who are interested, and you then try to identify a leader.

Do you do that by asking these two or three people who's the leader, or do you have questions that lead you to who the leader is?

ORGANIZER CHOCKLEY: I always think, and I totally date myself on this. If you I think Bugs Bunny and you think of Marvin the Martian. And I realize I used to watch this on Saturday morning cartoons. Some of the folks out there will identify with that, some of you will not and I apologize. Look it up, it will be on YouTube. But the Martian comes to the United States or comes to earth and lands and the first person he sees is Bugs Bunny, but he has a sign he carries around that says, "Take me to your leader."

Do you remember that, Kurt? Are you old enough to remember that?

PRESIDENT FREEMAN: I remember that, yes.

ORGANIZER CHOCKLEY: So anyway, no, don't say, "Take me to your leader," "Are you a leader?," or "Are they a leader?"

What you do is you talk kind of around it. And something that I do, you know, who do people listen to? I grew up a truck driver before I got into the union administration end of it, and you always had—in the break-room you always had one guy just running off the head all the time but nobody was listening to him, but he would talk no matter what. But then you had other guys that, when they talked, people listened. Those are the guys you want.

So when you're talking to workers, you say, "Who do people go to? Who do people listen to? If you think—who's the next person that you think I should talk to about this?" And usually just those kind of open-ended questions like that, you're going to identify.

Something else. If you run—if they run, oh, maybe a charity thing or something, who does that? Who schedules the softball team?

I'll tell you right now a quick story. I had one campaign, everybody identified the lady—it was a small unit—the lady that baked cookies or cake for everybody's birthday. She knew everybody's birthday in the facility. And by God—they called her Grandma. And once we got Grandma on board, we won that election, I'm telling you. She was a leader.

PRESIDENT FREEMAN: She was a leader, right. And I guess there is like different groups may have different leaders; right? I mean, you could have—

ORGANIZER CHOCKLEY: Oh, yes.

PRESIDENT FREEMAN:—the religious group, the Saturday night bowling group; right?

ORGANIZER CHOCKLEY: Everything—well, I'm sure Jarrod and Curb probably talked a little bit about mapping. And mapping is, of course, the different departments, the different, you know, work start times. But you also want to look at, and you're absolutely right, Kurt, do they have a car club? Is there a bunch of people that bowl together? Is there a bunch of people—you know. And you want to identify all those leaders.

Rarely is there—and I mean no disrespect to here, but rarely is there ever a Moses. What I mean by that, only one person in the workplace that everybody follows, rarely is that. You want to identify all those different leaders and bring them together into your committee.

PRESIDENT FREEMAN: Okay. I'm not seeing any more questions coming up.

ORGANIZER CHOCKLEY: Well, I hope that—it's just a pleasure and I thank you so much. And of course, if there are questions, Kurt, you call us anytime. You know that.

PRESIDENT FREEMAN: I'm sorry, hold one just a minute, Greg.

ORGANIZER CHOCKLEY: Okay.

PRESIDENT FREEMAN: I'm sorry. One question just came up.

ORGANIZER CHOCKLEY: Okay.

PRESIDENT FREEMAN: Are the workers protected legally once they sign a card?

ORGANIZER CHOCKLEY: Well, that's a fine line. Here's what you have to look at and here's what the law tells you. Workers really aren't protected until the company knows there's a union drive going on. And the company doesn't know if they signed a card. And that's something that we don't want to put out anything false to a worker.

And workers will say, "Oh, I met with you. Am I protected?"

Well, not really. Because here's how, if they go and fire somebody or discipline somebody, here's what they ask them at the NLRB if we would file a ULP action. So if it's going to be that they are being disciplined or fired or have a problem because of union affiliation, if the company doesn't know you're affiliated with the union, you don't get that protection under the law.

Does that make sense? I'm trying to really not be too legal there, but that's really where you've got to go.

That's why we encourage folks, especially in our committee, if you're out front, you're protected. That's why we do picks and quotes or we do videos and stuff like that. Because if that stuff has been handed out as a flyer or something, how can the employer say, "Well, I didn't know they were a union supporter."

"Well, that's funny. Here it is on flyers and they made two videos. How do you not know?"

Does that make sense, I hope?

PRESIDENT FREEMAN: It makes sense to me, yes.

ORGANIZER CHOCKLEY: Thanks, Kurt.

PRESIDENT FREEMAN: Hopefully it made sense to Desmond, who asked the question. I'm sure it did.

ORGANIZER CHOCKLEY: Okay.

PRESIDENT FREEMAN: Well, okay. Greg, I think that was very enlightening and I think we got a lot out of that presentation. And I certainly appreciate you taking the time out with us today. And I am sure, you know, we will be asking you to help us out in some drives along the way or maybe some more training seminars.

ORGANIZER CHOCKLEY: Wonderful. Thank you very much. Have a wonderful convention. Thank you, Kurt. Thank you, Steve.

PRESIDENT FREEMAN: Thank you. Take care.

Okay. We've got a couple of committees, then we're waiting for the Memorial Committee report and their presentation, along with the Credentials final report.

COMMITTEE CHAIRPERSON DeGRATTO: I'm muted. I don't know whose is—

PRESIDENT FREEMAN: You'll hear it coming through the Zoom. Looks like we've got the Memorial Committee queuing up here.

We are planning on having another time for points of personal privilege after the Credentials Committee report, their final report. So just keep that in mind if you have an interest. So we have the Memorial Committee report, that presentation, and then the Credentials Committee report. And if you want to—if you have something you want for a personal privilege, be ready for the cue.

Are we ready for the Memorial Committee? So the Memorial Committee is Chairperson Mary DeGratto, New York Local 119-43B; Secretary James Longerbone, St.

Paul 1-M; and Jeremy Mygrant from Indianapolis, Local 17-M.

Mary, are you there?

COMMITTEE CHAIRPERSON DeGRATTO: Yes, I'm here.

PRESIDENT FREEMAN: Okay.

COMMITTEE CHAIRPERSON DeGRATTO: Can you hear me?

PRESIDENT FREEMAN: We can hear you, yes.

COMMITTEE CHAIRPERSON DeGRATTO: Okay.

PRESIDENT FREEMAN: Floor is yours.

MEMORIAL COMMITTEE REPORT

COMMITTEE CHAIRPERSON DeGRATTO: Good afternoon, Brothers and Sisters. My name is Mary DeGratto from New York Local 119-B, chairperson of the Memorial Committee. Serving on the committee with me are James Longerbone from Local 1-M, Minnesota, and Jerry Mygrant from Local 17-M, Indiana.

Members of the Memorial Committee want to thank all the support staff of the GCC for their hard work in getting this conference together for us, and a very special thanks to Bonnie and Denise for their hard work in getting the data needed for our committee.

I will now present the 2021 Graphic Communications Memorial Address.

I am reading for James because he's unable to be present at this meeting.

Thank you, Officers and Staff, Brothers and Sisters. The Memorial Committee and I come before you to say a few words in the memory of our departed brothers and sisters, officers, that have passed since our last convention. Today we will be paying homage to the memory of our departed brothers and sisters who are leaders of our union.

Our union's strength rests with the commitment we have to each other, a commitment that continues after death when we remember the victories, the celebrations that we shared with those whom are no longer with us.

We would like to ask the convention delegates to please stand, although we won't notice if you do, but we pay homage to our departed officers and staff members.

Jeremy, would you please start us in prayer.

COMMITTEE MEMBER MYGRANT:

Dear Lord, we thank You for the heavenly care You have showed those who we honor while they were with us in the flesh. It is with a feeling of pride that we take this opportunity to salute them and wish them eternal peace.

Help us remember that You alone know when the day is done. And that when You come, we will eagerly go meet and reunite with You and our departed brothers and sisters.

Amen.

COMMITTEE CHAIRPERSON DEGRATTO: I'm sad to say this is only a short list that will be shown today. There are way too many names to list at this time. Since our last convention, the total count of deceased members is 5,900 of which 156 are confirmed COVID-19 deaths.

Proceed.

. . . The names of the leaders of the Graphics Communications Conference who have passed away since the last convention were scrolled on the screen.

Conference Officers

Kenneth Brown
International President
ALA - LPIU - GAIU - GCIU
July 20, 2016

Murray Mckenzie
International Vice President
GAIU - GCIU
March 11, 2017

Conference General Board Members

Stanley Aslanian
1-P New York, NY
September 16, 2019

George Carlsen
600-M Boston, MA
April 29, 2020

Carmen Gambino
458-M Chicago, IL
January 22, 2020

David Jacobs
2-C Detroit, MI
May 1, 2017

Stephen Northup
747-M Seattle, WA
April 1, 2018

Edward Treacy
612-M West Caldwell, NJ
December 30, 2020

Mike Zajac
500-M Toronto, Ont
April 14, 2018

Conference Representatives, Organizers, And Staff

Stanley Budzinski
International Organizer, Representative
Director, Inter-Local Pension Fund
(Now Tmrp)
February 1, 2018

Lorraine Ferrell
Executive Secretary
January 15, 2017

Thomas Hennigan
International Representative
September 28, 2016

Edward (Tom) Johnson
International Representative
July 12, 2018

Walter Martin
International Representative
January 25, 2018

Rickey Putman
International Organizer
December 21, 2017

James Roof Sr
International Organizer, Representative
& Director Of Organizing
January 7, 2019

Henry Rumph
International Organizer
December 20, 2018

Reba Trent
Secretary
October 18, 2020

Leon Wickersham
Executive Assistant to the
International President
February 7, 2018

Pension Fund Administrator

Milton Jerard
Director
November 2, 2019

Local Union Officials

Charles Barkowski
259-M Albany/Schenectady/Utica, NY
August 7, 2016

Norman I Burton
1-B Twin Cities, MN
November 26, 2018

Lawrence H Centrella
3-N Boston, NY
January 21, 2019

Richard Conn
543-M Omaha, NE
June 7, 2019

Louis Dansky
1-B Twin Cities, MN
February 23, 2020

Harold Delchamp
285-M Washington, DC
July 9, 2018

Nathan Dendy
630-S Little Rock, AR
March 21, 2021

Randal Dutro
415-S Chicago, IL
January 27, 2019

James Elkins
508-M Cincinnati, OH
January 13, 2019

Brian Fletcher
100-M Toronto, Ont
February 1, 2021

John Foster Jr
4-C Philadelphia, PA
October 24, 2019

Robert Gavrick
415-S Chicago, IL
March 5, 2021

William Kaucher
458-M Chicago, IL
May 12, 2018

John Laspina
406-C Nassau County, NY
June 21, 2019

Mary Ann Maggi
1-B Twin Cities, MN
May 21, 2019

Raymond Moline
182-C Olympia, WA
March 22, 2018

Stanley Mucha
458-M Chicago, IL
July 14, 2020

Kenneth Neate
195-C Brantford, Ont
September 22, 2017

Lawrence K Olson
1-B Twin Cities, MN
November 4, 2018

Eugene Opatkiewicz
27-C Buffalo, NY
March 2, 2021

Gerald Picotin
555-M Montreal Quebec
August 5, 2018

James Quick
259-M Albany/Schenectady/Utica, NY
March 9, 2021

Richard Reeves
518-M Quad Cities, IL
March 23, 2016

Patrick Riebe
1-B Twin Cities, MN
July 19, 2020

Edward Shown
8-N Newark, NJ
September 25, 2018

Gerard Siblano
119/43-B New York, NY
July 18, 2020

Thomas (Pat) Smith
67-C Boston, MA
May 25, 2018

William Tull
285-M Washington, DC
March 22, 2021

Frank Waggoner Jr
577-M Milwaukee, WI
June 11, 2017

Gerard M Walraven
3-N Boston, NY
April 21, 2019

Robert Webb Jr
1-C Washington, DC
March 15, 2017

Gerald (Buddy) Weikel
144-B Washington, DC
October 10, 2018

... "Amazing Grace" was sung by Amy Edwards.

PRESIDENT FREEMAN: Wow. More moving every time I hear that. She did a wonderful job.

Mary, anything else to your report?

COMMITTEE CHAIRPERSON DeGRATTO: If anyone has additional names of departed members that were not on the list, please submit them to the GCC staff. We will make sure they get recorded.

Thank you from the Memorial Committee.

PRESIDENT FREEMAN: Thank you, Mary. Thank you, James, and Jeremy for your very nice and moving report.

Thank you.

COMMITTEE CHAIRPERSON DeGRATTO: Thank you.

PRESIDENT FREEMAN: That moves us to our final committee report, and it happens to be the Credentials final report. Do we have them in the queue?

PRESIDENT FREEMAN: Credentials Committee, Paul Atwill, Chairman; Secretary, Perry Kettner. Paul is from Local 72-C, Perry is from Milwaukee-Madison Local 577-M. Mike Maddock is from Los Angeles, Local 388-M.

Chairman Atwill.

CREDENTIALS COMMITTEE FINAL REPORT

COMMITTEE CHAIRPERSON ATWILL: Thank you very much, Kurt. We'd like to thank Bonnie Lindsley and the staff of the GCC for helping us prepare the final report, and I'll have Perry read it now.

SECRETARY KETTNER: Thanks, Chairman. Once again, I want to thank all of the staff for all of their hard work in helping us get the numbers for the credentials ready.

The final report includes two Officers, eight General Board members, three Conference Representatives, seven Conference

Office Staff, 83 Delegates representing 43 locals, and 44 guests.

CHAIRPERSON ATWILL: I make a motion that the convention accepts this last report.

SECRETARY KETTNER: I second that motion.

PRESIDENT FREEMAN: It is moved and seconded to adopt the final report of the Credentials Committee. Is there any discussion?

Anticipating no discussion, the question is on the adoption of the final report of the Credentials Committee. Those in favor of the report, vote for. Those opposed, vote against.

Again, scroll down underneath the chat bar and click "Vote", and then vote for or against.

Let the voting begin.

... The delegates proceeded to vote.

PRESIDENT FREEMAN: The voting has ended.

Okay. The results are 100 percent for, zero against. The final report of the Credentials Committee is adopted.

Thank you for your hard work.

CHAIRPERSON ATWELL: Thank you, Kurt.

PRESIDENT FREEMAN: You're welcome.

1-B Twin Cities, MN

Ruth M Moreno

1-C Washington, DC

Howard W Brown Jr

1-L New York, NY

Patrick Lo Presti

James R Santangelo

1-M Saint Paul, MN

James Longerbone

James L Lucken

2-N New York, NY

Richard W Daly

John M Heffernan

3-N Boston, MA

Stephen T Sullivan

Kevin M Toomey

14-M Philadelphia, PA

John F Potts

Linde Shaw

16-N Philadelphia, PA

Stephen R Aichele

Joseph L Inemer Jr

17-M Indianapolis, IN

Garry D Foreman

Jeremy P Mygrant

25-M Detroit, MI

Israel Castro

James E Corbit, Sr

Daniel R Courtney

Desmond C Cox Jr

Bryan James Dominic

Ray Sheets

Kimberly M Tehoke

Anthony Valvona

38-N Saint Louis, MO

Kenneth E Lahm

72-C Washington, DC

Paul S Atwill

Janice L Bort

77-P Neenah, WI

Scott D Miller

Robby Neveu

John C Tracy Jr

100-M Toronto, On

Barinder Bhanot

David Billinger

Greg Morley

119-B New York, NY

Mary J Degratto

137-C Wilkes-Barre, PA

David P Baloga

Larry Strohl

197-M Chattanooga, TN

Larry N Best

Robert Kelly

235-M Kansas City, MO
Michael S Mitchem

241-M Scranton, PA
John J Noone

242-C Missoula, MT
Michael W Seitz

285-M Washington, DC
William M Poole

388-M Los Angeles, CA
Fernando Aguilera
Daniel Cabada
David Gaytan
Luis Gonzalez
Michael Maddock
Michael Nicks
Joseph Rando

406-C Nassau County, NY
Michael Laspina

415-S Chicago, IL
Sergio Franco
Don D Nolton
Constantino Rodriguez
Ernesto Vera

432-M San Diego, CA
Richard H Montesano

458-M Chicago, IL
Michael Consolino
Kurt Reissenweber

503-M Rochester, NY
Ronald E Johnson
Michael Stafford

507-S Kalamazoo, MI
Enrico Lee

508-M Cincinnati, OH
Garry Cordell
Roger S Lindon

527-S Atlanta, GA
Ralph M Meers
Eddie Williams

541-S Salt Lake City, UT
Demecio Vigil

543-M Omaha, NE
Steven D Ryan

555-M Montreal, QC
Pierre Gauthier

555-S Grand Rapids, MI
Robert Mckerchie

568-M Peoria, IL
Brian Morris

577-M Milwaukee-Madison, WI
Perry L Kettner
Kenneth F Roberts III
Jeffrey A Vogel

612-M West Caldwell, NJ
Harry J Selnow

705-S Battle Creek, MI
Gary Wood

727-S Des Moines, IA
Debbie J Bullock

735-S Hazleton, PA
Lynn M Andrews

747-M Seattle, WA
Lee Christensen
Michael J Floyd
Mark Guerin
Joe Perez

4535-M Houston, TX
Oscar E Lopez

6505-M Saint Louis, MO
Ronald S Becker
Michael T Jones

TRIAL BOARD APPOINTMENTS

PRESIDENT FREEMAN: Next on the agenda is the appointment of the Trial Board Members. And I will be appointing the Trial Board Members.

Out of the Atlantic Region: Paul Atwell, Local 72-C; Mary DeGratto, Local 119-B; Jack Noone, 241-M out of Scranton. Alternates: Linde Shaw, Philadelphia Local 14, and Patrick Sullivan, Boston Local 3-N.

From the Central Region: Chanta Jones, Kalamazoo, 507-S; Kurt Reissenweber, Chicago 458-M, Scott Miller, Neenah 77-P. The

alternates: Perry Kettner, Milwaukee-Madison Local 577-M; and Sergio Franco, Chicago, 415-S.

Out of the Mountain Region: James Longbone, St. Paul Local 1-M; Ruth Moreno, Twin Cities Local 1-B; Steven Ryan, Omaha 543-M. Alternates: Michael Jones, St. Louis 6505-M; Michael Mitchem, Kansas City 235-M; and Debbie Bullock, Des Moines 727-S.

Pacific Region: Daniel Cabada, Los Angeles Local 388-M; Mark Guerin, Seattle 747-M; and Richard Montesano, San Diego Local 432-M. Alternates: Demecio Vigil, Salt Lake City Local 541-S; John Quimby, Los Angeles 388-M; Lee Christensen, Seattle 747-M.

Out of the Southern Region: Robert Kelly, Chattanooga 197-M; Ralph Meers, Atlanta 527-S; Oscar Lopez, Houston 4535-M; and Lee Whitener, Dallas Local 367-M.

The Canadian Region: Erron O'Connor, Montreal 555-M; Patrick Cronin, Montreal 555-M; Greg Morely, Toronto 100-M; and David Billinger, Toronto Local 100-M.

That's it.

If we have anyone who is up for personal privilege?

Yes. No, come on up, George. We're not done yet.

PRESIDENT EMERITUS TEDESCHI: Thank you, Mr. Chairman.

First of all, I'd like to thank Mary. That was such a moving memorial. I guess maybe as you age, I knew and worked with every single one of those board members and officers where you had their photographs, and it was very touching to me. A lot of them were my mentors.

Always when I hear Amy Edwards sing, especially "Amazing Grace", as Kurt pointed out, it gets very emotional. She's my niece, you know that, so it's with love and compassion.

I thank everybody for the opportunity to be here. And I'm going to miss this. Take care and Godspeed. Thank you.

PRESIDENT FREEMAN: Before we move onto the next personal privilege, we do need a motion to approve, move and approve the appointment of the Trial Board members. Maybe the brother at the microphone at the "For" could make a motion.

DELEGATE PERRY L. KETTNER, Local 577-M: (*Indiscernible audio*) Trial Board nominations.

PRESIDENT FREEMAN: Perry Kettner.

DELEGATE KETTNER: Yes, sir. Sorry.

PRESIDENT FREEMAN: Make a motion. Second?

DELEGATE KENNETH F. ROBERTS, Local 577-M: Ken Roberts, Local 577. I second the appointments.

PRESIDENT FREEMAN: We have got a second.

So it's going to be the same. We've got a first and a second, so we need to vote on that. It will be the same thing as we have done in the past. Scroll down to under the chat bar, there will be a "Vote" button. Hit the "Vote" button for and against.

Let the voting begin.

... *The delegates proceeded to vote.*

PRESIDENT FREEMAN: The voting's been shut down. We should have our results.

98 percent in favor, or for. So Trial Board stands until the next convention.

I think we have someone who is at the microphone for a point of personal privilege.

Your name and local, please.

DELEGATE PERRY L. KETTNER, Local 577-M: Perry Kettner, Local 577-M, Milwaukee.

I'd like to start off by thanking all of the delegates that approved Resolution No. G-6 regarding Teamster Members Retirement Plan. For those that voted against the reso-

lution, I ask you to contact me or any other of the trustees of the TMRP to let us know what it would take to get your support.

Thank you. That's all I have.

PRESIDENT FREEMAN: Thank you, Perry.

Do we have anyone else?

All right. We have another.

Pat LoPresti, your name and local.

DELEGATE PATRICK LOPRESTI, Local 1-L: Thank you, President Freeman.

Pat LoPresti, Local 1-L, New York City, on a request for a point of personal privilege.

I would just like to run down some of the items which were well done. I'd like to first start off by thanking President Freeman, Vice President/Secretary-Treasurer Steve Nobles, and the entire staff at the GCC/IBT. I'm sure they worked endlessly to make sure this went off without a hitch. Even though there were a couple of slight glitches, you had to expect this was a most unusual way for us to conduct our convention this time around.

I would like to point out that the organizing presentations were just fantastic. I'm sure we all picked up something from the presentations that came by way of the organizing. That's one of the issues I wanted to address on my point of personal privilege.

I want to also speak once and briefly again on the Teamster Members Retirement Plan. At this convention, the delegates in this room and that we're speaking with with one another, we are all leaders. At least bring the opportunity to your members that they have this additional benefit that they can participate in.

We have now become so flexible, as you heard, that we can create segments. So you don't have to come in, the entire local. But you should allow your members to be edu-

cated with what it could provide for them. They may just be interested in doing that. I ask you, even though there was 4 percent that still was against—it's hard to believe a proposition that just only asked you to support it, didn't ask you to force you into joining it or anything like that. It is a union benefit, and we're hopeful that this will survive and be saved.

I want to say to King George, King, the King and I have had some of the most incredible, knockdown, drag-out disagreements in our lives together, but at the end of each one—and I'll never forget, George, you always saying to me it's okay to agree to disagree. You're absolutely right because no matter what the outcome was, we are all stronger for it.

I want to personally thank you for your service not only in defending this country in the years that you did that, but all the years you did a fantastic job in supporting organized labor.

Thank you very much, George.

I am just going to leave with saying to you, George—you're going to hear it again—hey, kid, enjoy your retirement.

Thank you, President Freeman.

And all the delegates, please arrive home safely. And Happy Father's Day, too, to all in this weekend to come.

Thank you, President Freeman.

PRESIDENT FREEMAN: Thank you, Pat.

Now I'd now like to call on Secretary-Treasurer/Vice President Nobles.

CLOSING REMARKS

SECRETARY-TREASURER NOBLES: Hello. I won't be long. I know I'm one of the last things keeping everyone from the convention ending.

But I want to put one thing in context here. You can take a look at the thinning hair and the gray hair and the gray beard, but I can tell you, I was born in January of 1959. And in February of 1959, George Tedeschi started paying dues. And so I can honestly say George has been paying his dues and fighting for the workers my whole life.

And I just want to thank him for that. It's honorable. He's going to finish out his term as the international vice president.

We love you, George. We thank you for everything you've done for us, and Pat stole my line. Enjoy your retirement.

I've had an opportunity, I started out in this trade in '85 and became a part-time organizer for the local in the early '90s to the executive board, to the president. And through that time I've had the opportunity to work with leaders such as Dave Jacobs, Jerry Deneau, Chuck Ellington, Sonny Shannon, John Agenbroad, Bob Lacey, and George Tedeschi. I've gotten to know organizers, from Robby Robinson, Tommy Smith, Rick Street, and Rick Putnam. And of course the reps, from Phil to Nick to Mike and now Chris, who I have worked with for the last 15 years in District Council 3, and Chris is going to be a fine rep for our conference.

But one thing these gentlemen all had in common was, one of the things they started off their conversation with me was "Organize." And Brother Tedeschi—President Tedeschi said it earlier: Organizing is the lifeblood of our organization. We must organize.

I'm thrilled to be working with President Freeman and the confidence he's shown when he appointed me and then we ran in the election. I think we were on the same page. The Organizing for a Stronger Tomorrow is something that has to happen. We're

going to bust our butts trying to help you help it happen. And if there's anything we can do to assist any local or district council out there to try to help you with organizing to grow our membership, we're a phone call away.

Thank you, and be safe.

PRESIDENT FREEMAN: Thank you, Steve.

Certainly, you know, things have worked out better than I could have expected, you know, with picking Steve as my partner going forward. Things have worked out—I mean, I knew they would work out well because we got along together well and we shared a lot of the same ideas and ideals. But it has really exceeded my expectations.

And certainly organizing is the theme of this convention, but it really needs to be our theme going forward and not just leave it today, you know. When we go home, when we check out of the hotel, when we get on the airplane, you know, we've got to remember this is what we're going to be doing from now on. Organize! Organize! And organize!

And as Steve said, you know, we do have some programs in place. We mentioned earlier about a subsidy, there is an organizing subsidy. And if there's locals or district councils out there who want to put on a new organizer, the General Board has put this subsidy in place. And there is a monetary sharing between the conference and the local or district council.

So I certainly would implore every local and district council to look at trying to find an organizer that they can put on board. And again, we will give them every resource that we can with moving forward.

And with that, I just want to say Happy Father's Day to all the fathers out there and to everyone who maybe lost a father in the last year or two. And you know that this COVID has been very difficult.

So with that, I will just say thank you very much for your attention and your par-

ticipation. And this will conclude the Fourth Convention of the GCC/IBT. Thank you very much.

(At 4:25 p.m. EDT, Friday, June 18, 2021, the Graphic Communications Conference of the International Brotherhood of Teamsters was adjourned sine die.)